

26 City’s commitment to inclusivity, as well as Resolution No. 20211104-064,
27 denouncing antisemitism and launching the “We All Belong, powered by Austin
28 Against Hate” campaign in 2023 to streamline hate crime reporting and foster a
29 more welcoming community; and

30 **WHEREAS**, the Human Rights Commission in 2022 highlighted the need
31 for improved coordination among local jurisdictional partners, expanded data
32 transparency, and increased public understanding of hate crime reporting systems;
33 and

34 **WHEREAS**, the Asian American Quality of Life Advisory Commission in
35 2024, alongside the Joint Inclusion Committee, recommended continued support of
36 the We All Belong campaign with an emphasis on expansion to all communities
37 targeted disproportionately for their race, ethnicity, or religion; and

38 **WHEREAS**, the Joint Inclusion Committee in 2025 recommends sustained
39 funding for anti-hate campaigns and a centralized hub for reporting hate incidents,
40 accessing programs and trainings, including Undoing Racism and Bystander
41 Intervention training for both staff and the public; and

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

45 **WHEREAS**, the Fiscal Year 2025–2026 base budget includes \$150,000 in
46 ongoing funding to support the We All Belong campaign, \$250,000 to develop a
47 public space accessibility transition plan, and \$150,000 and one FTE to establish a
48 Human Rights Division to lead inclusive outreach and engagement; providing a
49 foundation for the Office of Equity and Inclusion to expand and strengthen this
50 work in collaboration with impacted communities; and

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

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

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

62 The City Manager is directed to assess the capacity, timeline, and structure
63 required to transition the Hate Crimes Task Force from an external partnership to a
64 city-led model housed within the Office of Equity and Inclusion, and relocating the
65 We All Belong campaign under this office to ensure stronger alignment and
66 coordination. Additionally, the City Manager is directed to pause the previous
67 programmatic functions of the We All Belong Campaign for one year to revise
68 budget priorities to shift away from its event focus toward a data-driven programs
69 and services model.

70 **BE IT FURTHER RESOLVED:**

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

- 73 1. Intergovernmental Committee on Hate Crimes: Convene quarterly meetings
74 led by the Office of Equity and Inclusion, in collaboration with key partners
75 including, but not limited to, the Office of Violence Prevention, Office of

76 Police Oversight, Victim Services Division, Austin Police Department
77 (APD), Travis County District Attorney's Office, Travis County Attorney's
78 Office, Travis County Sheriff's Office, and Austin Metro area education
79 partners:

- 80 • Share best practices on hate crime prevention and response;
- 81 • Analyze hate crime data and trends;
- 82 • Receive an annual presentation on the yearly Hate Crimes Report
83 and Hate Crimes Training from the Office of Equity and Inclusion
- 84 • Provide intergovernmental recommendations; and
85 break down silos across departments.

86 2. Hate Crimes Web Portal: Create a multilingual, accessible website that
87 includes:

- 88 • Definitions of hate crimes, bias incidents, and protected speech;
 - 89 • Step-by-step guide to reporting hate crimes;
 - 90 • Resource directory of local, state, and national support services;
 - 91 • List of trained community advocates available to assist individuals
92 with the reporting process; and
 - 93 • Contact information to:
 - 94 ○ Request community advocate training from the Office of
95 Equity and Inclusion covering navigation of reporting
96 systems, understanding bias motivation categories, and
97 connecting affected individuals to city and community
98 resources; and
 - 99 ○ Request site safety assessment conducted by the APD.
- 100

101 3. Community Engagement & Notification Program:

- 102 • Develop a notification system to share violent hate crime incidents
103 and determinations made by the APD Hate Crimes Review
104 Committee via email with all elected officials serving the
105 geographic area and community-based organizations that serve the
106 affected community throughout the city, as determined by the bias
107 motivation of the crime;
 - 108 • Share grant opportunities for religious institutions and vulnerable
109 communities;
 - 110 • Host quarterly public forums - or one-on-one sessions with
111 organizations upon request- that bring a diverse group of
112 community representatives to discuss topical issues with the
113 public;
 - 114 • Expand the Undoing Racism training and Bystander Intervention
115 available for City of Austin employees and residents;
 - 116 • Creation of community sessions that provide a dedicated space for
117 individuals to share their experiences with hate incidents, bias, and
118 safety concerns. The meeting will be hosted regularly by the Office
119 of Equity and Inclusion and will be open to participation and
120 support from community organizations and advocacy groups.
 - 121 • Launch an initiative that models New York City's Breaking Bread,
122 Building Bonds Program which hosts a community dinner series to
123 build intercultural understanding; and
 - 124 • Implement a Safety Escort Program.
- 125

126 4. Training & Protocols:

- 127 • Review and update APD General Orders to reflect best practices in
128 hate crime response; and
- 129 • Revise the Cadet Academy Multiculturalism and Human Relations
130 course to incorporate the recommendation from the Assessment of
131 APD Training Academy's Long-Term Processes to Sustain
132 Reform Measures Kroll 2024 Report to integrate an external
133 subject matter expert (SME) co-instruction into police training
134 curriculum.
- 135 • Incorporate the report's recommendations for improvements
136 regarding the selection of SMEs to include more process details on
137 the selection of SMEs, and the steps in this process incorporated
138 into the roles and responsibilities of all personnel listed in the
139 process.

140 5. Data & Transparency:

- 141 • Update the City's Hate Crimes Dashboard quarterly that details the
142 past three months of data and incorporates new data into graphs,
143 spanning 2017 to present to include:
- 144 ○ Criminal hate crime incidents by bias type and category
145 defined as Race/Ethnicity/Ancestry, Religion, Sexual
146 Orientation, Gender and Gender Identity,
147 Citizenship/Immigration Status, and Disability;
 - 148 ○ Type of crime, arrests, offense level, location, and offender
149 demographics;
 - 150 ○ Case disposition conducted by the APD Hate Crimes
151 Review Committee by bias motivation for the following

152 classifications: bias motivation allegation is confirmed,
153 unfounded, undetermined, pending investigation, and
154 outcome from prosecuting agency; and

- 155 • Publish an annual hate crimes report and programmatic update led
156 by the Office of Equity and Inclusion.
- 157 • Report to relevant boards and commissions on annual reporting
158 and recommendations.

159 **BE IT FURTHER RESOLVED:**

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

164
165 **ADOPTED:** _____, 2025

166 **ATTEST:** _____
167 Erika Brady
168 City Clerk