

Form Name:	Commission Budget Recommendation Form
Submission Time:	April 24, 2020 2:44 pm
Browser:	Chrome 81.0.4044.122 / Windows
IP Address:	66.90.190.251
Unique ID:	604139438
Location:	30.267200469971, -97.743103027344

## Your Information

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**Your Name**

Angelica Erazo

**Your Commission**

Hispanic/Latino Quality of Life Resource Advisory Commission

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**After question three, which questions from the flowchart are you prepared to answer?**

Is there funding?  
Which department holds the funding?  
How is success measured?  
What are the impacts, and gaps?

## Root Cause Analysis

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**Story: What did you hear from the community?**

Due to the APD investigation, more resources need to be allocated for the Office of Police Oversight for policy research and investigation as well as adding resources for the complaint specialists. What APD has done to the community is unforgivable and they do not deserve more funding. The Office of Police Oversight needs more funding to do more policy research to improve race relations within APD and the community.

Hispanics have reported that they are still being profiled and targeted by APD and there has been incredible work done by the community on identifying ways to improve morale and the relationships within APD and the community. The issue is needing more resources to focus on policy research and the investigation as well as more resources for their complaint specialist. Community members who assist the Office of Police Oversight and APD on improving their policies should be paid and the funding should go towards that for policy research.

**Problem: What is the problem you identify?**

Policy research and investigation: APD is going through several investigations and they are needing to look into all their policies to make sure they are not targeting specific communities and are unbiased. There is a lot of labor from the community to assist with this research and time spent. Community members should be compensated for their time. More money needs to be placed on policy research as well to continue running studies and piloting programs to improve morale and race relations.

**How does the problem show up in your community? Who is most impacted by the problem?**

There are numerous ways this problem shows up in the community. Look into the Office of Police Oversight Racial Report. Look into the recent report of Lisa Tatum. Look into the case of Brione King. Ask the Commission on Immigrations Affairs. Ask the African American, Women, People with Disabilities, LGBTQ+, Asian Quality of Life Commissions and they will share the issues they are experiencing with APD.

Anybody that is a part of a marginalized group is a target by APD and is affected.

We are affected by having our records damaged from tickets and random stops.

Individuals are traumatized by just being and simply walking down the street. Whole communities are traumatized to be in the City of Austin.

If people of color call the cops to receive help, most of the time, it doesn't go well for them.

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**Is there funding to address the problem?**

Yes

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**Do multiple departments administer these funds?**

No

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**Which department holds the funding?**

Office of Police Oversight

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**How is success measured in the contract/department? How does this align with SD2023?**

Data is used to find trends and patterns in complaints and thank-yous, and make policy and training recommendations to the Austin Police Department accordingly. The work that the OPO does supports the Government that Works Outcome.

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**What are the impacts of the funding?**

When people have concerns or complaints about potential police misconduct, those concerns need to be heard, investigated, and resolved. An analysis conducted by the Equity Office, the Office of Police Oversight, and the Innovation Office shows that not only are Black and LatinX Austinites more likely to be pulled over and more likely to be searched by Police than White Austinites, but also that these disparities are getting worse.

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**Considering all of the information you have or have not collected above, how do we solve for this problem?**

The Commission recommends allocating increased funding to the Office of Police Oversight. Specifically, OPO has needs to:

- expand community engagement efforts;
- increase support to continue cross-departmental collaboration on racial disparity data;
- increase resources to enhance accountability measures so there is follow-through on the implementation of recommendations from the racial profiling report; and
- expand consultant funds and/or position to focus specifically on data research.

The Commission also recommends the following to solve for this problem:

- Remove money from APD and move it into the Office of Police Oversight.
  - Do not hire more police officers. There are enough.
  - Add more money into the APD investigation to help ease the anxiety within the community and rebuild trust with the community.
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