



## 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. The REI Subcommittee will meet periodically from August through November to receive updates on the Action Plan with the expectation of bringing an update and policy recommendations to the Council in December 2020.

### 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.

- **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.