

Environmental Justice Element

Program	Description	Responsible Departments	Implementation Timeframe	Status	2025 Update	Strategic Priority
EJ-1.1: Develop freeway-adjacent greening	1. Program EJ-1.1: Develop freeway-adjacent urban greening initiatives, including vegetative barriers and greenwalls, to reduce the impacts from Diesel Particulate Matter pollution on sensitive land uses located adjacent to major highways and roadways. <i>[Source: New Program, see also CAP CS-1.5]</i>	Public Works & Utilities	2020-2040	Not started	This program has not been initiated.	Cultivate Vibrant Neighborhoods (NP3) and Champion Climate Resilience & Environmental Justice (CP9)
EJ-1.2: Establish an Air Filtration Grant program	2. Program EJ-1.2: Establish an Air Filtration Grant program for low-income residents, allowing for free indoor air filtration improvements to qualifying community members. Coordinate with the Bay Area Air Quality Management District (BAAQMD) to explore opportunities to collaborate on existing initiatives. <i>[Source: New Program, City Staff]</i>	Public Works & Utilities	2020-2040	Not started	This program has not been initiated. Acterra has their own air filtration program.	Champion Climate Resilience & Environmental Justice (CP9)
EJ-1.3: Advocate for HUDSD to install MERV-13 filters	3. Program EJ-1.3: Advocate for the Hayward Unified School District to install MERV-13 air filtration systems in all local schools to reduce the impacts from air pollution, especially Particulate Matter pollution. <i>[Source: New Program, City Staff]</i>	Public Works & Utilities	2020-2040	Not started	This program has not been initiated. Environmental Services staff wrote a Leaflet article in 2025 on what Spare the Air alerts mean when one had been recently released by the Air District.	Champion Climate Resilience & Environmental Justice (CP9)
EJ-1.4: Add Spare the Air widget to City webpage	4. Program EJ-1.4: Incorporate the BAAQMD Spare the Air widget into the City's webpage to highlight daily air quality information and highlight when air quality is notably critical. <i>[Source: New Program, City Staff]</i>	City Manager	2020-2040	Not started	This program has not been initiated.	Champion Climate Resilience & Environmental Justice (CP9)
EJ-1.5: Locate and monitor local cleanup sites and hazardous waste facilities	5. Program EJ-1.5: Prepare and publish an annual report identifying the location and status of local cleanup sites and hazardous waste facilities to keep residents informed about local polluting sources. Identify sites that are at risk of contaminant mobilization due to sea level or groundwater rise. <i>[Source: New Program, City Staff]</i>	Public Works & Utilities	Annual	Not started	The City of Hayward does not have the authority to oversee the cleanup, closure, or interpretation of contaminated sites and hazardous waste sites. The City of Hayward Fire Department's Hazardous Materials Office does works with agencies that do have the authority including the Alameda County Environmental Health Department - Local Oversight Program (LOP), San Francisco Bay Regional Water Quality Control Board, and the Department of Toxic Substances Control to ensure that sites that have contamination or could pose a threat to developments are properly screened and addressed. Information regarding these sites is continually updated and their status can be accessed by the public on the following two state web links: https://geotracker.waterboards.ca.gov/ ; www.envirostor.dtsc.ca.gov/public/	Champion Climate Resilience & Environmental Justice (CP9)
EJ-1.6: Offer health resources to residents near hazardous waste or cleanup sites	6. Program EJ-1.6: Develop a community protection program that offers health resources, monitoring, and additional support to residents living within a half-mile radius of a hazardous waste facility or cleanup site. <i>[Source: New Program, City Staff]</i>	Development Services	2020-2040	Not started	This program has not been initiated.	Champion Climate Resilience & Environmental Justice (CP9)
EJ-1.7: Develop a Truck Route Ordinance	7. Program EJ-1.7: Perform a review of designated truck routes in the City to identify routes abutting residential land uses that can be effectively rerouted. Develop a Truck Route Ordinance to designate Truck Prohibited Streets and include fines and penalties to enforce restrictions. <i>[Source: New Program, City Staff]</i>	Public Works & Utilities	2020-2040	Complete	Truck routes are defined and included in the City's adopted Traffic Code Section 6.11, which meets the intent of this program.	Champion Climate Resilience & Environmental Justice (CP9)
EJ-1.8: Limit idling	8. Program EJ-1.8: Identify areas within the City where excessive truck idling is occurring and post "no idling" signage that is visibly accessible for motor vehicles utilizing the roadways. <i>[Source: New Program, City Staff]</i>	Public Works & Utilities	2020-2040	Complete	Staff reviews and posts appropriate signage in problem areas that are identified. These efforts meet the intent of this program.	Champion Climate Resilience & Environmental Justice (CP9)
EJ-2.1: Assess bikeways and greenways accessibility and connectivity	9. Program EJ-2.1: Prepare a City-wide connectivity assessment in coordination with HARD, including bike lanes, greenways, existing and planned trails and parks as part of the City's future Bicycle and Pedestrian Master Plan update. City will include parking assessments as part of future parking studies. Develop a summary report that identifies priority improvement areas for connectivity. <i>[Source: New Program, City Staff]</i>	Public Works & Utilities, Development Services	2020-2040	Ongoing	Staff regularly engage with HARD regarding bike lanes, greenway projects, existing/planned trails, parks and open space. Staff is currently exploring opportunities with HARD to connect the East Bay Greenway (in progress) with the Shoreline and Bay Trails. The City expects to receive \$150,000 in developer funding and is actively seeking grant/funding opportunities with HARD.	
EJ-2.2: Require future community parks are connected	10. Program EJ-2.2: Update the Municipal Code to require that future community parks incorporate a connectivity assessment and active transportation improvements <i>[Source: New Program, City Staff]</i>	Public Works & Utilities, Development Services	Ongoing	Not started	City staff coordinates with HARD in order to assess connectivity and encourage implementation of active transportation features and improvements. This effort meets the intent of this program.	
EJ-2.3: Support HARD Park and Recreation Master Plan	11. Program EJ-2.3: Support HARD with implementation of programs and policies outlined within the HARD Park and Recreation Master Plan, with priority given to programs focused on the central portion of the City of Hayward. <i>[Source: New Program, City Staff]</i>	Public Works & Utilities	2020-2040	Ongoing	City staff coordinates with HARD regularly in order to support implementation and programs outlined in HARD's Master Plan. This effort meets the intent of this program.	
EJ-2.4: Support implementation of HARD Park and Recreation Master Plan	12. Program EJ-2.4: Support implementation of policies and programs outlined within the HARD Parks and Recreation Master Plan. <i>[Source: New Program, City Staff]</i>	Public Works & Utilities	Ongoing	Ongoing	The Planning Division routes all new large-scale development projects to HARD to review for consistency with adopted plans, and incorporates Conditions of Approval as directed by HARD.	

EJ-2.5: Identify underutilized rights of way	13. Program EJ-2.5: Identify underutilized rights-of-way in the central portion of the City and develop a program for gradual conversion of these spaces for public gathering. <i>[Source: New Program, City Staff]</i>	Development Services	2020-2040	Not started	This program has not been initiated.	Cultivate Vibrant Neighborhoods (NP3) and Champion Climate Resilience & Environmental Justice (CP9)
EJ-2.6: Support collaboration between public safety groups	14. Program EJ-2.6: Support collaboration and partnership between Hayward Police Department, Hayward Evaluation and Response Teams and HARD's Public Safety Division to ensure park patron safety. <i>[Source: New Program, City Staff]</i>	Development Services	Ongoing	Ongoing	HPD, HEART and HARD have an open line of communication and work collaboratively on park safety.	
EJ-2.7: Regularly assess bus stops and shelters	15. Program EJ-2.7: Perform a biennial review of local bus stops and shelters to access the quality and adequacy of facilities. Develop improvement priorities based on the findings and coordinate with AC Transit to facilitate these improvements. <i>[Source: New Program, City Staff]</i>	Public Works & Utilities	Ongoing	Ongoing	Staff have collaborated with AC Transit to assess bus stops and prioritized installation of Simme Seats to increase access and comfort at those bus stops. Staff will continue to review bus stops for further prioritizing of improvements.	Invest in Infrastructure (FP4) and Champion Climate Resilience & Environmental Justice (CP9)
EJ-2.9: Incentivize EV charging stations in Station Priority Areas	16. Program EJ-2.9: Perform an assessment of the location of EV charging stations across the City to identify priority areas using an equity lens. Update the Municipal Code to incentivize the placement of EV charging stations in Station Priority Areas. <i>[Source: New Program, City Staff]</i>	Public Works & Utilities	2020-2040	Ongoing	Staff is currently working with Ava Community Energy to develop a network of fast charging stations. Plans are in development for fast charging at Municipal Lot #4 in the Downtown Priority Development Area.	Champion Climate Resilience & Environmental Justice (CP2 and CP3)
EJ-3.1: Provide public nutritional education	17. Program EJ-3.1: Develop and expand city programs that are focused on public nutritional education. <i>[Source: New Program, City Staff]</i>	Community Services	2020-2040	Not started	This program has not been initiated. However, a map was created to list Hayward-based food resources: https://experience.arcgis.com/experience/a5f13e4977414e1b948b376e7da6bad8/ which will be shared on the City's webpage. The Alameda County's All In Eats program, on which this work was based, sunsetted.	
EJ-3.2: Expand subsidized food for marginalized communities	18. Program EJ-3.2: Partner with local non-profits and food banks to expand the availability of subsidized food programs for marginalized communities. <i>[Source: New Program, City Staff]</i>	Development Services	Ongoing	Ongoing	During the COVID-19 pandemic, the City used both general fund reserves and leveraged Coronavirus Aid, Relief, and Economic Security (CARES) Act funding to partner with the Alameda County Food bank for emergency food distribution. Since the conclusion of that program in early FY2021, the City has primarily funded food security efforts through the Community Agency Funding process. In addition to existing food security programs for seniors, the City has supported a meal distribution program for low-income residents of any age hosted at rotating public facilities since FY23, and a unsold food recovery and redistribution program beginning in FY24. In 2025, the City's priorities have changed with our fiscal challenges and decreased staffing, so our capacity to be involved in these activities will be put on hold until stated otherwise.	
EJ-3.3: Develop a City-sponsored food delivery program	19. Program EJ-3.3: Develop a City-sponsored food delivery program for senior citizens and disabled residents in Hayward that may have limited access to food banks and non-profits due to transportation impediments. <i>[Source: New Program, City Staff]</i>	Community Services	2020-2040	Ongoing	The City's Paratransit program includes funding for meal delivery to homebound adults through a Meals on Wheels program. However, the program is funded under Measure BB, which only allows reimbursement for direct transportation costs. In addition to this program, the City has funded food distribution to seniors through two location-based senior meal programs since 2019. In FY 2024-25, the Meals on Wheels program provided 81,639 delivered meals to 499 unique homebound seniors, exceeding the annual goal of 80,000 meals. The Meals on Wheels program was also awarded additional funding through the FY 2026 Community Agency Funding (CAF) process to support non-transportation program needs during the FY 2025-26 program year.	Champion Climate Resilience & Environmental Justice (CP9)
EJ-3.4: Partner to support circular economy and expand food access	20. Program EJ-3.4: Partner with Alameda County in the All In Eats and other programs intended to support the circular food economy and expand food access. Develop a "Nutritional Resources" informational flyer that outlines Federal, State, and local food and nutritional resources for low-income residents. Disseminate the "Nutritional Resources" flyer by posting it on the City's official social media and dispersing it as a "take-home" document to be provided for all families of children through the public school system. <i>[Source: New Program, City Staff]</i>	Community Services	Ongoing	Partially complete	The "Nutritional Resources" Flyer Has Not Been Initiated. However, a map was created to list Hayward-based food resources: https://experience.arcgis.com/experience/a5f13e4977414e1b948b376e7da6bad8/ which will be shared on the City's webpage. The Alameda County's All In Eats program, on which this work was based, sunsetted.	Champion Climate Resilience & Environmental Justice (CP9)

EJ-4.1: Continue Minor Home Repair Program	21. Program EJ-4.1: Continue implementing Minor Home Repair Program for lower-income householders, including elderly and/or disabled homeowners, to make minor home repairs to address health and safety problems. <i>[Source: Housing Element Program H-1]</i>	Development Services, City Manager	Ongoing	Ongoing	The City expects to continue its partnership with Habitat for Humanity and Rebuilding Together East Bay Network in FY 2025–26. With the Rebuilding Together Oakland affiliate closing its doors in late FY 2024, the City shifted these programs to Rebuilding Together East Bay Network. In FY 2024–25, Rebuilding Together East Bay Network experienced a slower start during the first half of the year as it established outreach and referral pipelines in a new service area, and completed 30 minor repair rehabilitations against a goal of 35. The organization reports that it is fully established for FY 2025–26 and expects to meet its program goals. Habitat for Humanity completed 6 major repair rehabilitations against a goal of 7; progress was affected by underwriting delays that extended from late FY 2023–24 into the first quarter of FY 2024–25.	
EJ-4.2: Continue Tenant Relocation Assistance Ordinance and Emergency Relocation Assistance	22. Program EJ-4.2: Continue to implement and, if warranted, expand the Tenant Relocation Assistance Ordinance and Emergency Relocation Assistance to mitigate the impacts of identifying uninhabitable units through the rental inspection program. <i>[Source: New Program, City Staff]</i>	Development Services, City Manager	Ongoing	Ongoing	Housing Division has engaged in continued communication by conducting monthly meetings with Code Enforcement, and maintaining open communication with Building and Fire to identify eligible relocation cases and providing information regarding factors that related to emergency relocation assistance and Tenant Relocation Assistance Ordinance (TRA0).	
EJ-4.4: Regularly meet to discuss housing	23. Program EJ-4.4: Hold quarterly meetings on various housing related topics (i.e. tenant resources, Residential Rent Stabilization Ordinance and Tenant Protection Ordinances, foreclosure prevention among other topics). Keep a list of attendees, population and housing characteristics via survey to ensure that outreach is targeted to Low Resource, high need areas and households as determined by updated TCAC and/or CalEnviroScreen maps <i>[Source: Housing Element Program H-20]</i> .	Development Services, City Manager	Ongoing	Ongoing	In 2025, Centro Legal de la Raza, held a legal contract with the City through July 2025, and in conjunction with subcontractors like Housing & Economic Rights Advocates (HERA), facilitated 5 workshops pertaining to tenant rights in Hayward, reaching about 116 tenants. and has assisted approximately 3 residents through unlawful detainers, and across their grants have served at least 57 Hayward tenants through direct legal services on housing related issues working to stop displacement. Centro also conducts monthly Hayward-specific Clinics. Centro continued to subcontract with My Eden Voice and Housing Economic Rights Advocates to provide legal services to low-income Hayward Residents through the end of their contract. Echo Housing continues to conduct monthly Fair Housing, Home Buyer Education, and Tenant/Landlord workshops.	
EJ-5.1: Educate public about local asthma risk	24. Program EJ-5.1: Inform the public about heightened local asthma risk by developing an asthma informational document identifying warning signs, prevention strategies, and County Public Health Department resources. Disseminate asthma informational documents broadly to residents of the City. <i>[Source: New Program, City Staff]</i>	Community Services	2020-2040	Not started	This program has not been initiated.	Champion Climate Resilience & Environmental Justice (CP9)
EJ-5.2: Advocate for in-school asthma screening program	25. Program EJ-5.2: Advocate for the Alameda County Health Department and Hayward Unified School District to facilitate an in-school asthma screening program. <i>[Source: New Program, City Staff]</i>	City Manager	2020-2040	Not started	This program has not been initiated.	Champion Climate Resilience & Environmental Justice (CP9)
EJ-5.3: Increase access to health services	26. Program EJ-5.3: Increase access to health services by coordinating with the Fire Department to expand the use of the Firehouse Clinic Model to additional firehouse locations throughout the City, with priority given to locations in the central and western portion of the City. <i>[Source: New Program, City Staff]</i>	City Manager, Hayward Fire Department	2020-2040	Not started	There is currently a reorganization of responsibility amongst the Battalion Chiefs due to recent retirements and promotions and would be expected that this project would be handled by a new lead in CY26.	
EJ-5.4: Assess feasibility of Clinic Shuttle Program	27. Program EJ-5.4: Support community health by assessing the feasibility of a Clinic Shuttle Program to provide subsidized on-demand access to intra-City clinics and health centers, especially to those that offer subsidized health care. Coordinate with AC Transit to assess opportunities to partner in the development of the Clinic Shuttle program. <i>[Source: New Program, City Staff]</i>	Community Services	2020-2040	Not started	This program has not been initiated.	
EJ-5.5: Implement SR2S Improvement Plans	28. Program EJ-5.5: By 2030, implement all recommendations outlined within the SR2S (Safe Routes to Schools) Improvement Plans outlined for each local schools.	Public Works & Utilities	2020-2040	Partially complete	Design plans are being developed for the SR2S locations. Implementation will require additional funding sources that have not been identified yet.	
EJ-6.1: Complete Comprehensive Needs Assessment	29. Program EJ-6.1: Complete Comprehensive Needs Assessment and implement a Language Access Program. [Source: New Program, City Staff]	City Clerk	2020-2040	Not started	In process. In 2024, the City started working on a Language Access Plan anticipated to be completed in 2025 with a three year implementation period through 2028. The Language Action Plan will include Translation Standards; Interpretation Standards; Digital Information and Access; Outreach and Promotion Standards; Policy, Compliance and Quality Assurance; and, a Bilingual Staff Program.	
EJ-6.2: Host annual workshops with neighborhoods with high CalEnviroScreen scores	30. Program EJ-6.2: Host annual workshops and small meetings within identified neighborhoods in Hayward with elevated CalEnviroScreen scores in order to identify community priorities, issues and if needed interventions to address specific issues identified by the community or by the screening scores/maps. <i>[Source: New Program, City Staff]</i>	City Manager, Development Services	2020-2040	Not started	This program has not been initiated.	Champion Climate Resilience & Environmental Justice (CP9)