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10 **HUMAN RELATIONS COMMISSION**

11 **Thursday, March 12, 2009**

12 Council Conference Room

13 Palo Alto Civic Center

14 250 Hamilton Avenue

15 7:00 PM  
16  
17  
18

19 **ROLL CALL: Commissioners Present:** Atito, Bacchetti, Ezran, Khan, Mendoza, Mora, Savage  
20 **Council Liaison:** Yiaway Yeh **Staff:** Kathy Espinoza-Howard, Amy Johnson  
21  
22

23 **ORAL COMMUNICATIONS:**

24 Mr. Abraham handed out an article. He spoke about mistakes in a previous report regarding extra stops.  
25 He questioned the number of consensual stops and said that he has been unable to get a straight answer  
26 from PAPD to his question. He read from the article that he handed out and said that he does not believe  
27 the data is a random sampling. He asked the HRC to zero in on this issue of high ratios and high  
28 percentages in the data.  
29

30 Mr. Mark Petersen-Perez spoke about personal accusations which caused him to lose employment. He  
31 explained that he lost two jobs. He is committed to clearing his name and to help the community by  
32 stopping wrongful accusations. He said that the PAPD has resources which can twist the data before  
33 giving it to the District Attorney. He is seeking juris prudence.  
34

35 Mr. Aram James handed out copies of newspaper articles and a letter that he received on various issues.  
36 He expressed his concern about Mr. Keene who he had no chance to investigate before he was hired and  
37 who will hire the new police chief. He is concerned that he will not have time to investigate him or her  
38 either.  
39

40  
41 **APPROVAL OF MINUTES:**  
42

43 **COMMISSIONER MORA MADE A MOTION TO APPROVE THE MINUTES OF THE**  
44 **JANUARY 8, 2009 MEETING AS CORRECTED; SECONDED BY COMMISSIONER**  
45 **BACCHETTI; AYES: UNANIMOUS.**  
46

47  
48 **AGENDA CHANGES, REQUESTS, and DELETIONS:**

49 Commissioner Mora asked that item #2 be moved to be Item #1 because of the large crowd of speakers.

50 Commissioner Savage explained that Item #1 should only take a couple of minutes and would prefer not  
51 to move it.

52  
53 **BUSINESS**

54  
55 **1. DISCUSSION ON DESIRED CHARACTERISTICS FOR THE NEW POLICE CHIEF.**

56  
57 City Manager Jim Keene spoke to the HRC and explained that he was here tonight to brief the HRC on  
58 the process that is being designed to hire the next Police Chief and to get input on desired  
59 characteristics. He said that the city has hired a recruiting firm called Bob Murray & Associates to  
60 handle the recruitment and spoke briefly on the firms qualifications. He also explained that the firm will  
61 do outreach for candidates who might otherwise not respond to the announcement, they will also  
62 develop a brochure for the ideal candidate and be able to spend time speaking to candidates. Mr. Keene  
63 spoke briefly about a tentative hiring schedule, because he is still attending different stakeholder group  
64 meetings to get input. He announced that there will be an ad in tomorrow's paper regarding a public  
65 meeting on March 24<sup>th</sup> at 7pm meeting in the Council Chambers for anyone who wants to speak about  
66 the ideal candidate as well as an email address setup for public comments which is:  
67 [Chief4pa@cityofpaloalto.org](mailto:Chief4pa@cityofpaloalto.org). He said that recruitment is expected to end on April 30<sup>th</sup>. The next step  
68 will be do design an interview which will bring in different elements and a broad cross-section of  
69 perspectives. He expects to begin interviews in late May or Early June. He hopes to be able to make a  
70 decision shortly thereafter to be sent to City Council for approval. He commented that he feels this will  
71 be an authentic search and an open process. The individual applications will not be made public so as  
72 not to deter applicants.

73  
74 The commissioners provided their input on characteristics for the next Police Chief:

75  
76 Commissioner Ezran: Know the nuts and bolts of the job; have good management skills; someone who  
77 has skills working with a complex and demanding community; and has experience dealing with racial  
78 profiling.

79  
80 Commissioner Bacchetti: Someone who can blend first class police work with community policing; they  
81 should have skills in leadership, management skills, human skills relating to people as individuals.

82  
83 Commissioner Savage: Know the community; be familiar with Palo Alto; have a commitment to  
84 diversity; be dedicated to community collaboration. She also asked when the new chief would be hired.  
85 Mr. Keene responded that the new chief is expected to be appointed in June or August at the earliest.

86  
87 Commissioner Mora: Would like them to address morale issues; be able to instill respect from staff and  
88 the community; and focus on communications. She appreciates that Chief Burns is taking steps to reach  
89 out to Palo Altans and residents of neighboring communities.

90  
91 Commissioner Mendoza: Should have a successful track record of working with external critical  
92 community groups; be committed and experienced working with demographic data for continuing  
93 improvement.

94  
95 Commissioner Khan: Should have experience dealing with demographic changes and has experience  
96 working with a larger more ethnically diverse population; should be sensitive to diverse populations that  
97 live near each other; should be interested in using improved communication technology to see how to  
98 use public data that has been published which can make the department more transparent.

99 Commissioner Atito commented that he has struggled with the perceptions of the PAPD and has been  
100 asking for training that would change the data because the data is the same over and over again; should  
101 do outreach with the community.

102  
103 Commissioner Bacchetti suggested that we also think about what a chief might want in a City in order to  
104 be interested in taking the job.

105  
106 Mr. Herb Borock commented that the press was not able to know about this discussion in time to  
107 advertise. He expressed his appreciation that Mr. Keene is doing a nationwide search for applications  
108 and spoke about the process of notification for job postings. He said that Mr. Keene's process is better  
109 and that with new leadership brings a change in culture.

110  
111 Mr. Aram James said that he disagreed with the City Manager because Mr. James believed that because  
112 of the type of job, the applicants names should not be kept private. He said that it is outrageous that the  
113 public does not have access to the applications until the person is selected. He wants the candidate to  
114 prevent wrongful convictions.

115  
116 Mr. Petersen-Perez referred to a book and spoke of the issues that are important to him such as integrity,  
117 best practices, and honesty. There needs to be an outward demonstration of these qualities. He read  
118 from the book concerning police interrogations.

119  
120 Commissioner Atito asked Mr. Borock what he believed was the procedure for making the position an  
121 elected one. Mr. Borock said that the city charter would have to be changed.

122  
123

124 **2. CONSIDERATION OF NEW WELCOME SIGNS AT ENTRANCES TO PALO ALTO,**  
125 **INDICATING THAT THE CITY WELCOMES DIVERSITY AND REJECTS**  
126 **INTOLERANCE.**

127  
128 Patrice O'Neill, from the committee for "Not in our Town" spoke about a death of an Ecuador  
129 immigrant and how this type of hate crime could happen in Palo Alto. She said that much has been  
130 learned from past campaigns. She spoke about the idea of changing the city's welcome signs to reflect a  
131 message of diversity and resisting intolerance to help build social capital in the city and that she would  
132 like to learn from the commission's process.

133  
134 Linda Lenoir, a former HRC Commissioner was also in support of the idea and was happy to hear the  
135 Mayor's message about civic engagement during his state of the city address. She announced the  
136 premier of the "Not in our Town" film which is being shown in the schools.

137  
138 Commissioner Savage asked for clarification about the message on the signs. Ms. O'Neill and Ms.  
139 Lenoir said that the message should reflect that Palo Alto is an inclusive community and resists  
140 intolerance.

141  
142 Commissioner Mendoza said that he thought the current signs were beautiful and is not sure what  
143 additional signs would do. Ms. Lenoir said that the sign should demonstrate how important the message  
144 is and who we are as a community. Mendoza said that he understands the sentiment but felt that it might  
145 convey that the city has a problem and advertises the potential issues.

146  
147 Commissioner Ezran said that he saw the documentary and it was both disturbing and interesting. He is

148 however reluctant to support the idea of new signs for several reasons: people may want other signs for  
149 other worthy causes too; it sends a message to our neighboring cities that we are different and that  
150 maybe they have a problem.

151  
152 Commissioner Khan thanked for Ms. O'Neill and Ms. Lenoir for their efforts with the movie, however  
153 she also agrees that this is not the best way to educate the public. She said that there is racism in Palo  
154 Alto and it could be considered a joke.

155  
156 Commissioner Atito said that he was strongly supportive and is disappointed that the other  
157 commissioners are not willing to look into it further before disapproving the idea.

158  
159 Commissioner Bacchetti said that he agreed with Commissioner Atito and that the idea that we are  
160 building an inclusive community was a good one. If the signs bring about conversation about how to be  
161 better than we are, then maybe we should explore the idea further.

162  
163 Commissioner Savage suggested that the civic engagement subcommittee look more into the idea.

164  
165 **Commissioner Atito made a motion that the HRC subcommittee on civic engagement look further**  
166 **into the idea of new welcome signs as a way to build civic engagement, seconded by Commissioner**  
167 **Mora, AYES: Unanimous.**

168  
169 Mr. Aram James said that he liked the idea of the new signs. He also suggested making other signs that  
170 tell the truth. A sign that says we welcome diversity would be a lie.

171  
172 **3. DISCUSSION OF HUMAN SERVICES RESOURCE ALLOCATION PROCESS (HSRAP)**  
173 **FUNDING RECOMMENDATIONS.**

174  
175 Ms. Linda Chin from Abilities United spoke briefly about the function of her organization and said that  
176 she appreciated the equitable way in which the budget reductions occurred.

177  
178 Mr. Thomas Pamilla, Director of Stevenson House provided data about the population they serve. With  
179 130 seniors averaging in age of 81 years old, they have a tendency to become isolated and struggle with  
180 depression. His goal is to make Stevenson House a community instead of a house. Additional funding  
181 is needed to bring in a part-time social worker to help the residents deal with these issues. He  
182 recognized all the good causes in the room and thanked the HRC for considering them for funding and if  
183 there is anything can be done to get additional funding, it would be appreciated.

184  
185 Ms. Janice Shaul, from Palo Alto Community Child Care (PACCC) thanked the HRC for its ongoing  
186 support. She is proud of the subsidy and to be able to continue the same level of care that they had in the  
187 past year. The proposed budget cut is small but will affect up to 6 children. She acknowledged the  
188 difficult task to determine recommendations. Commissioner Atito asked how long the waitlist is, she  
189 responded: 60 children.

190  
191 Mr. Philip Dah, Executive Director of the Opportunity Center said that they use the funding for their hot  
192 meal program for homeless people. The program is under threat of being cancelled. They provide  
193 34,000 plates of food per year at a cost of \$4.00 per plate. They only receive \$15,000 in city funding.  
194 They did not receive any funding for this program. He also spoke about the rental assistance program  
195 and said that they receive 5 calls on average each day for rental assistance.

196 Commissioner Atito asked if they also receive CDBG funding. He responded that they do: \$15,000 for

197 food, and \$15,000 for Hotel De Zink program.

198

199 Ms. Ruth Rosenbaum, liaison to La Comida which provides a senior lunch program. 12% of their  
200 funding is provided by the city. She explained that for many seniors, this is their main meal of the day  
201 and that the senior population is growing each day. She spoke about cost for the meals; the fee is  
202 donation based at \$2.00 per person, per meal.

203

204 Commissioner Khan asked if they receive food from local food banks and if they have seen a decline in  
205 contributions. Commissioner Mora asked if they have considered raising the price. Ms. Rosenbaum  
206 responded that it is being considered but throughout the entire program.

207

208 Ms. Georgia Bacil from Senior Adults Legal Aid (SALA) explained that they provide free legal services  
209 to seniors; 74% of seniors are low income, and over ½ are over 75 years old. She spoke briefly about  
210 elder abuse being a big part of the cases they see. They have been able to remove abusive family  
211 members and help victims get restraining orders. She spoke about other programs and said that she is  
212 grateful for the recommendation but the cut is significant to their program.

213

214 Commissioner Atito asked about the attorneys salaries. Ms. Bacil explained that they are paid a modest  
215 salary and are required not to have an outside practice.

216

217 Ms. Betsy Arroyo from Community Technology Alliance (CTA) passed around data explaining that 63  
218 Palo Alto residents have become homeless. She publicly thanked Kathy Espinoza-Howard who served  
219 on the Santa Clara County homelessness collaborative.

220

221 Mr. Philip Rey, Executive Director of Adolescent Counseling Services (ACS) thanked everyone for  
222 their support. He explained that they provide free counseling services to Palo Alto students in the  
223 schools. He provided some local and national statistics: In a nationwide study in 2007 1 child in 5  
224 suffers from mental behavioral problems, 1 child in 8 suffers from depression; only 30% of these kids  
225 actually receive treatment. In local counties, studies have shown that 20% of parents think there is  
226 something going on. 25% of 7<sup>th</sup>, 9<sup>th</sup> and 11<sup>th</sup> graders suffer from depression. 16% seriously consider  
227 attempting suicide. He spoke about reasons for these problems and what they have done to help. 79%  
228 of children who left the program reported feeling better. They see on average of 8% to 14% of the  
229 population from each Palo Alto school. The funding support is greatly supported and appreciated and  
230 needed more and more.

231

232 He answered questions about collaborating with other non-profits and said that he tries whenever  
233 possible and named a few organizations that he participates with.

234

235 Commissioner Ezran provided general comments about the funding process and recognized that it is a  
236 difficult decision to make. He said that he respects the work of the committee; however he suggested  
237 that they consider following a Zero Based Budgeting approach next time. He is concerned about using  
238 the same process every year and increasing or decreasing funding in the same proportion across the  
239 board, because the degrees of hardship maybe different from organization to organization.

240

241 Commissioner Bacchetti said that he shared the same concern. He was wondering about the degree of  
242 collaboration between the various non-profit organizations.

243

244 Commissioner Mendoza addressed Commissioner Bacchetti and Ezran's concerns. He said that the  
245 process that staff has implemented is exceptional. He also said that if the committee had an unlimited

246 amount of resources they would fund them all. The committee had 12 categories of evaluation which  
247 addressed the concerns that he has been hearing. He commented that the staff is very intimate with each  
248 organization and that the outcome is beautiful. He concluded that the committee agonized over each  
249 proposal and chose to fund organizations that had a proven track record.

250

251 Commissioner Bacchetti asked about the difference between sole source funding versus the rest.  
252 Commissioner Mendoza explained that it has to do with the fact that there is no competition to provide  
253 the same service. He commented that this is a terrible year to try to unravel this. The demand is  
254 growing while supply is shrinking. He recognized that the budget situation discourages any  
255 entrepreneurial attempts to develop new ideas for old problems.

256

257 Kathy Espinoza-Howard explained the issues faced by the city's budget deficit.

258

259 Commissioner Khan commented that she participated in the CDBG funding committee and said that  
260 now is not the time to be investing in new programs. She asked about funding more to the Opportunity  
261 Center. Ms. Howard spoke about a stimulus package to be used to prevent the middle class from  
262 becoming homeless. She will be participating in this issue.

263

264 Commissioner Mora thanked the committee for this excruciating job. She said that she is disturbed that  
265 InnVision is receiving no funding at all. She questioned funding services for one group rather than  
266 overlapping groups served.

267

268 Lisa Hendrickson asked to comment. She spoke about how she collaborates with other agencies such as  
269 La Comida.

270

271 Crystal Gamage, a La Comida board member spoke about their funding. She commented that the people  
272 who they feed are very needy and the various ways in which they feed seniors, as required by the  
273 county.

274

275 Commissioner Atito shared his concerns about cuts in mental health services for seniors. Is the need  
276 being met? Mr. Thomas Pamilla from Stevenson House spoke about their active seniors 62 and over.  
277 He said that they are good tenants but low income. People tend to stay there for 20 years. The HUD  
278 funding they receive does not cover special services.

279

280 Ms. Eileen Richardson from the Downtown Streets Team commented that only another 200 thousand  
281 dollars is needed to fund everyone at the level that would make them happy. She commented that there  
282 is not a lot of overlap for mental health services. If medical programs are cut which provides medicine  
283 to mentally ill previously homeless people, these people will most likely return to the streets and lose  
284 their housing.

285

286 Council member Yiaway Yeh spoke about a project he has been work on to develop a website which  
287 brings nonprofit organizations together to improve collaboration. It is still in development stage and he  
288 is interested in getting input from anyone who wants to help with the project.

289

290 Commissioner Mora asked Avenidas and La Comida a question about the age of their participants and  
291 how they do outreach to the Opportunity Center and other agencies that serve the homeless populations.  
292 Ms. Rosenbaum explained that they have an outreach committee and that they plan to expand the  
293 program and look for ways to include other "at risk" populations.

294

295 **Commissioner Ezran made motion to accept the HSRAP recommendations as presented by the**  
296 **committee and forward them to City Council for approval. Seconded by Commissioner Bacchetti.**  
297 **AYES: Unanimous.**  
298

299 Commissioner Atito thanked all the non profits for attending the meeting and to the committee for their  
300 hard work. Commissioner Ezran thanked everyone also.  
301

302

303 **4. UPDATE FROM HRC SUBCOMMITTEE OF THE POLICE CITIZEN’S ADVISORY**  
304 **COMMITTEE:**  
305

306 Commissioner Bacchetti reported that he and Commissioners Savage and Atito have been working on  
307 the advisory committee. The committee has been working on developing a mission statement, vision  
308 statement and recruitment process with a focus of selecting a cross-section of individuals. He also  
309 reported that Acting Chief Burns intends to bring his recommendation to the May 9<sup>th</sup> meeting. They  
310 will be meeting one more time before then.  
311

312 Mr. Aram James spoke about his concerns and suggested using “best practices” to avoid wrongful  
313 convictions. He spoke about a past conversation he had with now Acting Chief Dennis Burns. He  
314 spoke about his concern that it will be an exercise in frustration if the committee members selected lack  
315 the ability to advise. It would be better for people to focus their energy on where they can have the most  
316 impact such as changing policies and procedures.  
317

318 There was a brief discussion about whether the HRC should vote on any recommendation that will be  
319 presented before it goes any further.  
320

321

322 **5. REPORTS FROM COMMITTEES**  
323

324 None  
325

326 **6. REPORTS FROM OFFICIALS:**  
327

328 **A. Commissioner Reports:**  
329

330 Commissioner Ezran announced that on Monday night, the City Council will review the HRC proposal  
331 for World Music Day and that the Mayor requested a proclamation to make June 21st World Music Day  
332 in Palo Alto. He thanked Council member Yeh for his support in advertising the event.  
333

334 Commissioner Khan spoke briefly about two task forces that she is participating in: TAG and CDBG.  
335 The CDBG committee is making a funding recommendation based on a budget that has not been  
336 approved yet and will be sending recommendations on April 21<sup>st</sup> to the Finance Committee.  
337

338 Commissioner Mendoza spoke about his participation on the HSRAP committee. He said that it was  
339 impressive, the amount of time that was spent on each proposal.  
340

341 Commissioner Savage asked Ms. Howard how much time was spent in all. Ms. Howard spoke about the  
342 process.  
343

344 Commissioner Bacchetti reported that Ms. Howard also worked on the CMR for Civic Engagement that  
345 is scheduled for a future City Council meeting.

346 Commissioner Mora reported that she has been assisting with the CMR's for civic engagement and  
347 mandatory response. She also reported that she attended a forum to focus on community engagement  
348 which brought together different cities in Santa Clara County. She also attended a community meeting  
349 regarding the proposed improvements of Oregon Expressway.

350  
351 Commissioner Savage reported that she recently graduated from the Family Resources Ambassador  
352 Program.

353

354

355 **B. Council Buddy Reports:**

356

357 None

358

359 **C. Council Liaison Report:**

360

361 Council member Yeh reported on the State of the City Address by Mayor Peter Drekmeier, that he gave  
362 a hopeful speech about environmental initiatives and regional cooperation through local self reliance.  
363 He announced that on Saturday March 14, 2009 there will be a special study session of the City Council  
364 regarding Stanford projects.

365

366 **D. Staff Liaison Report:**

367

368 Kathy Espinoza-Howard reported that two HRC recommendations will be heard at the next City Council  
369 Meeting: Mandatory Response and World Music Day. The HRC recommendation for Civic  
370 Engagement is scheduled for April 6 as an informational CMR. She reported that the Opportunity  
371 Health Center has received \$300,000 from the Palo Alto Medical Foundation for the cost of operations  
372 as well as the cost for a primary care doctor and 4 hours of dermatology services. She commented that  
373 Stanford has been charging \$98,000 for the cost of a psychiatrist and has not donated anything to the  
374 clinic. She said it would be great if someone would ask Stanford Hospital to pick up the cost for the  
375 psychiatrist.

376

377

378 **ANNOUNCEMENTS**

379

380 None

381

382 **CALL FOR AGENDA ITEMS**

383

384 Continued Discussion of Police Advisory Committee  
385 Proposal of HRC Award  
386 Report back from subcommittee on proposal of new welcome sign  
387 Status Report on upcoming World Music Day Event  
388 Update on Police Chief Recruitment (May)

389

390

391 **ADJOURNMENT**

392 The meeting adjourned at 10:08pm