

RESOLUTION NO.

WHEREAS, the City of Austin has a long-standing commitment to combating hate crimes and supporting impacted communities through various policy actions and initiatives, including the Hate Crimes Task Force created in 2010 in collaboration with the Anti-Defamation League (ADL); and

WHEREAS, City Council has previously adopted resolutions that affirm the City's commitment to standing against violence and hate crimes following significant national and local events, including the attacks of September 11, 2001 (Resolution No. 020321-79), rising Islamophobia and xenophobia (Resolution No. 20161013-009), and anti-Asian sentiment during the COVID-19 pandemic (Resolution No. 20200409-076); and

WHEREAS, while the Council has previously affirmed its commitment to civil and human rights through the above resolutions and while these statements of solidarity reflect important values and commitments, there remains an opportunity to strengthen and more closely align City efforts with the specific needs and lived experiences of these impacted communities; and

WHEREAS, the City has continued its efforts with the adoption of Resolution No. 20210204-064, denouncing domestic terrorism and affirming the City's commitment to inclusivity, as well as Resolution No. 20211104-064, denouncing antisemitism and launching the "We All Belong, powered by Austin Against Hate" campaign in 2023 to streamline hate crime reporting and foster a more welcoming community; and

WHEREAS, the Human Rights Commission in 2022 highlighted the need for improved coordination among local jurisdictional partners, expanded data

transparency, and increased public understanding of hate crime reporting systems;
and

WHEREAS, the Asian American Quality of Life Advisory Commission in 2024, alongside the Joint Inclusion Committee, recommended continued support of the We All Belong campaign with an emphasis on expansion to all communities targeted disproportionately for their race, ethnicity, or religion; and

WHEREAS, during the Fiscal Year 2022–2023 budget process, Council approved funding for a one-year anti-hate public education campaign, with the understanding that it could be continued or expanded with Council support; and

WHEREAS, the Fiscal Year 2025–2026 base budget includes \$150,000 in ongoing funding, providing a foundation to expand and strengthen this work in collaboration with impacted communities; and

WHEREAS, the City has since established the Office of Equity and Inclusion, which has the capacity, infrastructure, and mandate to lead inclusive, multi-agency efforts in addressing systemic inequities and community safety, in alignment with the City’s broader goals of transparency, public trust, and meaningful engagement; and

WHEREAS, other major cities including Chicago, Houston, and New York City have modeled successful hate crime prevention programs housed within municipal government offices rather than contracted external organizations, providing a more streamlined and community-responsive approach; **NOW, THEREFORE,**

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

The City Manager is directed to assess the capacity, timeline, and structure required to transition the Hate Crimes Task Force from an external partnership to a

city-led model housed within the Office of Equity and Inclusion, and relocating the We All Belong campaign under this office to ensure stronger alignment and coordination.

BE IT FURTHER RESOLVED:

The City Manager shall review and present a plan for the establishment of the following programs and resources:

1. Intergovernmental Committee on Hate Crimes: Convene quarterly meetings led by the Office of Equity and Inclusion, in collaboration with key partners including, but not limited to, the Office of Violence Prevention, Office of Police Oversight, Victim Services Division, Austin Police Department (APD), Travis County District Attorney's Office, Travis County Attorney's Office, Austin Independent School District (AISD), institutions of higher education, and relevant City boards and commissions:
 - Share best practices on hate crime prevention and response;
 - Analyze hate crime data and trends;
 - Provide intergovernmental recommendations; andbreak down silos across departments.
2. Hate Crimes Web Portal: Create a multilingual, accessible website that includes:
 - Definitions of hate crimes, bias incidents, and protected speech;
 - Step-by-step guide to reporting hate crimes;
 - Resource directory of local, state, and national support services;

- List of trained community advocates available to assist individuals with the reporting process; and
- Contact information to:
 - Request community advocate training from the Office of Equity and Inclusion covering navigation of reporting systems, understanding bias motivation categories, and connecting affected individuals to city and community resources; and
 - Request site safety assessment conducted by the APD.

3. Community Engagement & Notification Program:

- Develop a notification system to share verified violent hate crime information via email with all elected officials serving the geographic area and community-based organizations that serve the affected community throughout the city, as determined by the bias motivation of the crime;
- Develop a notification system to share hate crime incidents with all elected officials serving the geographic area and Council;
- Share grant opportunities for religious institutions and vulnerable communities;
- Host quarterly public forums - or one-on-one sessions with organizations upon request- that bring a diverse group of community representatives to discuss topical issues with the public;
- Launch an initiative that models New York City's Breaking Bread, Building Bonds Program which hosts a community dinner series to build intercultural understanding; and

- Implement a Safety Escort Program.

4. Training & Protocols:

- Review and update APD General Orders to reflect best practices in hate crime response; and
- Revise the Cadet Academy Multiculturalism and Human Relations course to incorporate the recommendation from the Assessment of APD Training Academy's Long-Term Processes to Sustain Reform Measures Kroll 2024 Report to integrate an external subject matter expert co-instruction into police training curriculum.

5. Data & Transparency:

- Update the City's Hate Crimes Dashboard quarterly that details the past three months of data and incorporates new data into graphs, spanning 2017 to present to include:
 - Criminal hate crime incidents by bias type and category defined as Race/Ethnicity/Ancestry, Religion, Sexual Orientation, Gender and Gender Identity, Citizenship/Immigration Status, and Disability;
 - Type of crime, arrests, offense level, location, and offender demographics;
 - Case disposition conducted by the APD Hate Crimes Review Committee by bias motivation for the following classifications: bias motivation allegation is confirmed, unfounded, undetermined, pending investigation, and outcome from prosecuting agency; and
 - Publish an annual hate crimes report and programmatic update led by the Office of Equity and Inclusion.

BE IT FURTHER RESOLVED:

The City Manager is directed to provide a memo to Council with an update regarding the timeline on implementation along with any additional resources or funding needed to execute the above directives, and include any additional recommendations brought forward from staff by September 24, 2025.

ADOPTED: _____, 2025

ATTEST: _____

Erika Brady
City Clerk