

	Mountain View	Palo Alto	Town of Los Gatos	San Jose	Santa Clara	Redwood City	Sunnyvale
Staffing	Police Dept - added a new, part-time limited term (1 yr.) research fellow from UC Berkeley focused on collecting and analyzing data about police interactions to make recommendations for improved practice. No new/dedicated city staff for overall initiative; led by Office of City Manager -Assistant CM + Principal Management Analyst.	No new/dedicated city staff for overall initiative; led Deputy City Manager + Administrative Services staff.	No new/dedicated city staff for overall initiative	Has Office of Racial Equity - 1 Director + 6 staff; 3 for Immigrant Affairs + 3 for Racial Equity; staff positions are Assistant to the City Manager, Senior Executive Analyst; Senior Analyst	No new/dedicated city staff for overall initiative; led by Office of City Manager - Assistant CM + Management Analyst.	New full-time position for an Equity & Inclusion Officer in City Manager's Office (2-year budgeted position)	No new/dedicated city staff
Budget	Estimated at \$200K for staff trainings/discussions	One-time budget allocation of \$500,000	No new budget allocations	Program budget = \$1 million for current FY	City will use existing funds within approved budget.	One-time \$350,000 allocation + \$100,000 annual budget allocation	No current budget allocations
Commission/Board	Created new Public Safety Advisory Board made up of residents; Brown Act noticed; discuss policing issues, access to police staffed by City Manager's Office, Principal Management Analyst.	No new commission/board; formed Ad Hoc committee for Police Policy Manual, Data and Hiring; Public Safety Alternative Models; Police Accountability and Transparency; and Citywide Diversity & Inclusion	No new commission/board	No new commission/board	Task Force on Diversity, Equity, and Inclusion with 7 community members that will review police use of force policies and engage communities to seek a diverse range of input, experiences, and stories.	No new commission/board	No commission/board
Work/Action Plan	Racial Equity and Inclusion Action Plan, https://www.mountainview.gov/civicax/filebank/blobdload.aspx?BlobID=33266	City of Palo Alto's blog on current race and equity work - https://medium.com/paloaltoconnect/palo-alto-continues-race-and-equity-efforts-eabfaa6fad00?source=friends_link&sk=58dc1bb8f7e5cc217e6b2fbf77c9277d . City Council adopted a set of seventeen recommendations on race and equity work - https://www.cityofpaloalto.org/civicax/filebank/blobdload.aspx?t=61327.01&BlobID=79088	General Plan Advisory Committee added Racial, Social and Environmental Justice Element to the General Plan on July 30, 2020.	Workplan still in the planning stages but has some broad goals: 1. Staff Training - develop and implement needs and training analysis; 2. Build CORE team and citywide infrastructure; 3. Equity in budget process; 4. Support reimagining community safety work; 5. Support community economic recovery efforts; 6. Intergrate Offices of Immigrant Affairs & Welcome SJ plan with equity work.	November 2020 - June 2021 for Task Force - Engage the community to attend listening sessions and support dialogue around systemic inequalities; August - September 2021 - Report findings of the review to the community, seek feedback from community and make recommendations on policy reform and strategies to Council; October - November 2021 - Present findings and recommendations to Council to reform the City's police use of force policies, structures or culture that negatively impact or do not fully benefit historically disenfranchised communities and present possible recommendations to the Council on City Charter changes, may establish Oversight body or Commission.	Scope of work has a 2-prong approach - internal and external. Internal - working on staff capacity and familiarity with equity and its impact, standardizing language/definition, address gaps in data, information and process in city operations and staff trainings. Pilot activity - develop and introduce equity tool; request each city dept. apply the equity tool to one existing program/activity. Learn from the exercise and implement any changes necessary to ensure program/activity is accessible by all residents. External - develop equity plan with City Council in the areas of policing, housing, and homelessness. Equity is the center of city's strategic plan.	Council added diversity, equity and access as a strategic value in January 2021. No action steps identified yet pending budget process decisions.
Current Efforts	Make progress on action plan, finalizing members of the Public Safety Advisory Board, staff is researching and in conversation with County on police and mental health responses.	Current work/focus is internal and external with community/residents. For internal, plan to survey city staff for climate/culture check-in, city-wide equity conversations and look at current demographics on staff make-up, etc. Held a 3-part retreat with Senior Executives of the organization to explore the issue and come to shared understanding and path forward. Externally or with residents, launched a 21-day racial equity challenge with Palo Alto School District and on-going community conversations.	All staff liaisons to the existing 10 city boards/commissions were made aware that Diversity, Equity and Inclusion (DEI) is a Council Strategic Priority for FY 2021/23 and to review commission/board workplans with a DEI lens.	Implementing workplan items described above.	Implementing workplan items described above.	Implementing workplan items described above.	Discussing options for scope of efforts
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* Cities of Cupertino and Campbell were also contacted as part of the benchmarking project. These cities are currently in discussion and formative stages of their equity and inclusion efforts.