CITY OF
SAN JOSE
CAPITAL OF SILICON VALLEY

Memorandum

TO: CITY COUNCIL

FROM: Councilmember Sylvia Arenas
District 8

SUBJECT: SEE BELOW

DATE: January 26, 2021

Approved
Sylvia Arenas

Date
1/26/2021

SUBJECT: STATEMENT OF POLICY AND QUESTIONS FOR THE PROSPECTIVE CHIEF OF POLICE

RECOMMENDATION

1. Amend the current Department's mission in the Statement of Policy to integrate racial equity as follows:

   > "The San Jose Police Department is a dynamic, progressive and professional organization dedicated to maintaining community partnerships **[and racial equity]** which promotes a high quality of life for the City's diverse population. The Department is committed to treating all people with dignity, fairness and respect, protecting their rights and providing equal protection under the law."

2. Include the additional questions in Exhibit A to the City Council Questions to ask the prospective Chief of Police candidate.

3. Amend Question #5: "What would you do to create, or attract, a more **[racial and gender]** diverse pool of talent from which to make recruit and command staff appointments? What are some best practices that you believe are most effective in retaining staff?"

BACKGROUND

The City of San Jose joined the Governmental Alliance on Race & Equity (GARE) in 2018 to move racial equity forward in our city. Three years later, our City has taken steps towards implementing racial equity by creating dialogue as a city through study sessions on equity, establishing an Office of Racial Equity, committing to the Equity Pledge, and committing our San Jose Police Department's participation in the GARE process as part of our Police Reform Workplan for ongoing improvements to community policing and community relations.

In 2017, the City of Maplewood, Minnesota's then Police Chief Paul Schnell added the Maplewood Police Departments policy manual prologue in partnership with the community through a working group following the shooting of Philando Castile. The policy manual prologue aimed to center racial equity as a key focus and identified ways police officers can engage the community, build trust, and increase cultural awareness and sensitivity in their daily police activity. Similar to the Maplewood Police Department, our San Jose Police Department Statement of Policy and Department's mission should be updated to reflect the City of San Jose's renewed commitment to implement racial equity as a key framework within and throughout our government.

EXHIBIT A

1. How would you further the San Jose Police Department's participation and involvement in the Governmental Alliance on Race & Equity (GARE) program? How else would you integrate and implement racial equity initiatives for our Police Department?
2. How would you navigate the delicate balance between further committing our Police Department to racial equity and community conversations on police reform while also uplifting Police Department morale?
3. How would you engage the community to provide feedback and identify ways our Police Department can better implement racial equity, build trust, and increase cultural awareness and sensitivity in daily police activity? Would you be open to forming a community working group?
4. Can you share your experience of a time when you created a level of change, that improved an established way of operations, within an organization?
5. How will you effectively collaborate with external law enforcement agencies to ensure a regional response?
6. In the past decade, we have seen an increase in sexual assaults and gender-based violence. What experience do you have in working with gender-based violence crimes such as sexual assault, child/sexual abuse, domestic violence, and/or human trafficking. How can our Police Department better respond to these crimes with consideration to their intersectional nature?
7. What is your opinion on less than lethal use of force options? What would you change?
8. What do you perceive as the biggest challenge is for the next Chief of Police in San Jose? How will you work to overcome this challenge?