




## MEMORANDUM

**TO:** Mayor and Council Members

**FROM:** Brion Oaks, Chief Equity Officer 

**THROUGH:** Jason Alexander, Chief of Staff

**DATE:** April 25, 2022

**SUBJECT:** Update on City's Response to Hate (Resolution No. 20211104-064)

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The purpose of this memorandum is to provide an update on [Resolution No. 20211104-064](#), which directs the City Manager to research best practices from peer cities and to collaborate with local community groups to review, identify, and implement improvements to the City's response to hate including developing training for relevant staff.

The Equity Office, in partnership with the Office of Civil Rights, has engaged with the Anti-Defamation League and has completed research into best practices adopted by other cities to help inform training program development for our own workforce. The research indicates a few overarching patterns in responses:

1. Quick and decisive action from elected officials through resolutions, media statements, and/or allocation of resources for education, sub-departments, and coalitions.
2. Community and City-driven narrative-making that Jewish communities belong here through media statements, advertising, education, or public rallies.
3. Understanding, prioritizing, and adopting shared language to identify anti-Semitic hate speech.

In addition to studying peer cities, the Equity Office is also collaborating with other community organizations to gain their feedback which will be used to inform development of our workforce training. That collaborative community work will continue over the next few months and staff anticipates providing additional updates on this effort later this summer.

The Austin Police Department is and will remain actively engaged in this work as well. The Department conducts investigations into complaints and reports of incidents of hate and will continue assessing community feedback to ensure reporting processes are supportive of these efforts.

Please contact Brion Oaks ([brion.oaks@austintexas.gov](mailto:brion.oaks@austintexas.gov)), Chief Equity Officer, if you have further questions.

cc: Spencer Cronk, City Manager  
Veronica Briseño, Assistant City Manager  
Rey Arellano, Assistant City Manager  
Joseph Chacon, Chief of Police  
Carol Johnson, Civil Rights Officer