



Racial Justice Committee Report & Update to Board of Directors October 14, 2021

Members:

Vice Mayor Chappie Jones, City of San Jose, *Chair*
Council Member Margaret Abe-Koga, City of Mountain View
Mayor Rich Constantine, City of Morgan Hill
Mayor Neysa Fligor, City of Los Altos
Mayor Larry Klein, City of Sunnyvale
Mayor Marico Sayoc, Town of Los Gatos
Steve Preminger, Santa Clara County Executive's Office

Background

While simultaneously navigating the COVID-19 pandemic, the Cities Association of Santa Clara County (CASCC) formed the Racial Justice Committee in response to the murder of George Floyd and the civil unrest that followed. The events of 2020 created unprecedented health and social challenges affecting all of our communities, and disproportionately affecting those of Black people, Latinx people, Indigenous people, other people of color, immigrants, and the incarcerated.

We can no longer ignore the systems that are failing our communities of color because they are failing all of us. Despite these challenges, we recognize that the Bay Area thrives because of the inherent diversity of our communities. Rising rents and home prices affect everyone, and they have an especially hard impact on people of color due to generations of marginalization and racist policies and those who work lower-paid jobs, many of whom are being forced out of the region.

We need to act so that race no longer predicts life outcome, and we can continue to stay in this unique place we all love. As elected leaders across the County, we have a responsibility to advance opportunities for all and achieve racial equity through partnerships with others. More importantly, there is an opportunity for each of the 15 cities in Santa Clara County to have a greater impact if we take action together. In that spirit, the committee found consensus to focus on three priorities:

1. **Affordable Housing** – Policy recommendations as an effort to expand housing opportunities for underserved populations
2. **Public Safety Reform** – Rebuilding trust with the community in collaboration with the Santa Clara County Police Chiefs Association
3. **Hate Crimes Against Asian American Pacific Islander (AAPI) Community** in collaboration with the Santa Clara County Task Force on Hate Crimes

It is understood that each jurisdiction and community is unique. Some of our member cities may already have some of the proposed policies in place and some may not. Though it is not expected that all jurisdictions will support or adopt every one of the recommendations listed, they are suggested for consideration and potential action as concrete steps the region can take to further advance racial justice.

1. Affordable Housing Recommendations for Consideration

Historical legacies and policies have created racial inequities in housing long before COVID-19. There is an opportunity for local leaders to boldly tackle systemic racism in their housing systems and repair the harms that have resulted in racial segregation, displacement, and inequitable communities. The following potential actions are recommended as an effort to:

- ⇒ Expand housing policies and create housing opportunities for diverse communities and people of color.
- ⇒ Increase affordable housing outreach, access, and occupancy in historically underserved communities.

Action 1: Support SB 649 (Cortese) Affordable Housing Tenant Preference Bill

Description: Displacement causes lower-income residents, who are disproportionately people of color in many California communities, real tangible problems: physical health problems, mental health problems, and educational deficiencies. SB 649 creates a State policy that supports greater access to affordable housing for underserved populations facing displacement. It aligns anti-displacement tenant preferences with Internal Revenue Code requirements, thereby qualifying affordable housing developments that use tenant preferences for tax credit or bond financing. This allows cities the option to require an anti-displacement tenant preference for affordable housing units, if they desire.

At the Cities Association Racial Justice Committee Meeting of April 9, 2021, this recommendation was referred to the Legislative Action Committee for review. It will be included in their June 10, 2021 meeting.

Action 2: Support A Regional Affordable Housing Online Portal

Description: Encourage cities to participate and utilize a single online portal to market all affordable listings in their jurisdictions across the region. This could serve as a single place where all local affordable listings may be found **with jurisdiction specific information**. Pending the passage of AB 649, cities could narrow the scope of opportunities to local residents. This

platform is an opportunity to share and save costs across jurisdictions, especially for those that have not yet undertaken this effort.

For jurisdictions interested in participating in the Doorway Portal Collaborative, funding may be potentially available through the Bay Area Housing Finance Authority (BAHFA), which was established via AB 1487 (2019, Chiu) and aims to offer a powerful new set of financing and policy tools to promote housing affordability and address the region's housing crisis. The Doorway Portal Collaborative seems to align with BAHFA's goal "to develop a comprehensive regional strategy for helping local governments tackle the housing crisis on a larger scale by transcending city and county boundaries." More information on this potential funding mechanism will be provided as it becomes available.

- o City of San José approved on March 18, 2021, the Doorway Portal Collaborative: <https://sanjose.legistar.com/LegislationDetail.aspx?ID=4854843&GUID=DFFD8618A39E-497F-9E8F-8941475935C7&Options=&Search=>. City of San José is leading effort for the county and welcomes collaboration with other jurisdictions.
- o The City of San José, Alameda County, and San Mateo County are part of this regional effort and are in various stages of Doorway implementation. Other agencies, including the Housing Authority of Santa Clara County, are also evaluating current and planned features of the Doorway platform.
- o The City/County of San Francisco has established an affordable housing portal with the same provider, Exygy Inc., known as DAHLIA, and can be viewed at <https://housing.sfgov.org/>. This website lists all affordable housing vacancy opportunities in one place, simplifies the application process, and provides automated tools for property managers to facilitate the processing of applications
- o The mission of the Regional Doorway Portal Collaborative is to (1) improve access to affordable housing by making it easier to find and apply for affordable housing in the Bay Area, (2) generate data on housing demand and placement to facilitate more efficient use of affordable housing resources, (3) help advocate for more resources for these efforts, and (4) facilitate alignment in tenant preferences used in various jurisdictions to the extent possible.
- o The Regional Doorway Portal Collaborative envisions a simple and equitable way for residents to find and apply for affordable housing throughout the Bay Area and is working to create a unified multi-lingual platform with transparent processes from marketing to move in. It will include both an Applicant Portal and a Partners Portal. The Applicant Portal will provide a website for prospective tenants to find all affordable housing vacancy listings in one location. Applicants will be able to submit applications

online through the Applicant Portal, and affordable housing property managers will be able to efficiently manage applications for tenancy through the Partners Portal.

The Cities of Morgan Hill, Gilroy, Santa Clara, Campbell, Los Gatos, and Mountain View currently utilize HouseKeys as its Affordable Housing Program Administrator to provide affordable housing opportunities (ownership, rental, and finance programs) to income-eligible households. The City of Morgan Hill has worked with HouseKeys for the past 5 years investing in and building an online portal to market affordable listings in their jurisdiction and collect data to ensure that they are currently marketing to underserved/diverse communities. It is a platform now used by other cities and can be viewed at: <https://www.housekeys.org/muni>.

Other cities in the County market their affordable housing units via third party administrators on their websites linked below:

- [Los Altos](#) – Alta Housing
- [Palo Alto](#) – Alta Housing
- [Milpitas](#)
- [Cupertino](#) – Rise Housing
- [Sunnyvale](#)

Action 3: Affirmative Fair Housing – Expand HUD Outreach Policy, Support Countywide Assessment on Fair Housing, Adopt Citywide Fair Chance Housing Policy, Adopt Inclusionary Housing Policy

Description: Advancing Affirmative Fair Housing will create more equitable opportunity for minority populations and advance racial justice in Santa Clara County. According to government code, affirmatively further fair housing means “taking meaningful actions, in addition to combatting discrimination, that overcome patterns of segregation and foster inclusive communities free from barriers that restrict access to opportunity based on protected characteristics.” The following are identified as steps each city in Santa Clara County could potentially take, and many have already started taking, to advance fair housing in their city.

Expand HUD Outreach: As of now, affordable housing units that are federally subsidized are required to use affirmative fair marketing. Encourage affirmative fair housing countywide by all cities and require a marketing plan tailored to identify the least likely to apply by using census data to inform that plan. This would be an effort to expand marketing to all affordable projects and not just those that are federally subsidized. The HUD form required by developers using federal HOME funds is linked here for reference: <https://www.hud.gov/sites/documents/935-2A.PDF>.

Support Countywide Assessment on Fair Housing: Supporting the countywide assessment led by the County will highlight the inadequacies and identify clear policy changes that could assist in fair housing across Santa Clara County.

Strengthen or Adopt Citywide Fair Chance Housing Policy: A fair chance ordinance is a law adopted by a local jurisdiction that creates rules that limit the use of criminal records by landlords when they are screening prospective tenants. The purpose of a fair chance housing ordinance is to reduce barriers of entry to housing for those who have criminal backgrounds and low credit scores. Historically, minority populations come from over-policed areas and are given more severe punishments, which perpetuates a system of housing insecurity through generations. In addition, low credit scores take years to build back up and can be a difficult obstacle to overcome for populations seeking housing.

Strengthen or Adopt Inclusionary Housing Policy: Requiring a percentage of new construction to be affordable will demand more diverse and inclusive communities, particularly in communities of opportunity and transit rich areas where lower income residents are vastly out-priced for market-rate rentals. Eleven of fifteen cities in the County have adopted inclusionary housing policies: Campbell, Cupertino, Los Altos, Los Gatos, Milpitas, Morgan Hill, Mountain View, Palo Alto, San Jose, Santa Clara, and Sunnyvale.

Action 4: Proactively engage both communities of color and lower-income residents, homeowners, and renters in the upcoming Housing Element update process.

Description: Historically, some residents of our communities have been underrepresented in public discussions around land use and affordable housing policy and planning. The upcoming Housing Element update process is different from past cycles and now requires explicit engagement with State Law requiring that jurisdictions take steps to affirmatively further fair housing, and more explicit indication of where cities are planning for future affordable housing development. This is a tremendous opportunity to bring the full spectrum of community perspectives into public discussions about the future of their cities. However, experience shows that unless this is made a priority, and steps are taken to specifically engage communities often missing from these discussions, their perspectives will be left out, and opportunities for a sense of collective civic purpose will be missed.

Action 5: Develop a statement of support for land use changes that diversify communities.

Description: Finding ways to integrate multifamily housing into communities of opportunity is critical to desegregate Bay Area cities. Exploring policies that will allow more affordable units in higher cost, transit-rich communities of opportunity will make room for more and diverse types of housing and thus advance racial justice in Santa Clara County.

Action 6: Increase housing education for diverse populations

Description: Increase and promote a countywide campaign on education about home ownership opportunities for marginalized communities that are unaware of the steps needed to qualify for ownership. Partner with current organizations that provide this service, such as HUD approved counseling agencies, e.g. Project Sentinel. Consider collaboration with a community organization for funding of this campaign.

Action 7: Endorse the 2020 Community Plan to End Homelessness and Develop Implementation Plans.

Description: The 2020 Community Plan to End Homelessness is endorsed by the CASCC and seven Santa Clara County jurisdictions with several others in the process of formally endorsing. The Plan will aim to house 20,000 residents over 5 years, prevent future homelessness from occurring for at-risk and housing-insecure individuals, and improve the lives of those individuals residing in shelters and encampments. It is also critical that Cities develop their own individual implementation plans and identify resources to address homelessness consistent with the 2020-2025 Community Plan to End Homelessness.

2. Public Safety Reform – Rebuilding Trust with the Community in collaboration with the Santa Clara County Police Chiefs Association

Following the murder of George Floyd, nationwide protests erupted that called for police reform in the United States. In the past year this has led to new laws, proposals, and public directives at all levels of government to address the key issues of police misconduct, systemic racism, racial bias, and police brutality. In reaching out to the Santa Clara County Police Chiefs Association, we strive to collaborate on rebuilding trust between our police departments and members of the public through accountability, transparency and community engagement. In doing so, our various police departments shared their police reform efforts, which are displayed in [Attachment A](#). A summary of the efforts is provided as [Attachment B](#).

The law enforcement agencies within Santa Clara County have been diligently working towards police reform that works for the safety of both the community and the officers. Though they have made much progress, there is still much left to do, especially in terms of addressing the crux of the issue that has led to brutal deaths of civilians at the hands of police officers: Use of Force.

Thus, as a collaborative effort with the Santa Clara County Police Chiefs Association, the CASCC strongly supports advancing training for our police officers through the utilization of Virtual Reality (VR) technology for Crisis Intervention Training and encourages all public safety departments within the County to complete it.

This technology is considered new and is being used in Sacramento to recreate real-world police encounters and incorporate lessons learned into the training curriculum, such as cultural competency, de-escalation, critical decision-making, peer intervention and implicit bias training. This technology would allow for controversial police incidents that occur across the country to be turned into virtual reality simulations almost instantaneously after they occur, allowing officers to learn from real life mistakes, and train for real world situations.

VR technology increases efficiency in scenario-based training and allows officers to train with all of their tools – handgun, Taser, rifle, OC, and flashlight. Additional benefits include decreasing the need for instructor's/role players during real life scenario drills, alleviating the need for different training locations, and introducing an array of virtual environments with different environmental factors at play. All equipment needed for this training will be provided by California's Commission on Peace Officer Standards and Training (POST) with an estimated delivery date of June 2021.

Four departments have applied for utilization of the technology, including Palo Alto, San Jose, Santa Clara County Sheriff, and Sunnyvale. San Jose and Sunnyvale are also willing to host the training of other departments. This new technology is a critical tool that all departments should utilize as an effort to improve the training of our police officers and further reform policing in Santa Clara County.

3. Hate Crimes Against Asian American Pacific Islander (AAPI) Community in collaboration with the Santa Clara County Task Force on Hate Crimes

Santa Clara County formed a new Task Force on Hate Crimes to address the recent spike in hate crimes across our communities, most recently among Asian Americans. The Task Force was formed in December 2020 and is co-led by San José Council Member Maya Esparza and County Board of Supervisor Cindy Chavez. The Task Force includes a body of voting members and a body of advisory members. President and Los Gatos Mayor Marico Sayoc represents the Cities Association as an Advisory Board Member. Through this collaboration, efforts will be brought forward to the CASCC Board for consideration that will benefit from action by our member cities to address and curb the spike in hate crimes against Asian American members of our communities to create a more inclusive society.

The Hate Crimes Task Force is a multisector effort to investigate, educate, prevent, and combat hate incidents and hate crimes inclusive of County of Santa Clara. The Task Force will advise on strategies and areas for improvements and investments, and strategies relative to appropriate services and programs to address, reduce, and prevent hate incidents and hate crimes. The Task Force shall consider the following:

- Facilitating coordinated responses by local, state, and federal investigators and prosecutors;
- Engaging law enforcement's response to the hate crime problem and providing input for improvements;
- Appropriate educational and community outreach programs designed to reduce and address hate incidents and hate crimes;
- Appropriate services, resources, and programs for victims;
- Collaborating with multisector partners regionally, nationally, and internationally to share information and strategies for ending hate incidents and hate crimes.

A holistic approach will leverage existing efforts to improve and expand data collection, study and evaluate the pathology of hate incidents and hate crimes, educate the community and expand on school programming, implement programs and services for victims, and offer resources and tools to drive the County towards a hate free community.

The meetings are scheduled to take place in the Board of Supervisors' Chambers, County Government Center, 70 West Hedding Street, San Jose, or by virtual teleconference on the following days:

Friday, February 26, 12pm*

Friday, March 26, 12pm

Friday, April 23, 12pm

Friday, June 25, 12pm

Friday, August 27, 12pm

Friday, October 29, 12pm

*Denotes Special Meeting

In addition to collaboration with the Santa Clara County Task Force on Hate Crimes, the committee will explore sponsorship of bystander intervention training for the community members of all of our member jurisdictions. Bystander intervention training has been proven to empower bystanders to intervene when witnessing disrespect or harassment.

Jurisdictions	Campbell Police Department	Gilroy PD	Los Altos Police Department	Los Gatos/Monte Sereno PD**	Milpitas	Morgan Hill	Mountain View
Public Safety Reform Efforts	<p>Implemented:</p> <ul style="list-style-type: none"> • Ban chokeholds and other forms of neck restraint. • Require de-escalation (taking no action or passively monitoring the situation may be the most reasonable response). • Require warning before shooting. • Exhaust all alternatives before shooting. • Duty to intervene: any officer observing another to be using unnecessary force must intervene. • Ban shooting at moving vehicles. • Require use of force continuum: Campbell Police officers adhere to US Supreme Court's Graham v. Connor reasonable standard to apply force. • Require comprehensive reporting. • Training: all officers attend a 40- hour crisis intervention training course based on de-escalation and dealing with mental health crises. Officers participate in principle policing, procedural justice, neutrality, and addressing implicit biases. • Body-worn and in-car cameras: all officers equipped with body-worn cameras and police vehicles equipped with similar recording systems. Officers are expected to record pedestrian contacts, interviews, and other events when a recording could have value as evidence, to limit liability, to resolve citizen complaints, or as training tool. 	<ul style="list-style-type: none"> • Department has suspended the use of the Carotid hold. • Gilroy PD has seven members of the department scheduled for "train the trainer" principled policing. To be included in in house training during FY22. • Banned the carotid hold. • Utilizes majority of #8CANTWAIT policies • Requires duty to intercede • Requires comprehensive reporting (Duty to Report Excessive Force) • Requires de-escalation • Uses body worn cameras • Requires reasonable efforts to exhaust all alternatives • Requires officers to use the minimum amount of force that reasonably appears necessary given the known facts and totality of the circumstances at the time of the incident • Training: Officers attend a 40-hour POST Crisis Intervention Training course with a de-escalation component. Officers participate in Principled Policing Curriculum that combines Implicit Bias Training and Procedural Justice. Officers also attend POST-approved training in LGBTQ+ awareness. 	<ul style="list-style-type: none"> • Officers are issued body-worn cameras. • "Recognize the use-of-force policies and utilize them in policing". 	<ul style="list-style-type: none"> • Updated Department policies related to use of force incorporating the majority of the "8CANTWAIT" recommendations. 1. Incorporated the concept of "tactical conducing" as related to the use of force scenarios, in which the officers' actions leading up to a use of force are evaluated as a part of the use of force review. 2. Policy changes require the creation of time, space and separation in potential use of force situations to facilitate de-escalation tactics. 3. Banning the use of chokeholds in the use of force policy. 4. Require the use of a verbal warning to proceed the use of deadly force and less lethal force where feasible. 5. Review and evaluate the tactical deployment of less lethal use of force options. 6. Prohibit the use of kinetic impact projectiles as measure of crowd control tactics. 7. Limit the use of kinetic projectile as a use of force option only to affect an arrest for criminal behavior or to stop an imminent threat to public safety. • Reinforced training on the duty to intervene in other officers' use of excessive force. 1. Conducted additional training through Defensive Tactics Cadre and Advanced Officer Training (AOT) on the duty to intercede. • Implemented Integrating Communications, Assessment and Tactics (ICAT) training to increase de-escalation skills of officers. 1. Department personnel sent to ICAT instructor certification training to incorporate ICAT training with Defensive Tactics perishable skills training for officers. • Requirement of all officers and dispatchers to attend Crisis Intervention Team (CIT) training within one-year of appointment. This training is incorporated as a part of newly acquired officers' initial core training plan. • Purchased a virtual reality training simulator funded by a POST Innovations grant to facilitate de-escalation of force training to line personnel. • Department requires a comprehensive reporting and supervisory administrative review each time an officer uses force. • In 2020, Town hosted community workshops which included a discussion focused on "Police Reform". • Introduction of an Independent Police Auditor investigation model, which utilizes a pool of external investigators to investigate citizen complaints and Department-initiated complaints. • Continued collaboration with Santa Clara County Mobile Response Team for mental health follow up and in-field responses for in-progress incidents involving individuals in acute mental health crisis. • Established a Vulnerable Community Response Team (VCRT) as a collateral duty assignment in which a team of officers coordinate efforts to seek long term solutions for those with mental health concerns and the homeless population. VCRT will oversee enhanced CIT training for patrol officers, liaison with county resource services and community based organizations. • In 2021 incorporated the use of part-time Community Service Officer (CSO) Interns for response to low level crime and non-enforcement calls for service. 	<ul style="list-style-type: none"> • Believe their practices are already aligned with #8cantwait, but understand that some policy adjustments may be needed to support the practices already in place. • Implemented Principled Police training in 2018, Procedural Justice training, and Implicit Bias training. • Banned the use of the carotid • Requires all officers/dispatchers to attend and complete 40 hours of CIT training • Implemented Integrating Communications, Assessment and Tactics (ICAT) training to increase the de-escalation skills of our officers 	<ul style="list-style-type: none"> • Procedural Justice in Policing. • Initiating Positive Non-Enforcement Activities. • Utilizes majority of #8CANTWAIT policies. Require Use-Of-Force Continuum (requires officers to use the minimum amount of force that reasonably appears necessary given known facts and the totality of the circumstances). • Ban Chokeholds and Strangleholds. • Require De-Escalation. • Require Warning Before Shooting. • Exhaust All Other Means Before Shooting. • Duty to Intervene and Stop Excessive Force by Other Officers. • Ban Shooting at Moving Vehicles. • Require Comprehensive Reporting Each Time an Officer Uses Force. • Participates in City-facilitated Community Town Hall Meetings addressing community concerns. • Piloting Mobile Crisis Response Team program (Corporal and Behavioral Health Services Clinician reach out and connect with residents suffering from mental health issues to service before they suffer a crisis). 	<ul style="list-style-type: none"> • Utilizes majority of strategies of #8cant wait. • Had previously banned chokeholds & strangleholds and discontinued carotid restraint holds in December 2020. • Philosophy of de-escalation is interwoven within majority of department operations, procedures, and training. • City Council meeting on June 23, 2020, proclaimed that Black Lives Matter will be adopted. • Banning the use of the carotid hold and signing onto President Obama's "Mayor's Pledge" to review and reform use of force policies, engage in dialogue with the community, and report the findings back to the community. • A Human Relations Commission roundtable on unconscious bias and other efforts to convene the community.

Jurisdictions	Palo Alto	San Jose Police Department	San Jose State University Police Department	Santa Clara County Sheriff's Office	Santa Clara Police Department	Sunnyvale Department of Public Safety
<p>Public Safety Reform Efforts</p> <ul style="list-style-type: none"> Any officer present and observing another officer using force that is clearly beyond that which is objectively reasonable under the circumstances shall intercede to prevent the use of unreasonable force. An officer who observes another employee use force that clearly exceeds the degree of force permitted by law shall promptly report these observations to a supervisor. Prohibit the hiring or lateral transfer of enforcement and correctional officers with a history of excessive force or misconduct complaints. Restructure school response officers, traffic control, and emergency response; particularly, alternatives for mental health or behavioral crisis. Ensure response teams are trained and suited to handle the situation. Department proposes revising deadly force application policy to require officers to evaluate each situation in each case and to use other available resources when reasonably safe. Department does not recommend a revision to the current policy on shooting at moving vehicles. Department policy allows for shooting at moving vehicles as a last resort only under two circumstances in which the vehicle and/or occupant(s) could pose a deadly threat to officers or others. PAPO's force policies limit the types of force and/or weapons that can be used to respond to specific types of resistance and only allows for officers to use force reasonably necessary 	<ul style="list-style-type: none"> Working on different ways to approach police reform. Ban the use of the carotid restraint for any purpose other than the officers' self-defense or defense of another person in life-threatening circumstances. Actively investigating cases with police officers that used misconduct. Measures to make police more accountable. Office of Racial Equity will be helping with reform process. Ban the use of rubber bullets as a form of crowd control. San Jose Police Department seeks to enhance the public trust by making comprehensive Use-of-Force data available to the public as a written report and as an interactive dashboard. Council approved a unanimous vote to search for a consultant to assess how the City could move internal police-misconduct investigations out of SJP.D, and to purchase a new property to house the next training center. Audit of Police Staffing, Expenditures, and Workload: SJP.D employs fewer officers today than 20 years ago. This, coupled with budget constraints, has left the department to struggle to meet response times for priority 1 and 2 calls. To better respond to calls, the department should consider the adding more sworn officers, reevaluating shift and geographical boundaries, as well as utilizing civilian staff for a better run police department. SJP.D agreed with the recommendations and is implementing the changes to their department. Adoption of firearm policies. Expand authority to IPA on use-of-force allegations. 	<ul style="list-style-type: none"> Working on different ways to approach police reform. Ban the use of the carotid restraint for any purpose other than the officers' self-defense or defense of another person in life-threatening circumstances. Actively investigating cases with police officers that used misconduct. Measures to make police more accountable. Office of Racial Equity will be helping with reform process. Ban the use of rubber bullets as a form of crowd control. San Jose Police Department seeks to enhance the public trust by making comprehensive Use-of-Force data available to the public as a written report and as an interactive dashboard. Council approved a unanimous vote to search for a consultant to assess how the City could move internal police-misconduct investigations out of SJP.D, and to purchase a new property to house the next training center. Audit of Police Staffing, Expenditures, and Workload: SJP.D employs fewer officers today than 20 years ago. This, coupled with budget constraints, has left the department to struggle to meet response times for priority 1 and 2 calls. To better respond to calls, the department should consider the adding more sworn officers, reevaluating shift and geographical boundaries, as well as utilizing civilian staff for a better run police department. SJP.D agreed with the recommendations and is implementing the changes to their department. Adoption of firearm policies. Expand authority to IPA on use-of-force allegations. 	<ul style="list-style-type: none"> Provided staff with AB 392 training at training days and distributed the POST AB 392 training for use in briefings and roll-calls (Winter 2020) Removed the carotid restraint from our Use of Force continuum and no longer train it. Prohibit the hiring or lateral transfers of enforcement and correctional officers/deputies with multiple use of force or misconduct complaints. Where feasible, a peace officer shall, prior to the use of force, make reasonable efforts to identify themselves as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts. Deputies have a duty to intercede and report excessive force. Comprehensive use of force reporting is required by policy, including all involved deputies and witnesses. Continued emphasis on de-escalation training, and verbal communications for deputies (2020) Established a Psychiatric Emergency Response Team (PERT). This specialized team is comprised of deputies and licensed Mental Health Clinicians. Revised and curtailed its policy regarding shooting at vehicles. Currently working with the county to conduct an enforcement and custody staffing report. Body-worn and in-car cameras: all deputies equipped with body-worn cameras and police vehicles equipped with similar recording systems. Deputies are required by policy to record pedestrian contacts, interviews, and other events that will provide value as evidence, limit liability, resolve citizen complaints, or as training tool. Provided staff with AB 392 training at training days and distributed the POST AB 392 training for use in briefings and roll-calls (Winter 2020) Removed the carotid restraint from our Use of Force continuum and no longer train it. Prohibit the hiring or lateral transfers of enforcement and correctional officers/deputies with multiple use of force or misconduct complaints. Where feasible, a peace officer shall, prior to the use of force, make reasonable efforts to identify themselves as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts. Deputies have a duty to intercede and report excessive force. Comprehensive use of force reporting is required by policy, including all involved deputies and witnesses. Continued emphasis on de-escalation training, and verbal communications for deputies (2020) Established a Psychiatric Emergency Response Team (PERT). This specialized team is comprised of deputies and licensed Mental Health Clinicians. Revised and curtailed its policy regarding shooting at vehicles. Currently working with the county to conduct an enforcement and custody staffing report. Body-worn and in-car cameras: all deputies equipped with body-worn cameras and police vehicles equipped with similar recording systems. Deputies are required by policy to record pedestrian contacts, interviews, and other events that will provide value as evidence, limit liability, resolve citizen complaints, or as training tool. 	<ul style="list-style-type: none"> In 2018, established a Chief's Advisory Committee to advise the Department on issues, matters and public policies 6/4/20, distributed a community letter regarding racial injustice 6/5/20, released a video from the Mayor and Chief of Police answering the call for "Commitment to Action" 6/9/20, officers directed to make every reasonable effort to discontinue the use of the Carotid restraint, unless an officer can objectively justify its use under deadly force applications 6/11/20, Chief of Police hosted a virtual town hall meeting June, 2020, added the Commit to Action webpage on the SCPD website to include: SCPD now, community letter regarding racial injustice, pledge from Mayor and Chief of Police, hiring process, training summary, policies, crime statistics, use of force data, commendation and complaint process, etc. 6/16/20, Chief of Police provided feedback to the County of Santa Clara Human Rights Commission roundtable on unconscious bias and other efforts to convene the community 6/22/20, facilitated a special meeting among the Chief's Advisory Committee on Commitment to Action and community engagement 6/23/20, multiple actions at the City Council meeting: SCPD summary of community engagement efforts, adopted Resolution 20-8858 confirming the City's support of the Commit to Action Initiative and Resolution 20-8859 condemning racial inequity in all forms and violence against the Black community. At this meeting, committed to the review and reform use of force policies, engage in dialogue with the community, and report the findings back to the community 7/14/20, City Council took action to establish an Ad Hoc Committee, founding members of the Diversity, Equity and Inclusion Task Force approved by Council on 9/29/20; balance of Committee approved by Council 11/21/21. Task Force will review police use of force policies, help with engaging Santa Clara's diverse community equity issues, and make recommendations for changes in government policies, structures, services and culture 12/1/20, expanded Community Response Team to include two Crisis Intervention Specialists. CIS to coordinate and support beneficial outcomes for persons with mental illness who have come to the attention of the Department Ongoing adoption of Lexipol policies, utilizing many strategies of #Barclawt (e.g. where feasible, a peace officer shall, prior to the use of force, make reasonable efforts to identify themselves as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts; while policy does not ban shooting at moving vehicles, it is only allowed when the driver poses a deadly threat) Training Unit expanding upon opportunities to add de-escalation into multiple training topics 	<ul style="list-style-type: none"> DPS policies and procedures are consistent with President Obama's Task Force on 21st Century Policing guidelines. Effective June 11, 2020, DPS prohibits the use of the Carotid Control Hold by any member of the department. In 2017, DPS worked with an outside consultant to increase transparency and help modernize our internal investigations into misconduct by sworn officers. In 2019, DPS formed a working group to review our use of force policy. Led by a Deputy Chief, the working group evaluates our use of force policy, use of force training program, and use of force practices by our officers. All officers are trained in de-escalation techniques, including a 40-hour Crisis Intervention Training course. Nearly 40% of officers have enhanced Crisis Intervention Training (CIT). Our goal is to have all officers complete this training. For over 10 years, DPS has assigned CIT officers to individuals in crisis after multiple calls for service – to provide individuals with wrap-around referral services. Since 2016, all officers have been equipped with body-worn cameras and are required to record interactions with the public. It is expected that every member of the department utilizes de-escalation techniques whenever possible, and only use force as necessary. All use of force incidents by our officers are documented and reviewed by a Deputy Chief. All officers complete "Bias Based Policing" training to understand personal biases and that it is an officer's duty to remain fair and impartial. 	

Jurisdictions	Campbell Police Department	Gilroy PD	Los Altos Police Department	Los Gatos/Monte Sereno PD**	Milpitas	Morgan Hill	Mountain View
Accountability	<p>"Have committed to increased accountability".</p> <ul style="list-style-type: none"> Continues to evaluate their training programs and policies. 	<ul style="list-style-type: none"> Gilroy PD have begun to review every use of force incident to determine if the force was applied within department guidelines and the law. 	<ul style="list-style-type: none"> Ensure ongoing relevant training: All officers are crisis intervention training certified. All officers are trained in "Bias-based policing". The department has certified instructors in Bias-based policing, fair and impartial policing, and de-escalation strategies. Officers are exposed to a variety of training structured to increase multi-cultural understanding. Officers most recently participated in department-wide training: Preventing and Responding to Anti-Muslim Bigotry. All applicable policies were changed to align with AB 392 law and all officers have received necessary training. Citizens' Police Task Force provided recommendations to council to initiate following changes: School resource officer program removed from Los Altos High School. Intake of personnel complaints against officers was enhanced: online options are prominently displayed, complaint process is explained, brochures and complaint forms are available, and complaints can be submitted via various platforms. Complaints can be submitted to an independent intake official: contracts with city of Los Altos. 	<ul style="list-style-type: none"> Provide continued and ongoing training on crisis intervention, bias-based policing, fair and impartial policing, de-escalation strategies, mental health/special needs, and multicultural and diversity understanding. Implementation and deployment of upgraded body worn cameras for all field personal (sworn, and professional staff). Implementation of upgraded vehicle mounted dash cameras for all patrol vehicles. Upgraded Temporary Holding Facility and interview room cameras and audio. Implemented a new Computer Aided Dispatch (CAD) and Records Management System (RMS) that allows for enhanced data collection, data reporting, statistical analysis and improves overall data transparency. In 2020, initiated the collection of several data points for the California's Racial and Identity Profiling Act (RIPA) for all proactive subject contacts and detentions prior to the legally mandated implementation date (2022). All applicable policies were changed to align with AB 392 law and all officers have received necessary training updates. Established statistical data collection methods to maintain statistical data on hate crimes, hate incidents, and incidents influenced by a mental health factor. Collaboration with the Town of Los Gatos and the Independent Police Auditor to create a streamlined process through the Town Clerk's Office, make citizen complaint forms readily available, and provide transparent procedures and outcomes. 	<ul style="list-style-type: none"> Accepts written and verbal complaints for policy violations. Follows up with thorough investigations of each complaint through interviews, reviewing evidence, reviewing radio traffic, reviewing body-worn camera footage. Final findings in internal affairs investigations and imposed discipline rests with the chief. Ethical situations and national incidents are discussed with officers in briefing settings regularly Officers are required to intervene when another officer clearly uses force outside policy and the law Training is at the core of ensuring staff are properly equipped to respond appropriately and to treat all community members fair, equally and with dignity. Robust disciplinary process 	<ul style="list-style-type: none"> Adopted body-worn camera policy. Provide crime data in real time and release an Annual Report in Spring. Case management software system designed to provide early warning notifications to supervisors and management (to provide intervention for use of force incidents, vehicle pursuit, vehicle collisions, and complaints). Implementing California's Racial and Identity Profiling Act of 2015 to collect, maintain, and analyze demographic data on all detentions and searches. All officers are Crisis Intervention Training certified. The department strictly prohibits Bias-based policing when not in combination with credible, timely and distinct information. The department has certified instructors in fair and impartial policing and de-escalation strategies. All officers have received training in LGBTQ+ Awareness. Duty to Intervene and Stop Excessive Force by Other Officers. Actively investigate cases alleging of misconduct by officers. 	<ul style="list-style-type: none"> In the wake of the Black Lives Matter movement, the city of Mountain View and the Mountain View Police Department have partnered with Stanford University to hire a research fellow tasked with analyzing local law enforcement data and providing context so officials may better communicate and develop healthy relationships with the community. Duty to intervene and stop excessive force by other officers. City Council council created a Public Safety Advisory Board, appointing 7 members from the Mountain View community from a variety of diverse backgrounds. This board, established in 2020, will make recommendations to the City Council, City Manager, and Police Chief on public safety matters.

Jurisdictions	Palo Alto	San Jose Police Department	San Jose State University Police Department	Santa Clara County Sheriff's Office	Santa Clara Police Department	Sunnyvale Department of Public Safety
Accountability	<ul style="list-style-type: none"> Worked in collaboration with our labor groups to proactively change policies like prohibiting the carotid restraint and emphasizing de-escalation techniques. Renewed the contract with the IPA for another 3 years. Safely facilitated more than 30 demonstrations and matches, protecting first amendment rights of those participating without having to make a single arrest. 	<ul style="list-style-type: none"> Police Department Duty Manual Amendments: <ul style="list-style-type: none"> Create a policy that establishes 12 as the minimum age at which minors may be placed in handcuffs. Establish a policy that prohibits the practice of hiring recruits with body art that is considered racist and/or associated with hate groups. Prohibit officers from covering their badge and require them to provide their name and badge number upon request. Prohibit the use of "no knock" entries where a warrant has been acquired unless there is a reasonable and articulate belief that evidence may be destroyed by knocking. By default, all officers must announce themselves. Restructure hiring protocols and standards with emphasis on hiring well rounded, experienced officers that range in age, have high education attainment, and come from diverse backgrounds. Prohibit the use of kinetic impact projectiles within a dense crowd as measure of crowd control. 	<ul style="list-style-type: none"> Member of the SJSU President's Task Force on Police Reform. Carotid and chokeholds, duty to intercede, de-escalation and body-worn cameras all included in policy. De-escalation training of all sworn staff conducted in October 2020. Bias/Racial Profiling Training of all sworn staff conducted September/October 2020. Suicide by Cop training of all sworn staff in January 2021. Arrest Control training incorporated de-escalation techniques. Mental Health recognition and intervention training for library CSOs conducted in 2020. 	<ul style="list-style-type: none"> Actively investigating cases where there is an allegation of misconduct by deputies. Santa Clara County is working closely with Office of the Correction and Law Enforcement Monitoring (OCLEM). All deputies are required to complete the Crisis Intervention Training. Deputies attend an Implicit Bias Course. Implementing California's Racial and Identity Profiling Act of 2015 to collect, maintain, and analyze demographic data on all detentions and searches. 	<ul style="list-style-type: none"> Ensure ongoing training on relevant topics, such as: <ul style="list-style-type: none"> Crisis Intervention Bias-based policing Fair and impartial policing De-escalation strategies Individuals with special needs Multi-cultural understanding 	<ul style="list-style-type: none"> Duty to Intervene. An officer must intercede when another officer uses force that is clearly beyond that which is necessary and must promptly report these observations to a supervisor. Body-Worn Cameras. Since 2016, all officers have been equipped with cameras and are required to record interactions with the public. Comprehensive review and reporting. Any use of force incident is documented promptly, completely, and accurately. A Public Safety Captain and a Deputy Chief review all use of force incidents. Modernized Internal Affairs Process. In 2017, DPS worked with an outside consultant to increase transparency and help modernize our internal investigations into misconduct by sworn officers. K9 Policy Revised.

Jurisdictions	Campbell Police Department	Gilroy PD	Los Altos Police Department	Los Gatos/Monte Sereno PD**	Milpitas	Morgan Hill	Mountain View
Community Engagement	<ul style="list-style-type: none"> Implement various events to engage with the community: Summer concerts, Boogie on the Ave, National Night Out, Toy Program, Shop with a Cop, Coffee with a Cop, station visits, Bike Giveaway, and more. Remain in contact through various social media platforms. 	<ul style="list-style-type: none"> Community active after death of George Floyd. All of the engagement is also being conducted in Spanish (Town hall meetings, and community academies). Participates in city-facilitated community town hall meetings to address concerns Partners with Santa Clara County Behavioral Health's Mobile Crisis Response Team for mental health crisis situations 	<ul style="list-style-type: none"> Social media platforms (Twitter, Nextdoor, Facebook). Crime prevention newsletter: monthly newsletter summarizing property crimes, provides information about crime trends and offers crime prevention tips. City Manager's Weekly update Pumpkin Carving/ Ice Cream Cone with a Cop, National Night Out. Chat with the chief. Los Altos PREPARES: raises awareness of emergency preparedness. Citizens' Police Task Force: met with police department and staff to understand policies, practices, and the complaint intake process. The task force provided recommendations to Council: Council directed PD to initiate changes. School resource officer program removed from Los Altos High School. Intake of personnel complaints against officers was enhanced: online options are prominently displayed, complaint process is explained, brochures and complaint forms are available, and complaints can be submitted via various platforms. Complaints can be submitted to an independent intake official: contracts with city of Los Altos 	<ul style="list-style-type: none"> Recently launched the Special Needs Awareness Program (SNAP), which provides first responders with important information (for response and communication actions) related to individuals that may have a memory disorder, hearing impairment, autism or other behavioral disability. in 2020, Department implemented Spidr Tech as a pilot program which solicits community feedback (survey via text message) for the utilization of police services for specific call types and services. Town of Los Gatos continues to host a series of community workshops to address racial and social injustices and police reform. June 2020: Mayor Jenson signed the Obama Foundations pledge committing to the following actions: <ul style="list-style-type: none"> 1. Engage community by including a diverse range of input 2. Report the findings of the review to seek community input 3. Reform the community police departments use of force policies. The Police Department developed a curriculum and will be hosting their inaugural Citizens' Police Academy in 2021. Continue to engage in community events such as National Night Out, Coffee with a Cop, Special Olympics, Shop with a Cop, St. Baldrick's Foundation, and provide guest speaker appearances for other local non-profit organizations (social clubs, faith-based organizations, senior community events) Continue community outreach participation and safety planning collaboration with faith-based organizations in town, businesses and schools. Conduct residential, business, and public safety threat assessments. Provide structured direction and oversight of community volunteer groups such as police explorers, Community Emergency Response Team (CERT), and Disaster Aid and Response Team (DART). Restructure and revitalize the Department's Victim Services Unit (VSU) for field call outs and follow up victim services. Continued involvement in Safe Routes to School. 	<ul style="list-style-type: none"> Post information to the website and various social media platforms and have discussions with community groups and members. Work with public and private schools to develop relationships with youngest community members. Citizen and teen police academies allow members of the community to learn about the complexity officers face each day and provides a glimpse into the training officers receive. Various other events facilitate conversation with the community: <ul style="list-style-type: none"> Milpitas High School led a BLM march with police offering traffic control and security. Released a video message to the community as a demonstration of solidarity against the actions involved in George Floyd's death. Continuous evaluation of ways to connect with all community groups in the City. Partners with other City departments to expand our ties to the community 	<ul style="list-style-type: none"> A community survey was conducted in 2012 regarding rating the police department's service. In 2021, the department will establish a baseline to best measure performance in fostering feelings of trust in the department and safety in the community. Actively utilizes community engagement events (Citizens' Police Academy, National Night Out, Coffee with a Cop, Special Olympics, Faith & Blue, Shop with a Cop, department tours for youth organizations and groups). Provides community outreach programs (Volunteers in Policing, Police Explorers, Community Emergency Response Team Basic Training) Maintains an active social media presence to provide information to community. Participates in City-facilitated Community Town Hall Meetings providing police department updates. Helped facilitate safety measures for demonstrations held in the city and ensure the safety of all without arrests being made. 	<ul style="list-style-type: none"> Re-examined ways in which to connect with their community. Launched MYPDX: partnering for the Future of Policing. It is an 8 week immersive experience that brought in local activists, concerned residents, and community stakeholders to dialogue and learn more about department procedures and practices. Reviewed alternative service delivery models, working in collaboration with other regional agencies and community partners to address and achieve better outcomes for community needs such as homelessness, mental health, and substance abuse. The creation of a City Council subcommittee on Race, Equity, and Inclusion will work to provide opportunities for meaningful dialogue with the community towards a vision of justice and equity in Mountain View.

Jurisdictions	Palo Alto	San Jose Police Department	San Jose State University Police Department	Santa Clara County Sheriff's Office	Santa Clara Police Department	Sunnyvale Department of Public Safety
Community Engagement	<ul style="list-style-type: none"> Created a "Summary of Race and Equity Efforts" to show the community their efforts in embracing change. June 1st: released a Message of Inclusion and Hope co-authored by Chief Jonsen, City Manager Ed Shikada and the pastors of two local churches. Launched "Race and Equity" page on the City website. Launched "Accountability" page on the Police Department website. Launched a series of educational community briefings on Zoom to provide information on police procedures. Chief Jonsen participated in an online roundtable to discuss race relations, social injustice and inequality on local cable television. Ongoing collaboration with Stanford SPARQ focused on strengthening relations between the police department and the community. 	<ul style="list-style-type: none"> Create a broad, ranging discussion with the community about how we can reimagine policing in San Jose. Actively engage with the community outreach to gather input and questions to be asked during the public Police Chief Forum Interviews. The department participates in community walks. The most recent walks occurred at Lion's Plaza, Grand Century Mall and Japantown on March 31, 2021 and April 3, 2021 respectively. Regular participation in Coffee with a Cop, Shop with a Cop, and school sports games/ practices. Maintain a very active social media presence to push information out to constituents, participate in neighborhood clean-ups, and host ice cream socials at elementary schools. 	<ul style="list-style-type: none"> Engaging with the families of SJSU incoming students through the Family Advisory Board, meeting with the leaders of all Recognized Student Organizations, as well as with Fraternity and Sorority Organizations. Facebook, Twitter, and Instagram are utilized to public engagement. Alert SJSU Emergency and Timely Warning notification system for campus incidents. Police officers have been assigned to each building on campus with the responsibility of maintaining open lines of communication with building occupants and addressing crime and community concerns within the assigned building. UPD participation in Shop with a Cop and Special Olympics Run. 	<ul style="list-style-type: none"> Continuously attends and hosts community events to have open conversations regarding policing. 	<ul style="list-style-type: none"> SCPD has an extensive community engagement program (e.g. Citizens' Police Academy, Chat with the Chief, Coffee with a Cop, DARE, National Night Out, Talk and Tour, etc.), community partnerships (e.g. SCUSD school liaison committee, Special Olympics, Sean's K-9's, community non-profit organizations, places of worship, SCU campus security, etc.), participates in city-wide special events (e.g. Egg Hunt, Arbor Day, 4th of July All-City Picnic, Silicon Valley BBQ championships, Art and Wine, Halloween party, Tree Lighting, etc.) and a solid communication platform with residents, businesses and visitors (e.g. website, Inside Santa Clara, Facebook, GovDelivery, Nextdoor, Nixle, Twitter, etc.) In 2018, established a Chief's Advisory Committee to advise the Department on issues, matters and public policies In 2020, the City Council approved a Memorandum of Understanding (MOU) with Santa Clara University under President Father Kevin O'Brien with the Markkula Center for Applied Ethics (MCAE). MCAE will work as an advisor to the Task Force on Diversity, Equity, and Inclusion and help establish the Mission Statement and Values Statement. MCAE will recommend ways to increase community engagement with Santa Clarans and other stakeholders In 2020, the City Council took action to establish an Ad Hoc Committee: founding members of the Diversity, Equity and Inclusion Task Force approved by Council on 9/29/20; balance of Committee approved by Council 1/12/21. Task Force will review police use of force policies, help with engaging Santa Clara's diverse community on equity issues, and make recommendations for changes in government policies, structures, services and culture; established a Chief's Advisory Committee to advise the Department on issues, matters and public policies 	<ul style="list-style-type: none"> Sunnyvale Unity community listening sessions: General Listening Session, Dialogue with Youth: Public Safety and Schools, LGBTQ+ Community Dialogue, Spanish-Language Community Dialogue, Public Safety Roundtable Discussion, AAPI Solidarity Event. Engagement programs: Sunnyvale DPS Citizens Academy, Sunnyvale Youth Leadership Academy, CERT Program (Community Emergency Response Program), BERT Program (Business Emergency Response Program), LISTO Program (CERT program for Spanish speakers), and the Sunnyvale DPS Explorer Program Wide variety of safety, education, and community outreach programs and activities: National Night Out, Car Seat Inspections, Fire Station Tours, Neighborhood Watch Meetings, Neighborhood Association Meetings, Safe Routes to School, Bicycle Safety Rodeo, Digital Safety presentations, Active Shooter Training, Coffee with a Cop, Walk with the Chief Partnering with community organizations and local businesses like Sunnyvale Community Services Hosting events such as Rides for Toys, Annual Firefighters Pancake Breakfast, Special Olympics Torch Run and Fill the Boot fundraiser for Muscular Dystrophy. Challenge Team Sunnyvale brings community members, school administrators, non-profits, and Public Safety staff together to focus on issues affecting youth. Police Activities League (PAL) engages Sunnyvale youth through programs like Bigs in Blue, San Francisco Junior Giants, and the PAL Boxing program. Active social media accounts and online presence (Twitter, Facebook, Instagram, NextDoor) City Manager's biweekly report

Jurisdictions	Campbell Police Department	Gilroy PD	Los Altos Police Department	Los Gatos/Monte Sereno PD**	Milpitas	Morgan Hill	Mountain View
Transparency	<ul style="list-style-type: none"> * "Have committed to increased transparency". * All use of force incidents go through a rigorous, multi-level review process. The final state of the review entails the division commander reviewing reports and videos and entering the details into a use of force database to ensure that all force complies with established procedures. These recordings are made available to the defendant and their attorney through the standard discovery process. 	<ul style="list-style-type: none"> - Gilroy PD have begun to review every use of force incident which has helped to identify training deficiencies. 	<ul style="list-style-type: none"> * Prepared a statistical report outlining several key areas of interaction with the community. * Stop and arrest data report: comprehensive data collected on every vehicle and pedestrian stops released to the public on a regular basis and available in an annual report. * Made website updates to include a fillable complaint form, training and policies, stance on #8cantwait, and maintaining transparency page. 	<ul style="list-style-type: none"> *Developed a "Transparency and Accountability" section on the Department's website which will include current and historical statistical data related to use of force, preliminary RIPA stop data, Hate crimes, Hate incidents, mental health, and bi-annual crime analysis and statistics. *Engage with the public and provide information over social media platforms. *Continue monthly neighborhood watch meetings providing quarterly crime statistics, crime trends, and crime prevention methods. *Published department demographics on department transparency webpage. *Department website updated to include department training and most recent department policy revisions. *Recently launched crime incident data and mapping available to the public at lgpd.crimegraphics.com *Established a professional standards unit to collaborate and support the independent police auditor. *Commendation and complaint forms available in lobby and on website. *Policy manual available on website. *Added to website how to obtain records according to the public records act and streamlined the process through online forms. 	<ul style="list-style-type: none"> * Solicit feedback from the community to create dialogue to give the community a voice. * Invite the community to provide feedback on policy changes and updates. * Meetings are open to the public and allow stakeholders to provide feedback. * Relevant information on a critical incident is released in a timely manner to the public without interference in an active investigation. 	<ul style="list-style-type: none"> *Collect data on all use of force incidents, shared annually with the community through the department's website. *All officers are required to render medical aid training during use of force incidents. *Policy Education Training Review Board to review all critical incidents. *Department website updated to include training documents and plans, Department's Policy Manual, 21st Century Policing information and plan and mental health resources available. *Regular communication with Mayor/City Council and City Manager to provide timely and accurate information to elected officials. *2019 Calls for Service and Use of Force data posted on Department's website. *Department's demographics as well as City's demographics available on Department's website. *Department Employee Compliment and Police Service Complaint Forms available on department's website and in police department's lobby. *Relevant information on visible and/or critical incidents released to the public as soon as it is safe to do so without interfering with the active situation. 	<ul style="list-style-type: none"> * Require comprehensive reporting each time an officer uses force or threatens to do so.

Jurisdictions	Palo Alto	San Jose Police Department	San Jose State University Police Department	Santa Clara County Sheriff's Office	Santa Clara Police Department	Sunnyvale Department of Public Safety
Transparency	<ul style="list-style-type: none"> Reduced the amount of material redacted from policy manual that is published online for public review. Participated in numerous City Council meetings to provide accurate information to elected leaders and community. 	<ul style="list-style-type: none"> Moving investigations of police misconduct out of the San Jose Police Department and into the Office of the Independent Police Auditor. Removing bureaucratic roadblocks to the decisions to fire bad cops. Inject transparency and accountability into arbitration over termination and disciplinary decisions. San Jose Police Department has released Body Worn Camera Footage of the protests in downtown: https://www.sjpd.org/records/protest-videos-may-2020. 	<ul style="list-style-type: none"> Policy and Procedure Manual available on website. UPD training descriptions, Daily Crime Log, and Police Activity Bulletin all on the website. All Police Officers, CSO's and Parking Enforcement officers equipped with body-worn cameras (Axon 3 generation). Work with Campus Administrator to fulfill Public Records Act requests. 	<ul style="list-style-type: none"> Published our public position on use of force and the "8 Can't Wait" campaign (Summer 2020). Participated in a number of Board of Supervisor and community discussions related to use of force and police reform (2020-2021) Posted a public list of lethal and less lethal weapons currently owned or deployed. Currently working on gathering data regarding types of calls and enforcement activity that our enforcement personnel respond to and perform, to share with stakeholders and the community. Internal Affairs has been moved out of the Headquarter Building to a different location so community members have the ability to file allegations in a neutral environment. Sheriff's Office Policies and Procedures are available online at our website. 	<ul style="list-style-type: none"> Arrest log updated on website daily Police Blotter distributed weekly on website and social media Crime statistics released monthly on website and social media Use of force summary shared annually on website (throughout the year, each incident proceeds through a multi-level review process to ensure that all force complies with established procedures) Commendation and complaint forms available in lobby and on website Customer satisfaction survey available on website Policy manual available on website Training topics and materials available on website Police officers equipped with body worn cameras Regular communication with Mayor/Council, City Manager Offices to provide timely and accurate information to elected officials Relevant information on visible and/or critical incidents released to the public as soon as it is safe to do so without interfering with the active situation 	<ul style="list-style-type: none"> Modernized Internal Affairs Process. Body-Worn Cameras. Newly created Public Safety Accountability page on city website. Public Safety policy manual Internal Affairs manual Use of force data and information on officer-involved shootings from the past ten years Discipline and appeal process Officer investigations process Summary data on citizen complaints and misconduct investigations from the past six years Department demographics Course descriptions of required officer training Information on how to request public records

Summary of Key Findings Re: Public Safety Reform Efforts of Santa Clara County Law Enforcement Agencies

Overview

Following the murder of George Floyd on May 25, 2020, nationwide protests erupted that called for police reform in the United States. In the past 12 months this led to new laws, proposals, and public directives at all levels of government to address the key issues of police misconduct, systemic racism, racial bias, and police brutality. In reaching out to the Santa Clara County Police Chiefs Association, we strive to collaborate on rebuilding trust between our police departments and members of the public through accountability, transparency and community engagement. In doing so, our various police departments shared their police reform efforts. Two of the most common reforms include the ban of chokeholds and improvements to police procedures. The law enforcement agencies within Santa Clara County have been diligently working towards police reform that works for the safety of both the community and the officers as an effort to regain trust with the public. Participating agencies include the public safety departments of California Highway Patrol, Campbell, Gilroy, Los Altos, Los Gatos-Monte Sereno, Morgan Hill, Milpitas, Mountain View, Palo Alto, San Jose, San Jose State University, Santa Clara, Santa Clara County Sheriff, and Sunnyvale.

The following is a summary of key findings based on the information collected from the various public safety departments (see [Attachment A](#)) in Santa Clara County.

Highlights & Key Findings:

1. **Accountability** - Police accountability involves holding both individual police officers, as well as law enforcement agencies, responsible for effectively delivering basic services of crime control, while treating constituents fairly and within the bounds of law. Following the death of George Floyd, law enforcement agencies in Santa Clara County have been working to improve their accountability by evaluating training programs and policies within their departments. The departments that have clearly displayed their efforts include Campbell, Los Altos, Milpitas, Mountain View, Palo Alto, San Jose, Santa Clara, Sunnyvale, California Highway Patrol, Los Gatos-Monte Sereno, and Morgan Hill.
 - a. **Use of Force** – All law enforcement agencies have policies that guide their use of force. These policies describe options available an officer may take to control a situation and/or affect an arrest. An officer generally has many force options available and officers are trained to respond with a level of force appropriate to the situation at hand, acknowledging that the officer may move from one option to another in a matter of seconds. The force options include: 1) Officer Presence; 2) Verbalization (Verbal Commands); 3) Empty Hand Control; 4) Less-Lethal Methods; and 5) Lethal Force.

Police brutality is the excessive and unwarranted use of force used by law enforcement. This extreme form of police misconduct and violence is a civil rights violation. Following the death of George Floyd at the hands of Minneapolis police officer, Derek Chauvin, around half of the nation's largest police departments banned or greatly restricted the use of neck restraints. We can proudly say that many of our Santa Clara County law enforcement agencies have followed suit including the Departments of: Campbell, Gilroy, Los Gatos-Monte Sereno, Milpitas, Morgan Hill, Mountain View, San Jose, Santa Clara County Sheriff, Palo Alto, San Jose State University, Santa Clara, Sunnyvale, and the California Highway Patrol. Indeed, effective January 1, 2021, chokeholds and carotid control holds are banned in the State of California.

- b. **De-escalation** - De-escalation training is designed to teach officers to rely on communication skills to resolve conflict. Effective communication can reduce the intensity of a particular situation. An example of de-escalation can include slowing down an encounter from immediate intervention or defusing a tense situation before it escalates by being compassionate and firm when communicating with a citizen. These tools are used daily by officers in a variety of situations, from issuing traffic citations to responding to civil unrest. Agencies that have clearly taken steps for de-escalation training include Campbell, Los Altos, Milpitas, Morgan Hill, Mountain View, San Jose, San Jose State University, Santa Clara, Sunnyvale, and the California Highway Patrol.
 - c. **Bias-free policing** –Bias-free policing includes training for fair and impartial policing with de-escalation strategies including multi-cultural understanding and more. Agencies that have clearly taken steps to cultivate bias-free policing include Campbell, Los Altos , Milpitas, Morgan Hill, Mountain View, Palo Alto, San Jose, San Jose State University, Santa Clara, and Sunnyvale.
- 2. Community Engagement** - Community engagement is another reform effort embraced by a majority of our law enforcement agencies. In an effort to show the public that law enforcement is listening and to strengthen the public's trust, agencies took to increasing their community events including but not limited to concerts, National Night Out, Shop with a Cop, Coffee with a Cop, public socially distanced walks, ice cream socials, and community safety meetings. Social media for better information distribution, Crime Prevention Newsletters, community workshops, and community surveys were other common forms of engagement utilized by our departments. In Santa Clara County these efforts were clearly displayed by Campbell, Gilroy, Los Gatos-Monte Sereno, Milpitas, Morgan Hill, Mountain View, San Jose, Santa Clara County Sheriff, Palo Alto, San Jose State University, Santa Clara, Sunnyvale, and the California Highway Patrol.
- 3. Transparency** - In addition, use of an oversight body or government agency separate and independent of the jurisdiction's police department is being considered by several

departments in Santa Clara County. The cities of Palo Alto and San Jose established Independent Police Auditor (IPA) agencies long before the civil unrest incidents of 2020. In April 2021, the City of Mountain View created the Public Safety Advisory Board with 7 council appointees. Other jurisdictions considering an oversight body include Los Altos, Los Gatos-Monte Sereno, Gilroy, and Morgan Hill. The role of an IPA includes striving to increase confidence in the police department by listening to the community, suggesting good policy changes, and making sure that the Department addresses officer misconduct.

Conclusion & Next Steps

Santa Clara County law enforcement agencies have taken tremendous initiative to reform public safety for the safety of officers and the public. As noted in [Attachment A](#), though our County has made much progress in the past 12 months, there is still much left to do, especially in terms of addressing the crux of the issue that has led to brutal deaths of civilians at the hands of police officers nationwide: Use of Force.

Thus, as a collaborative effort with the Santa Clara County Police Chiefs Association, the Cities Association Racial Justice Committee strongly supports advancing training for our police officers through the utilization of Virtual Reality (VRDT) technology for Crisis Intervention/De-escalation training and encourages all public safety departments within the County to complete it. This technology is being used by the Sacramento Police Department to recreate real-world police encounters and incorporate lessons learned into the training curriculum such as cultural competency, de-escalation, critical decision-making, peer intervention and implicit bias training. This technology would allow for controversial police incidents that occur across the country to be turned into virtual reality simulations almost instantaneously after they occur, allowing officers to learn from real life mistakes, and train for real world situations. VRDT technology increases efficiency in scenario-based training and allows officers to train with all of their tools – handgun, taser, rifle, OC (pepper spray), and flashlight. Additional benefits including decreasing the need for instructor's/role players during real life scenario drills, alleviating the need for different training locations, and introducing an array of virtual environments with various factors at play.

All equipment needed for this training will be provided by California's Commission on Peace Officer Standards and Training (POST) with an estimated delivery date of October 2021. Four departments have applied for utilization of the technology and include Palo Alto, San Jose, Santa Clara County Sheriff, and Sunnyvale. Both San Jose and Sunnyvale are willing to host training of other departments. This new technology is a critical tool that all departments should utilize as an effort to improve the training of our police officers and further reform policing in Santa Clara County.

The Committee recommends the following actions for consideration by the Cities Association Board of Directors:

1. Support advancing training for our police officers through the utilization of VRDT technology for Crisis Intervention/De-escalation training;
2. Encourage all public safety departments within the County to complete the training.
3. Submit letter to member cities encouraging either to participate in VR training, or to obtain the VRDT Simulator if feasible.
4. Submit letter to POST advocating for the law enforcement agencies in Santa Clara County that have applied to receive the simulator and any future Santa Clara County law enforcement agencies that may apply in the future.



*City
Council
Report*

Item: 9
Category: NEW BUSINESS
Meeting Date: August 3, 2021

TITLE: Virtual Reality Technology for Crisis Intervention Training

RECOMMENDED ACTION

Provide feedback to the Santa Clara County Cities Association regarding its consideration and recommendation to encourage public safety departments within the County to utilize virtual reality technology for crisis intervention/de-escalation training.

BACKGROUND

The Cities Association of Santa Clara County (CASCC) is an association of the 15 cities within Santa Clara County. Each city appoints a member of its City Council to serve as a representative to the Board of Directors. In 2021, Councilmember Bybee was appointed to serve in this capacity. The Board of Directors meets monthly to collaborate on issues that affect each city, in an effort to create a unified voice.

At its June 10, 2021, meeting, the Cities Association received a presentation from Sunnyvale Police Chief Ngo regarding Virtual Reality (VR) technology for Crisis Intervention Training. This presentation was part of the work undertaken by the Cities Association Racial Justice Committee which was formed in response to the murder of George Floyd and the civil unrest that followed. The CASCC found that *"As elected leaders across the County, we have a responsibility to advance opportunities for all and achieve racial equity through partnerships with others. More importantly, there is an opportunity for each of the 15 cities within Santa Clara County to have a greater impact if we take action together."* The Racial Justice Committee identified three priorities of focus:

1. Affordable Housing – Policy recommendations as an effort to expand housing opportunities for underserved populations.
2. Public Safety Reform – Rebuilding trust with the community in collaboration with the Santa Clara County Police Chiefs Association.
3. Hate Crimes Against Asian American Pacific Islander (AAPI) Community in collaboration with the Santa Clara County Task Force on Hate Crime.

This report discusses the Public Safety Reform focus area and consideration of supporting utilization of Virtual Reality (VR) technology for Crisis Intervention/De-escalation Training.

DISCUSSION

Following the death of George Floyd, conversations regarding the use of force employed by public safety departments were held throughout the country. Working with the Santa Clara County Police Chiefs Association, the Cities Association compiled a matrix listing the police reform efforts implemented by the police departments across the County (Attachment 1). Additionally, a "Summary of Key Findings Re: Public Safety Reform Efforts of Santa Clara County Law Enforcement Agencies" was published (Attachment 2). The Racial Justice Committee Public Safety Reform Efforts report concludes by recommending the following actions:

1. Support advancing training for police officers through the utilization of VR technology for Crisis Intervention/De-escalation training.
2. Encourage all public safety departments within the County to complete the training.
3. Submit a letter to member cities encouraging participating in VR training, or to acquire the VR Simulator if feasible.
4. Submit a letter to Commission on Peace Officer Standards and Training (POST) advocating for the law enforcement agencies in Santa Clara County that have applied to receive the simulator and any future Santa Clara County law enforcement agency that may apply in the future.

On June 10, 2021, Sunnyvale Police Chief Ngo and Lieutenant Monge shared a detailed presentation on the use of Virtual Reality (VR) technology for Crisis Intervention/De-escalation at the Cities Association meeting (Attachment 3). VR technology recreates real-world police encounters and incorporates lessons learned into the training curriculum such as cultural competency, de-escalation, critical decision-making, peer intervention and implicit bias training.

VR technology can allow for controversial police incidents that occur across the country to be turned into virtual reality simulations almost instantaneously after they occur, allowing officers to learn from real life mistakes, and train for real world situations. The technology could also increase efficiency in scenario-based training and allows officers to train with all of their tools – handgun, taser, rifle, OC (pepper spray), and flashlight. Additional benefits including decreasing the need for instructor's/role players during real life scenario drills, alleviating the need for different training locations, and introducing an array of virtual environments with various factors at play.

All equipment needed for this training will be provided by POST with an estimated delivery date of October 2021. Four departments have applied for utilization of the technology, including Palo Alto, San Jose, Santa Clara County Sheriff, and Sunnyvale. The Cities of San Jose and Sunnyvale are willing to host training of other departments.

As the City's representative to the Cities Association Board of Directors, Councilmember Bybee was asked to share the Racial Justice Committees' work regarding public safety reform efforts, specifically the concept of supporting training of police officers through the utilization of VR technology for Crisis Intervention/De-escalation. Each city was asked to provide feedback via its representative to the Board

of Directors regarding VR and the recommended four actions outlined above related to VR training.

FISCAL IMPACT

There is no fiscal impact associated with the discussion of this item and provision of feedback to the Cities Association Board of Directors. The Racial Justice Committee report stated that the cities of Palo Alto, San Jose, Sunnyvale, as well as the Santa Clara County Sheriff's Office have applied for utilization of the VR technology and are willing to host training for other departments. Participation in training may require the use of overtime pay for officers to attend. A budget adjustment however, is not being requested at this time for Fiscal Year 2021-22.

Prepared by:



Margarita Mendoza, Administrative Analyst

Approved by:



Brian Loventhal, City Manager

Attachment:

- a. Public Safety Reform Efforts Across Jurisdictions
- b. Summary of Key Findings re: Public Safety Reform Efforts
- c. Sunnyvale VR Presentation

Cities Association Racial Justice Committee Report & Update

October 14, 2021



1

Racial Justice Committee Members & Contributors

Members:

- Vice Mayor Chappie Jones, City of San José, *Chair*
- Council Member Margaret Abe-Koga, City of Mountain View
- Mayor Rich Constantine, City of Morgan Hill
- Mayor Neysa Fligor, City of Los Altos
- Mayor Larry Klein, City of Sunnyvale
- Mayor Marico Sayoc, Town of Los Gatos
- Steve Preminger, Santa Clara County Executive's Office

Contributors:

- Office of Vice Mayor Chappie Jones: Raania Mohsen, Cassidy Kohl, Grace Kolander, Emily Lansing
- City of San José Housing Department
- City of Morgan Hill Housing Department
- Silicon Valley at Home
- Santa Clara County Planning Collaborative
- Santa Clara County Police Chiefs Association



Agenda

1. Background, Focus Priorities & Framework
2. Affordable Housing Recommendations
3. Public Safety Reform Efforts & Recommendations
4. Hate Crimes Against AAPI Effort Update
5. Next Steps & Ask





Background

- Committee formed in June 2020 per Board direction
- Events of 2020 created unprecedented health and social challenges
- We can no longer ignore systems failing our communities of color because they are failing all of us
- As elected leaders, we have a responsibility to advance opportunities for all and achieve racial equity through policies

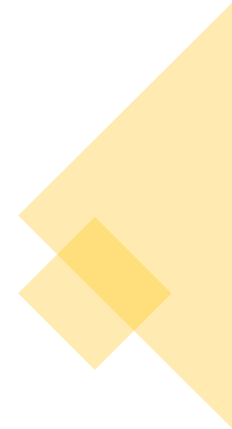


Focus Priorities

1. Affordable Housing
2. Public Safety Reform
3. Hate Crimes Against Asian American Pacific Islander (AAPI) Community

Framework

- Consider all recommendations in concept
- Consider recommendations as concrete steps the region can take to further advance racial justice
- Consider supporting recommendations for further consideration and potential implementation by member cities individually
 - *There is no "one size fits all"*
 - *Some may have implemented some of the proposed policies and some not*






Affordable Housing

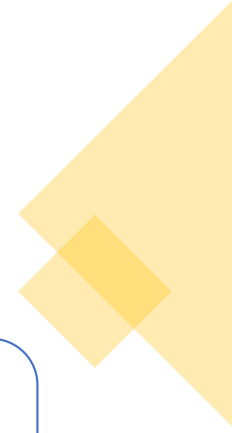
- Rising rents and home prices affect everyone, especially people of color
- 7 Actions are recommended as an effort to:
 1. expand housing policies and create housing opportunities for diverse communities and people of color;
 2. increase affordable housing outreach, access, and occupancy in historically underserved communities.



Action 1: Support AB 649 (Cortese) Affordable Housing Tenant Preference Bill



CREATES A STATE POLICY THAT SUPPORTS GREATER ACCESS TO AFFORDABLE HOUSING FOR UNDERSERVED POPULATIONS FACING DISPLACEMENT



THIS ALLOWS CITIES THE OPTION TO REQUIRE AN ANTI-DISPLACEMENT TENANT PREFERENCE FOR AFFORDABLE HOUSING UNITS, IF THEY DESIRE

Action 2: Support A Regional Affordable Housing Online Portal



- City of San José and San Mateo County are part of regional effort to implement the Regional Doorway Collaborative to:
 1. save costs and improve efficiencies (combines applicant and partner portal);
 2. provide unified multi-lingual platform;
 3. improve access to all local affordable housing units by making it a "one-stop-shop"
 4. simplify the application process;
 5. generate data on housing demand and placement to facilitate more efficient use of affordable housing resources;
 6. help advocate for more resources for these efforts;
 7. facilitate alignment in tenant preferences.
 8. ***Jurisdictions will be able to maintain their independence and market their specific information.***



Action 3: Affirmative Fair Housing

4 tools to further Fair Housing, or to combat discrimination, overcome patterns of segregation, and foster inclusive communities:

1. Expand HUD Outreach: require a marketing plan tailored to identify the least likely to apply, or marginalized communities, by using census data to inform that plan.
2. Support Countywide Assessment on Fair Housing: led by the County to highlight inadequacies and identify policy changes to assist in fair housing across Santa Clara County.
3. Strengthen or Adopt Inclusionary Housing Policy: require a percentage of new construction to be affordable; this will demand more diverse and inclusive communities, particularly in communities of opportunity and transit rich areas.
4. Strengthen or Adopt Citywide Fair Chance Housing Policy – reduces barriers of entry to housing for those w/criminal backgrounds and low credit scores.

Action 4: Prioritize community engagement in the upcoming Housing Element update process.

- State Law requires engagement with both communities of color and lower-income residents, homeowners, and renters – historically, they have been underrepresented in this process.
- This is opportunity to bring the full spectrum of community perspectives into public discussions about the future of their cities.



Action 5: Develop a Statement of Support for Land Use Changes that Diversify Communities

- Exploring policies that will allow more affordable units in higher cost, transit rich communities of opportunity will diversify the types of housing, advance racial justice in Santa Clara County.



Action 6: Increase housing education for diverse populations



Increase and promote a countywide campaign on education about home ownership opportunities for marginalized communities

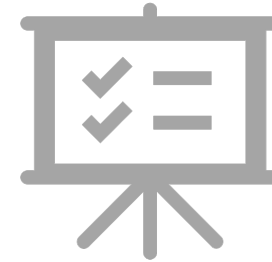


Partner with existing organizations, such as HUD approved counseling agencies, e.g. Project Sentinel

Action 7: Endorse the 2020 Community Plan to End Homelessness and Develop Implementation Plans



Plan aims to house 20,000 residents over 5 years, prevent future homelessness from occurring for at-risk and housing-insecure individuals, and improve the lives of those individuals residing in shelters and encampments.



Cities should develop their own individual implementation plans and identify resources to address homelessness consistent with the 2020-2025 Community Plan to End Homelessness.



Public Safety Reform

- Collaboration with Santa Clara County Police Chiefs Association
- Rebuilding trust through accountability, transparency and community engagement



Overview

- Members of SCC Police Chiefs Association include 12 public safety departments of:
 - California Highway Patrol
 - Campbell
 - Gilroy
 - Los Altos,
 - Los Gatos/Monte Sereno
 - Morgan Hill
 - Milpitas
 - Mountain View
 - Palo Alto
 - San Jose
 - San Jose State University
 - Santa Clara
 - Santa Clara County Sheriff
 - Sunnyvale
- The past year has led to new proposals to address key issues of police misconduct, systemic racism, racial bias, and police brutality.
- Committee met w/SCC Police Chiefs Association January 14, 2021
- Summary of their recent police reform efforts: Attachments A and B.

Highlights and Key Findings of Public Safety Reform Efforts



1. **Accountability:** Re-evaluated training programs and policies, e.g. Use of Force, De-escalation, Bias-free Policing
2. **Community Engagement:** increased community events, e.g. Coffee with a Cop, Community Safety Meetings, National Night Out
3. **Transparency:** various agencies considering independent oversight body like SJ and Palo Alto IPA:
 - e.g. Los Altos, Los Gatos-Monte Sereno, Gilroy, Morgan Hill;
 - Mountain View created Public Safety Advisory Board (7 Council Appointees)



Status/Public Safety Reform Recommendations:

Status:

- Progress has been made countywide to reform public safety, but more work is needed
- Crux of issue that has led to police brutality nationwide: Use of Force

Recommendation:

1. Support advancing training for our police officers via utilization of new Virtual Reality (VR) technology for Crisis Intervention/De-escalation training
2. Encourage all public safety departments within the County to complete the VR training.
3. Submit letter to member cities encouraging either to participate in VR training, or to obtain the VR Simulator if feasible.
4. Submit letter to POST advocating for the law enforcement agencies in Santa Clara County that have applied to receive the simulator and any future Santa Clara County law enforcement agencies that may apply in the future.

Hate Crimes Against AAPI Community Update

- In partnership with the Santa Clara County Task Force on Hate Crimes led by Supervisor Chavez and San Jose Council Member Esparza,
- a multisector effort to investigate, educate, prevent, and combat all hate incidents and hate crimes in the County of Santa Clara
- 6 meetings between Feb 26 – Oct 29, 2021
- Cities Association representatives serve as Advisory Board Members
- Potential efforts to be brought forward to Board
- Other efforts: "Let's Talk About Race" General Membership Meeting, sponsor Bystander Intervention Training for community members

Next Steps & Ask

1. Board Member Feedback for Consideration
2. Accept/Support Public Safety Reform Recommendations
3. Accept/Support Affordable Housing Recommendations
4. Return to Board w/additional recommendations re: Hate Crimes against AAPI Community (November)

