

**From:** [REDACTED]  
**To:** [Public Comment](#)  
**Subject:** PUBLIC COMMENT STUDY SESSION AGENDA ITEM 1 - 5/11/21  
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Mayor Fligor, Vice-Mayor Enander, Councilmember Lee Eng, Councilmember Meadows, & Councilmember Weinberg, On behalf of LARE, I would like to thank City Council members for their important work on updating the Council Norms & Procedures. The Norms & Procedures serve a vital role in ensuring the fairness and integrity of City Council. We have taken a look at the document through an equity lens, and would like to make the following recommendations.

We would first like to voice our support for the modification introduced by Councilmember Weinberg & Mayor Fligor to add Anti-Bias training. We like the wording presented by Councilmember Weinberg:

In section 6.7:

"Anti-Bias: Members of the City Council and commissions shall receive at least two hours of anti-bias training every year."

We also recommend

1. Continuing the virtual meeting format, to the extent allowed by law, for City Council meetings, even when in-person meetings have resumed. We feel that this allows for increased public engagement in local government. The sick, elderly, busy parents, busy workers can all remain aware and engaged in local decisions, not just the privileged who are able to take the time and have the means to transport themselves to in-person meetings that may begin during work hours and continue late into the night.
2. Changing the pronoun usage in the entire document to come in line with modern journalistic style guidelines and views of gender identity. Examples would be the replacement of "he/she" with "they" and "his/her" with "their". See the addition to the AP Stylebook [here](#), and also in the Chicago Manual of Style [here](#).
3. Expanding section 14 to include sections outlining procedures for Admonition and Censure, similar to the one in use by the City of Santa Clara, linked [here](#). This will ensure a fair and public means of accountability for any violations of the Norms & Procedures.

Thank you for your consideration,

Renee Rashid

On behalf of LARE - Los Altos for Racial Equity

