



20           **WHEREAS**, the Council passed Resolution Nos. 20180614-073 and  
21 20180614-074, the “Freedom City” resolutions, to seek reporting on and to  
22 encourage the elimination of racial disparities in discretionary arrests and other law  
23 enforcement actions; and

24           **WHEREAS**, the Council passed Resolution No. 20191205-066 to evaluate  
25 and investigate contributing factors in reported patterns of bigotry and racial  
26 discrimination within Austin Police Department; and

27           **WHEREAS**, the Council has considered and adopted numerous other  
28 policies to eliminate racial disparities and move toward racial equity across  
29 functions of City departments; and

30           **WHEREAS**, the Council adopted Strategic Direction 2023 (“SD23”) in  
31 March, 2018, as a strategic planning framework to guide City policymaking and  
32 operations during the period 2018 to 2023 through indicators and metrics to track  
33 progress toward six outcomes and strategies to achieve them; and

34           **WHEREAS**, in January, 2020, the Equity Office, the Innovation Office, and  
35 the Office of Police Oversight released a Joint Analysis of Austin Police  
36 Department (APD) Racial Profiling Data, which compared the race of drivers  
37 involved in APD traffic stops compared to the racial composition of Austin, and  
38 found that Black and Latino drivers are disproportionately more likely to be pulled

39 over by an APD officer, and those drivers are more likely to face a citation, search,  
40 or arrest when stopped; and

41 **WHEREAS**, the Joint Analysis of APD Racial Profiling Data serves as a  
42 model for a baseline analysis of SD23 metric S.D.1.a. (difference between the  
43 percentage of citations, warnings, field observations, and arrests that result from  
44 motor vehicles stops involving individuals of a particular race compared to the  
45 percentage of that race in the City of Austin) under indicator D. (the Fair  
46 Administration of Justice) in the Safety strategic outcome area against which  
47 progress toward eliminating racial disparities can be measured; and

48 **WHEREAS**, the Equity Office has developed a dashboard to disseminate  
49 information and track progress on the implementation of the Equity Assessment  
50 Tool created in response to Council Resolution No. 20150507-027, rolling out  
51 implementation across City departments in three phases; and

52 **WHEREAS**, the Office of Performance Management and other departments  
53 continue work toward making data transparent and accessible to City staff and the  
54 public, as well as tools useful to facilitate analysis and implementation of improved  
55 policies and practices; and

56 **WHEREAS**, the Council commits to take action on the reports and analyses  
57 prepared by City staff, adopting applicable recommendations and reforming policy  
58 in pursuit of racial justice; **NOW, THEREFORE**,

59 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

60 The Council directs the City Manager to provide a detailed update and lead a  
61 discussion at a Council Work Session on the progress of implementing strategies  
62 outlined in SD23 by no later than October 31, 2020. This update should include  
63 progress on the dashboard of metrics and indicators, analysis of the alignment of  
64 strategies with policies implemented since SD23 adoption, and recommendations  
65 to prioritize strategies that have been less thoroughly addressed since the adoption  
66 of the Strategic Direction.

67 In developing recommendations, the City Manager will collaborate with  
68 Quality-of-Life boards and commissions, relevant task forces, including the  
69 Mayor’s Task Force on Institutional Racism and Systemic Inequities, and other  
70 stakeholders.

71 **BE IT FURTHER RESOLVED:**

72 The Joint Analysis on APD Racial Profiling Data released by the Office of  
73 Police Oversight, the Equity Office, and the Innovation Office, in January 2020,  
74 serves as a baseline measurement of metric S.D.1.a., against which the Council  
75 establishes a goal of achieving zero disparity between the percentage of citations,  
76 warnings, field observations, and arrests that result from motor vehicle stops  
77 involving individuals of a particular race compared to the percentage of that race in  
78 the City of Austin by 2023. Progress toward this goal will be measured using the

79 same metrics in the Joint Analysis of APD Racial Profiling Data and the update to  
80 the analysis from April, 2020.

81 Austin Police Department will work with the Office of Police Oversight on  
82 implementing remedial strategies consistent with SD23 to achieve this goal, and  
83 each will provide quarterly updates on the strategies implemented and progress  
84 expected and achieved to the Council, the Judicial Committee, and the Public  
85 Safety Commission.

86 The Office of Police Oversight, the Equity Office, and the Innovation Office  
87 will provide recommendations to Council for additional data or analytical  
88 improvements to maintain the highest quality and accuracy of the analysis of  
89 progress toward this goal. Such updates may include, but are not limited to, self-  
90 reporting of race data by those with whom APD officers interact, templates for  
91 regular reporting on data, and needed collaboration or training to improve data  
92 collection.

93 In the pursuit of achieving fair administration of justice, Indicator D under  
94 the Safety strategic outcome of SD23, the Council will consider APD's progress  
95 toward achieving zero racial disparity in APD traffic stops in certain personnel  
96 performance evaluations and during Council budget discussions. To facilitate these  
97 considerations, the City Manager will provide timely written updates on this  
98 progress as back-up documentation for each Council agenda item for performance

99 reviews of the City Manager and other relevant personnel. Similar written updates  
100 will be posted as back-up documentation for the ordinance adopting the City's  
101 annual budget, and on APD budget ordinance amendments.

102 **BE IT FURTHER RESOLVED:**

103 The Council directs the City Manager to work with appropriate staff,  
104 including the Office of Performance Management, the Equity Office, and the  
105 Innovation Office, to assess SD23 indicators and metrics with respect to racial  
106 disparities, and develop baseline analyses against which SD23 strategies can be  
107 measured and appropriate goals developed. Staff may seek to partner with external  
108 entities where appropriate.

109 Baseline measures should focus on outcomes that can inform both  
110 departmental-level decisions about improving service to Austin residents and  
111 improving the quality of life for City of Austin employees and contractors, as well  
112 as policy decisions to protect and support historically marginalized communities,  
113 and communities of color in particular.

114 This work should include recommendations to better capture the impact of  
115 racial disparities and recommendations to mitigate racial disparities in particular  
116 areas of concern, including health outcomes, food access, interactions with law  
117 enforcement and the criminal justice system, and economic opportunity. Staff  
118 should consider the scope of data and analyses required, using data currently

119 collected where appropriate, but also recommending improvements to data  
120 collection and analytical methods. Consideration of both outcome-measurement  
121 data and broad-sample survey data will be given so a fuller picture of disparities  
122 may be realized.

123 The City Manager will update the Council on progress and interim  
124 recommendations by October 15, 2020, and full recommendations will be  
125 presented to the Council during the process to update and renew the City's  
126 strategic direction following SD23.

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128 **ADOPTED:** \_\_\_\_\_, 2020

**ATTEST:** \_\_\_\_\_

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Jannette S. Goodall  
City Clerk

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