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SPECIAL MEETING

HUMAN RELATIONS COMMISSION

Wednesday, June 16, 2010
Cubberley Community Center
Room H-1
4000 Middlefield Rd.
7:00 PM

ROLL CALL: Commissioners Present: Bacchetti, Bernardo, Ezran, Savage
Staff: Greg Hermann, Amy Johnson

ORAL COMMUNICATIONS:

None

APPROVAL OF MINUTES:

Commissioner Ezran made a motion to approve the minutes of the May 19, 2010. Seconded by Commissioner Bernardo. AYES: unanimous.

AGENDA CHANGES, REQUESTS, and DELETIONS:

None

BUSINESS

1. DISCUSSION REGARDING BUDGET CUTS TO PUBLIC SAFETY IN RESPECT TO COLLECTING DEMOGRAPHIC DATA

Chief Dennis Burns summarized the proposed positions that are scheduled to be cut effective July 1, 2010 for next fiscal year (2010-2011). He explained that the Finance Committee was going to make the recommendation to keep all sworn positions on the list but to continue with the proposed elimination of non-sworn positions such as the crime analyst position which is responsible for analyzing and reporting on the collected demographic data. Because of this cut, the department will no longer be collecting

50 demographic data. He further explained that past years cuts have made the department more generalized
51 even though the population is increasing in the city making it impossible for another area of the
52 department to take on this task. He further explained that the current initiatives and video taping all
53 stops from police cars will continue to help the department achieve its goals of fairness.

54
55 The commissioners asked questions. Certain data will continue to be collected but not on all contacts
56 made by officers as was done before. The change in collecting data will occur July 1st. The department
57 will keep all the data collected from past years.

58
59 The commissioners discussed the pros and cons of this recommendation. The collected data holds the
60 city accountable as a form of insurance for the public. It was the impression of Chief Burns that the
61 Police Auditor would support keeping the position and continuing with data collection but he is removed
62 from the situation of the budget problems. Officers also carry camera's on their tasers, so there are other
63 ways to keep the officers accountable as well as their early detection program which allows for
64 intervention with officers who begin to show a pattern of behavior undesirable to the department.

65
66 Mr. John Abraham, a Palo Alto resident presented a binder of all the reports since the collection began.
67 He spoke about the need to continue with the collection, analysis and reporting of the data in spotting
68 trends. He asked the commissioners to recommend to City Council that the data collection continue.

69
70 The commissioners continued discussing their concerns. There was support for Mr. Abraham's
71 recommendation because it could potentially save the city money, and continue to be a source of
72 insurance for the residents of Palo Alto in keeping with the goal of transparency. There was concern
73 expressed that by keeping this position, it might take an officer off the street, which was reason enough
74 not to support the recommendation to reinstate the position.

75
76 **Commissioner Bernardo made a motion that the HRC recommends to the City Council that the**
77 **Crime Analyst Position in the PAPD be reinstated if doing so would not require a compensatory**
78 **reduction elsewhere in the department. We make this recommendation in support of retaining an**
79 **element of transparency and enabling analysis of patterns and trends. 2nd by Commissioner**
80 **Bacchetti, AYES: Unanimous.**

81
82 Mr. Hermann suggested to the commissioners that they email their recommendation to City Council and
83 or present it in person at a future City Council meeting.

84
85
86 **2. DISCUSSION REGARDING PROCEDURE TO ESTABLISH FY 2011-2012 HUMAN**
87 **SERVICES RESOURCE ALLOCATION PROCESS (HSRAP) "PRIORITY OF NEEDS"**

88 Minka Van der Zwaag, Office of Human Services Manager asked for input from HRC on how to
89 improve the HSRAP process by working on a subcommittee with her to review and refine the priority
90 setting and proposal review criteria. She shared some ideas such as inviting experts that are not
91 recipients to come and give presentations about the general needs and trends in their field.

92
93 The commissioners discussed her idea and shared their support for it. Commissioners Ezran and
94 Bacchetti volunteered to work on the committee and report back to the HRC at the next meeting.

95
96
97 **3. UPDATE ON WORLD MUSIC DAY**

98 Commissioner Ezran reminded everyone that the event is this Sunday, June 20th. This year there is
99 more participation, more variety of music, and longer hours for the event. Publicity for this year's
100 event has increased as well as the number of visitors to the website. He would like to setup an
101 organization committee to share the workload for future events.
102

103 104 **4. UPDATE ON DIVERSITY AND INCLUSION PROJECT**

105 Commissioner Bacchetti opened a discussion of ways for the HRC to be proactive regarding its goal.
106 He sketched 4 possible ways.
107

- 108 1. Sponsoring a panel discussion, focus groups, a study session, etc. to expand community discussion of
109 the topic and develop shared meanings of the terms "diversity" and "inclusion" and what they might
110 ideally mean for Palo Alto.
- 111 2. Recognize exemplary programs by developing a set of criteria, build an application process and
112 method of assessing applications, and award certificates to those organizations and agencies that meet
113 the criteria.
- 114 3. Use social media to generate a time-limited, online discussion to draw others into the conversation,
115 with goals similar to those for the panel idea.
- 116 4. Develop a special interest in those among the 41 Developmental Assets that pertain to diversity and
117 inclusion, e.g., assets # 27, 34, and 41.

118
119 The Commission agreed to start working on #1 and noted that one or more of the others might be
120 approached later on, depending on the results for #1. Commissioners Savage and Ezran will work with
121 Commissioner Bacchetti to flesh out the idea.
122

123 124 **5. UPDATE ON CONSIDERATION OF ADDING STUDENT MEMBER TO HRC**

125 Commissioner Bacchetti reported on his exploratory discussion with Adam Howard, Supervisor of
126 Recreation Programs for Youth and Teens about a relationship between the HRC and the Palo Alto
127 Youth Council. The PAYC meets weekly when school is in session, focuses on events, and aims to
128 make Palo Alto more youth friendly. Mr. Howard thought that the PAYC would welcome working with
129 the HRC and suggested that the HRC write to the PAYC president, Chirag Krishna, suggesting such a
130 relationship.
131

132 Commissioner Bacchetti made a motion that the HRC express its interest in a working relationship with
133 the PAYC and select on member and one alternate to represent the Commission in this role. 2nd by
134 Commissioner Ezran, AYES: Unanimous.
135

136 Commissioner Bacchetti was asked to write a letter. Follow up discussion will occur when new
137 members are seated on the HRC.
138

139 140 **6. REPORTS FROM COMMITTEES:**

141 None
142

143 144 **7. REPORTS FROM OFFICIALS:**

145
146 **A) Commissioner Reports:**

147 Commissioner Bacchetti reported on the Citizens Advisor Group meeting. They discussed policy and
148 the idea of using social media in law enforcement. They are studying other agencies.

149
150 Commissioner Ezran reported that he attended the opening ceremony for a new community room
151 organized by the Palo Alto Housing Corporation.

152
153 **B) Council Buddy Reports:**

154 None

155
156 **C) Council Liaison Report:**

157 None

158
159 **D) Staff Liaison Report:**

160 Appoint new members to HRC on Monday, June 21, 2010. Specific pages for commissioners
161 orientation. He asked for any suggestions to make orientation better.

162

163

164 **ANNOUNCEMENTS**

165 None

166

167

168 **CALL FOR AGENDA ITEMS**

169 Annual HRC Retreat

170 Discussion Regarding Procedure To Establish Fy 2011-2012 Human Services Resource Allocation
171 Process (Hsrp) "Priority Of Needs"

172 Update On Diversity And Inclusion Project

173

174

175 **ADJOURNMENT**

176 The meeting adjourned at 8:50pm.