



Sunnyvale

Sunnyvale Unity Initiative

Summary & Next Steps

Phan Ngo

Chief of Public Safety

Jaqui Guzman

Deputy City Manager & Diversity and Inclusion Liaison



Statement on Our City Values and Public Service

Excerpt:

“All City employees are responsible to serve all member of the public with courtesy, impartiality, fairness, and equality under the law at all times. This model of inclusion and integration is critical to the general welfare of the City, and supports and protects our residents, business community, and quality of life.”

- February 7, 2017

Black Lives Matter Protest



Sunnyvale's Commitment

Made three commitments:

1. Listening
2. Being transparent
3. Looking Inward

Listening & Engaging

Sunnyvale Unity Listening Series

- Conversations with the community around equity and inclusion, systemic racism and police practices.



[Youtube.com/SunnyvaleMeetings](https://www.youtube.com/SunnyvaleMeetings)

Sunnyvale Unity Listening Series

General Listening Session

A poster for a general listening session. The background is a solid blue color with a pattern of overlapping circles and lines in various shades of blue and green, creating a textured, organic feel. The text is white and centered.

SHARE YOUR THOUGHTS AND CONCERNS AROUND EQUITY AND INCLUSION, SYSTEMIC RACISM, AND POLICE USE OF FORCE.

LISTENING SESSION

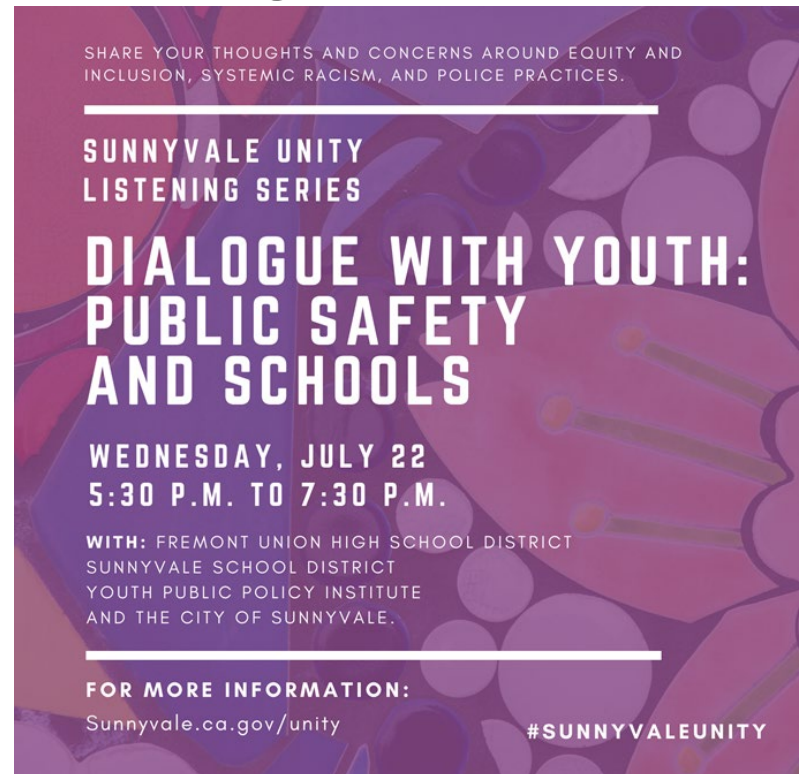
THURSDAY, JUNE 25
4:30 P.M.

WITH: LARRY KLEIN, SUNNYVALE MAYOR
KENT STEFFENS, CITY MANAGER
PHAN NGO, CHIEF OF PUBLIC SAFETY

FOR MORE INFORMATION:
Sunnyvale.ca.gov/unity

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Youth Dialogue & Listening Session

A poster for a youth dialogue and listening session. The background is a solid purple color with a pattern of overlapping circles and lines in various shades of purple and blue, creating a textured, organic feel. The text is white and centered.

SHARE YOUR THOUGHTS AND CONCERNS AROUND EQUITY AND INCLUSION, SYSTEMIC RACISM, AND POLICE PRACTICES.

SUNNYVALE UNITY
LISTENING SERIES

DIALOGUE WITH YOUTH: PUBLIC SAFETY AND SCHOOLS

WEDNESDAY, JULY 22
5:30 P.M. TO 7:30 P.M.

WITH: FREMONT UNION HIGH SCHOOL DISTRICT
SUNNYVALE SCHOOL DISTRICT
YOUTH PUBLIC POLICY INSTITUTE
AND THE CITY OF SUNNYVALE.

FOR MORE INFORMATION:
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Sunnyvale Unity Listening Series

LGBTQ+ Dialogue



Spanish-language Dialogue



Public Safety Roundtable Discussion

SHARE YOUR THOUGHTS AND CONCERNS AROUND EQUITY,
INCLUSION AND SYSTEMIC RACISM. GET ANSWERS REGARDING
POLICE PRACTICES AND REFORM.

**SUNNYVALE UNITY
LISTENING SERIES**

PUBLIC SAFETY ROUNDTABLE DISCUSSION

**THURSDAY, SEPT. 24
5:30 P.M. TO 7:30 P.M.**

MODERATED BY:
EUGENE WHITLOCK, J.D., CHIEF PEOPLE &
CULTURE OFFICER AT UC BERKELEY

FOR MORE INFORMATION:

Sunnyvale.ca.gov/unity

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Common Themes

Sunnyvale Unity Listening Series

General Community Comments

- Concern about systemic racism
- Concerns about policing in the national context
- Preventing racialized incidents in Sunnyvale

Common Themes

Sunnyvale Unity Listening Series

General Concerns with Policing

- Police intimidation and use of force
- Racial profiling and devaluing Black and brown lives
- Lack of accountability and transparency
- Lack of sensitivity with marginalized communities (LGBTQ+, undocumented, unhoused, etc.)

Common Themes

Sunnyvale Unity Listening Series

Community Asks

- De-escalate and use force as a last resort
- Hold officers accountable and consider outside oversight
- Be transparent
- Build community trust through engagement

Public Safety: Values and Approach

- 2017 Department of Public Safety Strategic Plan
 - ◆ Accountability/Professionalism
 - ◆ Stakeholder Collaborations
 - ◆ Public Safety Services
 - ◆ Training & Professional Development
 - ◆ Equipment/Technology
 - ◆ Wellness/Morale

Use of Force

- Policies and Procedures
- Crisis Intervention Training
- Use of Force Review
- Use of Force Workgroup
- Prohibited the Use of the Carotid Control Hold
- Revising Canine Policy
- Transparency - Officer Involved Shooting and Use of Force Data on City Website

Racial Profiling

- Policies
- Training
- Body Worn Cameras in 2016
- MVARs Mobile Video/Audio Recording Systems
- Revision of Immigration Enforcement Policy in 2017
- AB953 Stop-Data Collection

Accountability

- Internal Affairs Process Modernization started in 2017
- Internal Affairs Manual and Workflow Available on City Website
- Internal Affairs Complaint Statistics Available on City Website
- Department Drone Activity Log Available on City Website
- Department Policy Manual (Lexipol) Available on City Website
- City Manager to Review Findings of Investigations Related to Conduct Unbecoming, Racial Profiling, and Use of Force
- Ability for Complainants to Appeal Complaint Finding to the City Manager

Building Community Trust and Engagement



Next Steps

Sunnyvale Unity Initiative

Action Steps

- Increase Data Collection & Transparency
- Compliance with Recent Law Changes re: Police Accountability
- Oversight by City Manager
- Cultural Inclusion Study



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