

Council Policy Prioritization: Early Consideration Response Form

Department CMO, Office of Racial Equity

Department Rep. Name/Ext. Zulma Maciel

Policy/Ord. Subject Protecting API Community

Rules Date 2/17/21 Item G.2

Council Member Sponsorship Perez

Staff Recommendation

- ☒ **GREEN** The Administration can implement this Nominated Idea under its current workplan
- ☐ **ALREADY UNDERWAY** ☐ **MINIMAL WORK LESS THAN 40 HOURS** ☐ **REQUEST FOR INFORMATION**
- ☐ **YELLOW** The Administration recommends Council send this Nominated Idea to the Priority Setting Process (See Complexity Level Below)
- ☐ **RED** The Administration recommends Council not adopt this Nominated Idea
- ☐ **NEEDS CLARIFICATION OR MORE TIME TO EVALUATE**

Criterion to Determine Scale of Project Complexity

Project complexity is determined by scoring the project in each of the 3 criterions below and then summing the score.

- a. Low Complexity is a sum of 6 or less.
- b. Medium Complexity is a sum of 7 - 9
- c. High Complexity is a sum of 10 or greater.

Total Score = **12**

Scoring Criterion		Low Complexity		Medium Complexity		High Complexity	
	Estimated Duration	6 - 9 months	<input checked="" type="checkbox"/> =1	9 - 18 months	<input type="checkbox"/> =2	More than 18 months	<input type="checkbox"/> =3
	Organizational Complexity	Can Easily be Absorbed into Existing Workplan	<input type="checkbox"/> =1	Planned Work (Future)	<input type="checkbox"/> =2	Work Not Currently Proposed	<input checked="" type="checkbox"/> =3
	(Internal)	Have staff with required skillset/ knowledge	<input type="checkbox"/> =1	Have staff with required skillset/ requires moderate research	<input checked="" type="checkbox"/> =2	Do not have staff with required skillset/ requires significant research	<input type="checkbox"/> =3
		Less than or equal 2 Staff required	<input type="checkbox"/> =1	3 - 4 Staff required	<input type="checkbox"/> =2	More than 5 Staff required	<input checked="" type="checkbox"/> =3
	(External)	1 Additional Departments	<input type="checkbox"/> =1	2 Other Department Involved	<input type="checkbox"/> =2	3 or more Depts Involved	<input checked="" type="checkbox"/> =3
	DEPT. Required	<input type="checkbox"/> Airport	<input type="checkbox"/> Housing	<input checked="" type="checkbox"/> CMO	<input type="checkbox"/> OED	<input checked="" type="checkbox"/> PRNS	<input checked="" type="checkbox"/> PD
	<input type="checkbox"/> CA	<input type="checkbox"/> ES	<input type="checkbox"/> DOT	<input type="checkbox"/> LIB.	<input type="checkbox"/> PW	<input type="checkbox"/> FD	<input type="checkbox"/> EM

Analysis

Explain the rationale for Staff recommendation, including any mitigating factors that need to be considered (recent legislative action, significant workplan changes, etc). Please address the following as well.

GREEN LIGHT: The Administration can implement this Nominated Idea under its current workplan. Item should be sent to Council to add to Department workplan. Explain how the Idea will be approached.

While the council directive is not in the current workplan, it is imperative that the City engage and listen to the Asian and Pacific (API) Islander community to hear what they believe they need to feel safe and protected. Last spring, a group of City employees from various departments convened to consider strategies to combat xenophobia and soon after attention was diverted to the Black Lives Matter demonstrations.

To date, PRNS and community partners have created communication pieces that include a message of solidarity, safety tips and resources. <https://www.sanjoseca.gov/Home/Components/News/News/2454/5103>

The Office of Racial Equity will carryout the following work in the coming weeks:

1. Meet with PRNS and the Communications Team to determine effective approaches to amplify the message and resources.
2. Convene City staff interested in organizing and supporting a listening session with community partners and residents of San Jose.
3. Based on listening sessions, work with cross-departmental team to a) define strategies for protecting and supporting our API community, b) design a safety workshop and deployment strategy, c) and partner with the District Attorney's Office to explore other safety measures.

YELLOW LIGHT: The Administration recommends Council send this Nominated Idea to the Priority Setting Process due to [describe cost implications, workload impacts, or other factors].

RED LIGHT: The Administration recommends Council not adopt this Nominated Idea due to [describe reason implementation would be difficult if not impossible – conflict with other laws, etc].