

Cities Association Racial Justice Committee Report & Update

October 14, 2021



Racial Justice Committee Members & Contributors

Members:

- Vice Mayor Chappie Jones, City of San José, *Chair*
- Council Member Margaret Abe-Koga, City of Mountain View
- Mayor Rich Constantine, City of Morgan Hill
- Mayor Neysa Fligor, City of Los Altos
- Mayor Larry Klein, City of Sunnyvale
- Mayor Marico Sayoc, Town of Los Gatos
- Steve Preminger, Santa Clara County Executive's Office

Contributors:

- Office of Vice Mayor Chappie Jones: Raania Mohsen, Cassidy Kohl, Grace Kolander, Emily Lansing
- City of San José Housing Department
- City of Morgan Hill Housing Department
- Silicon Valley at Home
- Santa Clara County Planning Collaborative
- Santa Clara County Police Chiefs Association



Agenda

1. Background, Focus Priorities & Framework
2. Affordable Housing Recommendations
3. Public Safety Reform Efforts & Recommendations
4. Hate Crimes Against AAPI Effort Update
5. Next Steps & Ask



Background

- Committee formed in June 2020 per Board direction
- Events of 2020 created unprecedented health and social challenges
- We can no longer ignore systems failing our communities of color because they are failing all of us
- As elected leaders, we have a responsibility to advance opportunities for all and achieve racial equity through policies



Focus Priorities

1. Affordable Housing
2. Public Safety Reform
3. Hate Crimes Against Asian American Pacific Islander (AAPI) Community

Framework

- Consider all recommendations in concept
- Consider recommendations as concrete steps the region can take to further advance racial justice
- Consider supporting recommendations for further consideration and potential implementation by member cities individually
 - *There is no "one size fits all"*
 - *Some may have implemented some of the proposed policies and some not*

Affordable Housing

- Rising rents and home prices affect everyone, especially people of color
- 7 Actions are recommended as an effort to:
 1. expand housing policies and create housing opportunities for diverse communities and people of color;
 2. increase affordable housing outreach, access, and occupancy in historically underserved communities.

Action 1: Support AB 649 (Cortese) Affordable Housing Tenant Preference Bill

CREATES A STATE POLICY
THAT SUPPORTS GREATER
ACCESS TO AFFORDABLE
HOUSING FOR UNDERSERVED
POPULATIONS FACING
DISPLACEMENT

THIS ALLOWS CITIES THE
OPTION TO REQUIRE AN ANTI-
DISPLACEMENT TENANT
PREFERENCE FOR
AFFORDABLE HOUSING
UNITS, IF THEY DESIRE

Action 2: Support A Regional Affordable Housing Online Portal

- City of San José and San Mateo County are part of regional effort to implement the Regional Doorway Collaborative to:
 1. save costs and improve efficiencies (combines applicant and partner portal);
 2. provide unified multi-lingual platform;
 3. improve access to all local affordable housing units by making it a "one-stop-shop"
 4. simplify the application process;
 5. generate data on housing demand and placement to facilitate more efficient use of affordable housing resources;
 6. help advocate for more resources for these efforts;
 7. facilitate alignment in tenant preferences.
 8. *Jurisdictions will be able to maintain their independence and market their specific information.*



Action 3: Affirmative Fair Housing

4 tools to further Fair Housing, or to combat discrimination, overcome patterns of segregation, and foster inclusive communities:

1. Expand HUD Outreach: require a marketing plan tailored to identify the least likely to apply, or marginalized communities, by using census data to inform that plan.
2. Support Countywide Assessment on Fair Housing: led by the County to highlight inadequacies and identify policy changes to assist in fair housing across Santa Clara County.
3. Strengthen or Adopt Inclusionary Housing Policy: require a percentage of new construction to be affordable; this will demand more diverse and inclusive communities, particularly in communities of opportunity and transit rich areas.
4. Strengthen or Adopt Citywide Fair Chance Housing Policy – reduces barriers of entry to housing for those w/criminal backgrounds and low credit scores.

Action 4: Prioritize community engagement in the upcoming Housing Element update process.

- State Law requires engagement with both communities of color and lower-income residents, homeowners, and renters – historically, they have been underrepresented in this process.
- This is opportunity to bring the full spectrum of community perspectives into public discussions about the future of their cities.

Action 5: Develop a Statement of Support for Land Use Changes that Diversify Communities

- Exploring policies that will allow more affordable units in higher cost, transit rich communities of opportunity will diversify the types of housing, advance racial justice in Santa Clara County.



Action 6: Increase housing education for diverse populations



Increase and promote a countywide campaign on education about home ownership opportunities for marginalized communities



Partner with existing organizations, such as HUD approved counseling agencies, e.g. Project Sentinel

Action 7: Endorse the 2020 Community Plan to End Homelessness and Develop Implementation Plans



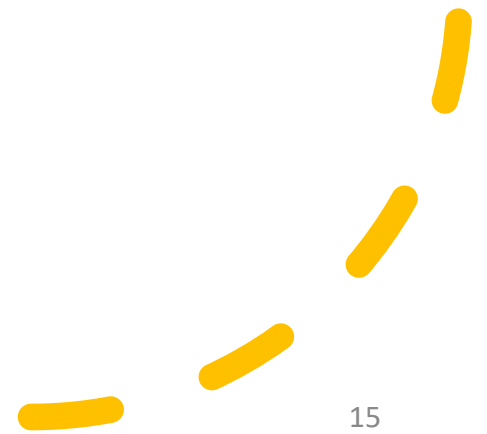
Plan aims to house 20,000 residents over 5 years, prevent future homelessness from occurring for at-risk and housing-insecure individuals, and improve the lives of those individuals residing in shelters and encampments.



Cities should develop their own individual implementation plans and identify resources to address homelessness consistent with the 2020-2025 Community Plan to End Homelessness.

Public Safety Reform

- Collaboration with Santa Clara County Police Chiefs Association
- Rebuilding trust through accountability, transparency and community engagement



Overview

- Members of SCC Police Chiefs Association include 12 public safety departments of:
 - California Highway Patrol
 - Campbell
 - Gilroy
 - Los Altos,
 - Los Gatos/Monte Sereno
 - Morgan Hill
 - Milpitas
 - Mountain View
 - Palo Alto
 - San Jose
 - San Jose State University
 - Santa Clara
 - Santa Clara County Sheriff
 - Sunnyvale
- The past year has led to new proposals to address key issues of police misconduct, systemic racism, racial bias, and police brutality.
- Committee met w/SCC Police Chiefs Association January 14, 2021
- Summary of their recent police reform efforts: Attachments A and B.

Highlights and Key Findings of Public Safety Reform Efforts

1. **Accountability:** Re-evaluated training programs and policies, e.g. Use of Force, De-escalation, Bias-free Policing
2. **Community Engagement:** increased community events, e.g. Coffee with a Cop, Community Safety Meetings, National Night Out
3. **Transparency:** various agencies considering independent oversight body like SJ and Palo Alto IPA:
 - e.g. Los Altos, Los Gatos-Monte Sereno, Gilroy, Morgan Hill;
 - Mountain View created Public Safety Advisory Board (7 Council Appointees)

Status/Public Safety Reform Recommendations:

Status:

- Progress has been made countywide to reform public safety, but more work is needed
- Crux of issue that has led to police brutality nationwide: Use of Force

Recommendation:

1. Support advancing training for our police officers via utilization of new Virtual Reality (VR) technology for Crisis Intervention/De-escalation training
2. Encourage all public safety departments within the County to complete the VR training.
3. Submit letter to member cities encouraging either to participate in VR training, or to obtain the VR Simulator if feasible.
4. Submit letter to POST advocating for the law enforcement agencies in Santa Clara County that have applied to receive the simulator and any future Santa Clara County law enforcement agencies that may apply in the future.

Hate Crimes Against AAPI Community Update

- In partnership with the Santa Clara County Task Force on Hate Crimes led by Supervisor Chavez and San Jose Council Member Esparza,
- a multisector effort to investigate, educate, prevent, and combat all hate incidents and hate crimes in the County of Santa Clara
- 6 meetings between Feb 26 – Oct 29, 2021
- Cities Association representatives serve as Advisory Board Members
- Potential efforts to be brought forward to Board
- Other efforts: "Let's Talk About Race" General Membership Meeting, sponsor Bystander Intervention Training for community members

Next Steps & Ask

1. Board Member Feedback for Consideration
2. Accept/Support Public Safety Reform Recommendations
3. Accept/Support Affordable Housing Recommendations
4. Return to Board w/additional recommendations re: Hate Crimes against AAPI Community (November)