RESOLUTION NO.

WHEREAS, racial discrimination in policies, services, and institutions continues to support a web of connected outcomes that disparately impact communities of color, such as poverty, increased food insecurity, increased incarceration, decreased educational attainment, decreased economic mobility, shorter life expectancy, among others, which may last for generations, as well as fewer opportunities to remedy these outcomes and break the cycles that perpetuate them; and

WHEREAS, Austin City Council has been committed to repairing the lasting impacts of the City’s history of racism, and to identifying and remediying existing policies that exacerbate racial disparities; and

WHEREAS, the Council passed Resolution No. 20150507-027 to develop a tool for use in evaluating the policies and practices of each City department and their impact on equity, with a goal of informing the budgeting and policymaking processes to relieve racial and socioeconomic inequities; and

WHEREAS, the Equity Office has developed a dashboard to disseminate information and track progress on the implementation of the Equity Assessment Tool created in response to Council Resolution No. 20150507-027, rolling out implementation across City departments in three phases; and
WHEREAS, the Council passed Resolution Nos. 20180614-073 and 20180614-074, the “Freedom City” resolutions, to seek reporting on and to encourage the elimination of racial disparities in discretionary arrests and other law enforcement actions; and

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

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

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

WHEREAS, in January, 2020, the Equity Office, the Innovation Office, and the Office of Police Oversight released a Joint Analysis of Austin Police Department (APD) Racial Profiling Data, which compared the race of drivers involved in APD traffic stops compared to the racial composition of Austin, and found that Black and Latino drivers are disproportionately more likely to be pulled
over by an APD officer, and those drivers are more likely to face a citation, search, or arrest when stopped; and

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

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

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

WHEREAS, the Council commits to take action on the reports and analyses prepared by City staff, adopting applicable recommendations and reforming policy in pursuit of racial justice; NOW, THEREFORE,
BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

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

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

BE IT FURTHER RESOLVED:

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

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

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

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

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

**BE IT FURTHER RESOLVED:**

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

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

This work should include recommendations to better capture the impact of racial disparities and recommendations to mitigate racial disparities in particular areas of concern, including health outcomes, food access, interactions with law enforcement and the criminal justice system, and economic opportunity. Staff should consider the scope of data and analyses required, using data currently
collected where appropriate, but also recommending improvements to data
collection and analytical methods. Consideration of both outcome-measurement
data and broad-sample survey data will be given so a fuller picture of disparities
may be realized.

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

ADOPTED: __________, 2020

ATTEST: _______________________
Jannette S. Goodall
City Clerk