



# PROPOSED RACIAL EQUITY AND SOCIAL JUSTICE PROGRAMS AND INITIATIVES

Fairfax Town Council Regular Meeting

October 6, 2021

# Background

- In May 2020, the world was struck by the shocking video of George Floyd being pinned to the ground by the knee of a white police officer.
- This incident triggered anger in people of all ages and backgrounds and led to protests all over the country.
- Americans have been more outspoken and pushing for action against racism and for equality.
- In Fairfax, the Town Council took action by forming a committee to examine issues of racial equity, social justice, systemic racial bias, and diversity in the Town, thereby establishing the Racial Equity and Social Justice Committee ("RESJ")



# The Racial Equity and Social Justice Committee (RESJ)

- Formed in July 2020
- Held 13 meetings over a period of 13 months in accordance with the Brown Act
- Assigned to “focus on actively dismantling and eradicating systemic and individual racism, bigotry, and discrimination within our Town, in an effort to create a Fairfax that is explicitly antiracist, equitable, and inclusive in both word and deed”
- Various frustrations led to resignations at RESJ’s last public meeting on August 5, 2021

# On the Path to a New Direction

- Menu items are recommendations being suggested after researching programs, policies and plans in other areas of the state and country
- One year later and lessons shared by others
- Each item has been placed under a category type and each item should be considered individually
- Not meant to be an exhaustive list
- Consider items where progress and success can be measured
- Being open to trying something new will help bring the Community together



# Menu Item Categories

1. Overview and  
Development of  
Town Policies, Plans,  
Surveys and Training

2. Community  
Collaboration and  
Town Partnerships

3. Economic  
Development

4. Communication  
and Understanding

5. Public Safety and  
Police Practices

# Overview and Development of Town Policies, Plans, Surveys and Training

- Racial Equity Action Plan
  - ❑ Assist a local municipality in examining its own policies and practices to determine what should be addressed in order to develop institutional change
- Handbook for Recruiting, Hiring, and Retaining Employees (internal)
  - ❑ Include information related to the Town's Equal Employment Opportunity Policy & Plan
- General Plan Update
  - ❑ Replace vague and ambiguous instances of terms and provide clarification to the implementation of the General Plan
- Community Survey for the Town of Fairfax
  - ❑ Solicit input from residents to understand opinions on Town services
- Diversity and Inclusion Training Program (internal)
  - ❑ Offer learning opportunities around topics like unconscious bias and cross-cultural communications

# Community Collaboration and Town Partnerships



- Job Fairs (internal)
  - ❑ Can help with exploring job options, networking, and even with seminars and lectures
- Pop-up Events
  - ❑ Beneficial to small businesses and even local artists
  - ❑ Can be a great way to expose Fairfax residents to new types of businesses
- Marin County Free Library Partnership
  - ❑ Assisting with outreach by promoting events, suggesting programs or event ideas and partnering to organize events that benefit the Fairfax community

# Economic Development

- Redevelopment Funding
  - ❑ Creating a loan program to assist small businesses
  - ❑ Have separate fund for minority-owned businesses
  - ❑ Help businesses that were forced to provide an outdoor service area or are currently in the process of creating a permanent outdoor operations area
- Resources for Local Businesses
  - ❑ Partnership with the Small Business Development Center (SBDC) of Marin
  - ❑ Sponsor entrepreneurship events





# Communication & Understanding

- Communications Program Development (internal)
  - ❑ Enhance use of social media, learn techniques using plain language conducted by the Town
- Teaming Up With Community-Based Organizations
  - ❑ Helps extend outreach, improve cultural competency, and reduce public mistrust
  - ❑ Use CBO's as part of outreach efforts and include diverse stakeholders
- Two-Way Communication: *Creating a Safe Space*
  - ❑ "Commitment to civil engagement" declaration
  - ❑ Dissenting points of views provide learning opportunities



# Public Safety and Police Practices

- Police Chief Annual Statistics Report to Council
  - Help the Council, residents and FPD determine trends and issues around patterns of crime
  - Contributes to the efforts of educating the entire community and being transparent
- Community Outreach
  - Continue current outreach efforts
  - Organize a “Coffee with a Cop” event at a local business
- Training and Course Requirements
  - Continue to receive training as required by POST
- Mobile Crisis Response Team Service Efforts
  - Continue collaboration with MCRT

# What is RIPA?

- The Racial and Identity Profiling Act (RIPA) of 2015 (AB 953) requires state and local law enforcement agencies, as specified, to collect data regarding stops of individuals, including perceived demographic information on the person stopped, and to report this data to the California Department of Justice (DOJ) on an annual basis.



Did you know  
California has a  
Racial and Identity  
Profiling Act?

# When is Fairfax Police Department Required to Collect and Report?

- This data collection has been implemented in a phased in approach based on the size of the police agencies. The Fairfax Police Department is to begin collecting data in January 2022. The collected data is mandated to be reported to the Department of Justice no later than April 2023. The Department of Justice will then post the collected data to their web site sometime after April 2023. Data collection will be ongoing with submission to DOJ required no later than April of each year for the prior year's data.

# Where is the Fairfax Police Department in their progress to meet the requirements of this mandate?

- Fairfax Police Department began collecting data in test mode in July 2021 (six months prior to the mandate).

# What data are Fairfax Police Officers required to report for each stop, detention or search of an individual?

- Agency Identification Number (ORI) date, time, and duration of the stop
- Location of stop
- Perceived race or ethnicity of person stopped
- Perceived gender of person stopped
- Person stopped perceived to be LGBT
- Perceived age of person stopped
- Perception that person stopped has limited or no English fluency
- Perceived or known disability of person stopped
- Reason for stop
- Stop made in response to a call for service
- Actions taken by officer during stop (predesignated selections are defined by DOJ – if none of those are applicable, “none” is the answer required by DOJ).
- Results of stop
- Officer’s Identification (ID) Number
- Officer’s years of experience
- Type of assignment of officer
- \*\*All fields and selection options are designated by DOJ.

# When is the public able to access Fairfax Police Department's data from the Department of Justice?

- The public would not be able to see our collected data until the Department of Justice posts it sometime after April of the following year of collected data.

Example: 2022 Fairfax PD data is not available until after April of 2023 on DOJ website.

# FAIRFAX POLICE DEPARTMENT RIPA DASHBOARD PRESENTATION





# Next Steps for Council & Town Staff

## TOWN COUNCIL

1. Take consideration of each item individually
2. Provide Town staff with feedback on the proposed items
3. Provide consensus on allowing staff to move forward with the implementation of items that do not require Council approval
4. Direct staff to report back on specific items that require Council action prior to implementation
5. Reaffirm Council Working Group of Ackerman and Cutrano

## TOWN STAFF

1. Proceed, per Council's direction and acquired feedback
2. Return with a progress update over a period of six (6) months.



# THANK YOU

And remember...

*"In every community, there is work to be done. In every nation, there are wounds to heal. In every heart, there is the power to do it. –*

*Marianne Williamson*

