



# City of Austin

301 W. Second Street  
Austin, TX

## Recommendation for Action

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**File #:** 21-1821, **Agenda Item #:** 54.

4/22/2021

### **Posting Language**

Authorize negotiation and execution of a multi-term contract with Joyce James Consulting, to provide consultation services to City management to ensure successful implementation of Reimagining Public Safety efforts, for up to five years in an amount not to exceed \$2,900,000.

(Note: This procurement was reviewed for subcontracting opportunities in accordance with City Code Chapter 2-9C Minority Owned and Women Owned Business Enterprise Procurement Program. For the services required for this procurement, there were no subcontracting opportunities; therefore, no subcontracting goals were established).

### **Lead Department**

Purchasing Office.

### **Client Department(s)**

City Manager's Office.

### **Fiscal Note**

Funding is available in the Fiscal Year 2020-2021 Management Services Operating Budget.

### **Purchasing Language**

Professional Service.

### **Prior Council Action**

May 7, 2015 - Council passed Resolution No. 20150507-027 on a 10-0 vote; which established a working group to address disparate health outcomes among members of the community and to coordinate with the working group to develop an equity assessment tool to address racial disparity and foster equity throughout the City and during the budget process.

December 5, 2019 - Council passed Resolution No. 20191205-066 on an 11-0 vote; which directed the City Manager to hire an independent investigator; undertake a comprehensive investigation and evaluation of the Austin Police Department.

### **For More Information**

Inquiries should be directed to the City Manager's Agenda Office, at 512-974-2991 or [AgendaOffice@austintexas.gov](mailto:AgendaOffice@austintexas.gov) or to Erin D'Vincent at 512-974-3070 or [erin.dvincent@austintexas.gov](mailto:erin.dvincent@austintexas.gov).

### **Additional Backup Information**

In 2018, the City Manager supported the expansion of departmental equity assessments and mandated that all City departments complete the process. The second equity assessment cohort included the Austin Police Department (APD), an immense organization with 2,646 employees divided among 48 divisions. In 2019, the City's Equity Office began engaging in this process with seven (7) divisions within APD. The APD divisions

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included, Training, Recruiting, Data Planning, Internal Affairs, Finance, Human Resources, and Victim Services. After the equity assessment process, APD leadership identified the need for an additional process to dive deeper into the culture of the Department, as well as support identifying potential solutions to address equity concerns.

After consultation with the Equity Office, APD identified Joyce James, who was hired in May 2020 to work in collaboration with the Equity Office to provide a comprehensive review of findings and recommendations of previous studies related to inequities in APD and to perform a broader cultural assessment and identify an intervention process.

This contract will expand and extend Joyce James Consulting's work, which will include key components to ensure successful implementation of the City' Reimagining Public Safety efforts including:

- Serve as a consultant to the City Manager's Office by providing strategic and administrative advice for the review and tracking of recommendations. Provide reports directly to City Management, facilitate work sessions with general staff, strategy sessions with APD Executive Leadership and at levels other than executive staff and with the community throughout the term of this contract.
- Participate in monthly executive meetings as a member of the APD Executive Leadership, and ensure key decisions are made using a robust racial equity lens.
- Work with APD and/or the Reimagining Public Safety Leadership Team, assist in developing a tracking mechanism by which to measure progress on all outstanding recommendations and action plan items.
- Implement the Texas Model within APD, which serves as a framework for undoing institutional and structural racism and to address racial inequities within the Department. This model has proven to be effective in reducing racial inequities and improving outcomes for all populations.
- Facilitate Ground Water analysis services for APD leadership and staff at all levels to include a focus on understanding institutional and structural racism.
- Review the status of program and policy implementation based on previous recommendations, such as formal reports, task force recommendations, equity assessments, and communication and correspondence with the community, to ensure a cohesive plan of action is developed.

Joyce James is being hired to fully implement the aforementioned tasks. Ms. James has extensive expertise in this field and has a deep understanding of the necessary work required for public safety reform. The report developed by Joyce James Consulting has been woven into the work and initiatives currently underway at the City for reimagining public safety. This agency was determined to be the best agency to provide these services based on company professional experience, personnel and qualifications, and service capacity.

### Contract Detail

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<u>Contract Term</u>	<u>Length of Term</u>	<u>Contract Authorization</u>
Initial Term	3 yrs.	\$1,740,000
Optional Extension 1	1 yr.	\$ 580,000
Optional Extension 2	1 yr.	\$ 580,000
<b>TOTAL</b>	<b>5 yrs.</b>	<b>\$2,900,000</b>

**Note:** Contract Authorization amounts are based on the City's estimated annual usage.

**Strategic Outcome(s):**

Safety.