

The statement below is based off of the Vision Statement adopted by Council in 2020. The blue text reflects recommendations made by Council Members through the pre-retreat survey. Council will have an opportunity to discuss these edits at the retreat.

Redlined Vision Statement

(422 words, up from 327)

In 5 to 10 years, Hayward is **continuing to grow** in population and stature. Existing residents are proud to call Hayward home, and it is becoming a community of choice for new families and employers.

Hayward attracts new, higher-paying jobs, allowing existing and new residents to live and work in the same community. Hayward's attractive downtown and neighborhood business corridors draw people from across the region, featuring unique and locally-owned restaurants, music and art, **exciting retail**, outdoor dining, and inviting public spaces.

Diverse families live in healthy **and inclusive** 'complete communities' with stable housing, safe streets, excellent schools, **cultural attractions, and community services**. **The city celebrates its diversity openly with cultural events and protects that diversity with its commitment to equitable development**. Families are proud to live in an 'education city' with many opportunities and resources, and they know they will be supported from 'cradle to career.' To accomplish these **goals**, Hayward has developed important service partnerships between local and regional agencies.

Hayward has **continued** construction of thousands of new housing units at all income levels. To reduce displacement of existing residents, the City is especially focused on **making housing accessible and affordable to all**, with new high density developments located near transit. **The few who are unhoused** are able to access the services necessary to thrive. Because demand is high, blighted properties **throughout the city** are re-developed and occupied. **Public safety is aligned with community expectations for response times, effectiveness, and engagement, leading to an overall reduction in crime and better community relationships**.

Hayward continues to be a leader in climate resilience, reducing its carbon footprint, improving its sustainable practices, increasing green spaces, and preparing residents to face the impacts of climate change. Clean, leafy and landscaped corridors are more walkable and bikeable. Hayward has prioritized active transportation and multi-modal corridors over a reliance on cars and roads. As a result, the City sees less traffic, less pollution, and less speeding.

Internally, employees feel city-wide priorities are aligned to their work and are able to grow and thrive in their roles. Employees from diverse backgrounds are recruited, retained and celebrated, and staff provide culturally informed services to our community. **The City continues to develop innovative revenue sources and maintains a well-staffed and well-resourced workforce**. The City is streamlining processes and using technology more effectively to provide better customer service.

Overall, there is a rising sense of pride among employees and residents alike. While there is much more to do, the City of Hayward is a place where people want to be.