



RACE, EQUITY AND INCLUSION ACTION PLAN

The City of Mountain View is fully committed to racial equity and justice as we strive to create a welcoming, safe and inclusive community for all. While recent national events have created an urgent cry for policing reform across the country, the City recognizes that systemic racism is far-reaching and long-standing and requires a comprehensive approach of reflection, engagement and action.

In June 2020, Mayor Abe-Koga appointed a Council Subcommittee on Race, Equity and Inclusion (REI Subcommittee) and the first meeting was held on June 30, 2020. With input from the REI Subcommittee, the City is implementing a Race, Equity and Inclusion Action Plan focused on policing practices, policies and accountability, celebration and recognition of community diversity, and review of City operations and policies, with opportunities for community engagement throughout. In December 2020, the City Council received a [comprehensive update on the REI Action Plan](#) accomplishments.

In April 2021, Mayor Ellen Kamei convened the REI Subcommittee to discuss recent efforts to address the increase in xenophobia and anti-Asian American and Pacific Islander sentiment both locally and across the country. As part of the REI Action Plan, the City will implement programs to raise community awareness and provide resources to prevent hate crimes and discrimination and recognize the contributions of Asian Americans to Mountain View's history.

Assessing Police Practices and Policies and Increasing Police Accountability

The City of Mountain View is committed to examining Mountain View Police Department (MVPD) practices and procedures, increasing police accountability, engaging the public about their experiences with MVPD, and increasing public understanding of MVPD practices and policies.

- **Conduct community listening sessions**, hosted by the Human Relations Commission, to hear community members' stories about their experience with policing in Mountain View and help inform future police policies and programs.
- **Compile and evaluate data on policing activity** to identify the impact on people of color and develop approaches to address any disproportionate findings.
- **Hold interactive MVPD educational forums** to promote dialogue and mutual understanding of MVPD policies and practices and community needs, ideas, and concerns.
- **Review and revise MVPD use of force policies** to align with the 8 Can't Wait campaign and the California Attorney General's recommendations to ensure appropriate policies

are implemented to maintain police officer safety and reduce the likelihood that police interactions result in excessive use of force.

- **Examine models of public police oversight** to identify potential approaches for Mountain View.
- **Assess alternative police service delivery models** to determine ways that MVPD can respond to mental health-related calls for service with regional collaboration.

Recognize and Celebrate Mountain View's Diversity

Mountain View is a diverse community with residents and visitors from around the world. Both past and present community members have contributed to making Mountain View the great city that it is. We strive to recognize, celebrate, and increase understanding of Mountain View's diversity.

- **Conduct forums to promote dialogue on race and a safe, welcoming community for all** to increase community members' understanding of each other and promote unity.
- **Provide advisory body driven events and activities** to produce community-inspired diversity celebrations and highlights.

Assess City of Mountain View Operations and Policies Under an Equity Lens

The City acknowledges that inequity is often rooted in longstanding policies and procedures. Staff will be reviewing internal operations as well as the policies and procedures of City departments to ensure that the City is promoting diversity, equity, and inclusion.

- **Provide culturally sensitive outreach and engagement** to promote access and participation in City programs and government (continue Spanish and launch Mandarin language civic leadership academies, explore Mountain View language access policy, update translation and interpretation protocol, inform the public about the Multilingual Engagement Program language services).
- **Apply equity based lens in budget development and engage the community during the budget process** in considering the allocation of resources.
- **Explore the impact of historical zoning, land use planning, and redlining on communities of color** in Mountain View to ensure that future planning efforts are equitable and address any existing barriers.
- **Assess and ensure equity in sustainability planning and program design**, implementation and community engagement
- **Assess and update personnel policies and programs and engage City employees** to ensure that the City has a diverse and inclusive workforce that provides equitable

programs and services and interacts with colleagues and community members with cultural humility.

Maintain Transparency Regarding the City's Racial Equity and Justice Action Plan

Communication and accountability are key factors to ensuring that this action plan is effective. The City will **provide relevant and timely information to the public on the City's racial equity and justice efforts** through mechanisms including the City's website and external and internal newsletters to ensure that the public and City staff remains informed of the REJ Action Plan and the City's progress.

COMPLETED ACTION ITEMS

<u>Assessing Police Practices and Policies and Increasing Police Accountability</u>	
<u>Objective</u>	<u>Action(s)</u>
Compile and evaluate data on policing activity	The City hired a University of California Berkeley PhD Research Fellow as part of a collaboration with academic leaders from Stanford University and the University of Michigan to analyze MVPD police contact data, provide recommendations for better methods to track and report police data, and identify possible changes in policing programs and policies.
Hold interactive MVPD educational forums	The police department launched <i>MVPDx Partnership for the Future of Policing</i> , a ten week program for community members to learn about and share input on MVPD.
Review and revise MVPD use of force policies	The police department use of force policies are aligned with the California Attorney General's recommendations and are close to those advanced by 8 Can't Wait. The use of force policies are explained on the City's website.
Examine models of public police oversight	Following examination of various public police oversight models, the City Council established a Public Safety Advisory Board (PSAB) to advise and make recommendations to the City Council, City Manager and Police Chief on public safety matters.
<u>Assessing Police Practices and Policies and Increasing Police Accountability</u>	
<u>Objective</u>	<u>Action(s)</u>
Conduct community listening sessions	The HRC hosted 4 listening forums on local policing. This included a general forum, a youth

	focused forum, and forums in Mandarin and Spanish languages. The PSAB will consider input from the forums and may make recommendations on next steps.
<u>Recognize and Celebrate Mountain View's Diversity</u>	
Conduct forums to promote dialogue on race and a safe, welcoming community for all to increase community members' understanding of each other and promote unity.	The Library and other City departments have hosted and continue to host events exploring implicit bias, race, activism, women's rights and other topics.
Provide advisory body driven events and activities	Advisory bodies have organized and led multiple events, including a Civility Roundtable on Implicit Bias hosted by the Human Relations Commission hosted, and a Strength in Diversity event hosted by the Youth Advisory Committee.
<u>Assess City of Mountain View Operations and Policies Under an Equity Lens</u>	
Provide culturally sensitive outreach and engagement	The Multilingual Engagement Program continues to provide and enhance the City's multilingual outreach and engagement efforts.
Apply equity based lens in budget development and engage the community during the budget process	The Fiscal Year 2021-22 Budget was prepared with equity based budgeting concepts. The City will continue to refine its approach to equity based budgeting.
Assess and update personnel policies and programs and engage City employees	The City has launched a series of trainings on organization culture, diversity, cultural humility, personal identification, assumptions, as well as understanding of and strategies to reduce explicit and implicit bias.