

WHEREAS, Section 2-1-148 of the City Code provides that the Human Rights Commission shall, among other things,

- advise and consult with the city council on all matters involving racial, religious or ethnic discrimination, and devise practices to promote equal opportunity, and
- assist in training city employees to use methods of dealing with intergroup relations that result in respect for equal rights and equal treatment and cooperate with the local Police Department in developing and including human rights courses in the curriculum of police training.

WHEREAS, the Human Rights Commission goals include, among other things, to continue collaboration with the Austin Police Department and other City bodies to address human rights issues, including racism and discrimination.

WHEREAS, the Human Rights Commission held public meetings on January 26, 2015 and February 23, 2015 to receive presentations from the Austin Police Department, members of the Citizens' Review Panel, and citizen comments from members of the Austin community on Austin Police Department training and policies concerning racial profiling, cultural sensitivity, and use of force.

WHEREAS, ...

[FOR DISCUSSION PURPOSES—bullet points from working group based on citizen comments follow]

- Undoing Racism Austin training for APD leadership, to be followed by similar training for all APD officers and personnel.
- Adding mental health services to 911 response options.
- Increase transparency to APD Use of Force panel.
- Add citizen participation to APD Use of Force panel.
- Include subpoena power for the Citizens' Review Panel in the City/APD Meet and Confer Agreement.
- Added resources, such as mental health services and community/crisis counseling, for individuals and communities affected by APD critical incidents.
- Body cameras; publicize timeline for adopting use of body cameras.
- Involve citizens in review/revision of APD training.
- Implement a Community Policing Model:
 - incentives for officers to live in areas they police;
 - increased positive APD community involvement.

- Address communication barriers with improved translation services in both 911 and officer interactions with citizens.

DRAFT FOR DISCUSSION