



SUBJECT

Report on the City of Hayward's Diversity, Equity, and Inclusion Work and the Racial Equity Action Plan

RECOMMENDATION

That the Planning Commission receive this report on the City's diversity, equity, and inclusion work and reviews and comments on the City's organizational Racial Equity Action Plan.

SUMMARY

At the recommendation of a Community Task Force member, the City joined the Government Alliance on Race and Equity (GARE), a network of local governments working to achieve racial justice and advance opportunities for their community members. Concurrently, the City began working with a diversity, equity, and inclusion consultant to work with both the GARE team and the City's Executive Team. As a result of this work, staff has created a Racial Equity Action Plan for the City of Hayward (Attachment II).

The Racial Equity Action Plan is an aspirational roadmap for effecting organizational change and improving service to the community in the City of Hayward. The plan focuses on building capacity to advance racial equity in three key areas – Organizational Change; Hiring, Retention, and Promotion; and Service Provision. This first plan is intended to establish a foundation for sustained and meaningful racial equity work in the City through training, creating organizational infrastructure, making changes to policies and practices, and increasing access to City services.

BACKGROUND

On January 17, 2017, the Hayward City Council established the Community Task Force to review and update the City's 1992 Anti-Discrimination Action Plan¹ in response to heightened community concerns about human and civil rights issues occurring throughout the nation and in the City of Hayward. Members of the 21-person task force presented the revised Anti-Discrimination Action Plan, re-envisioned as the Commitment for Inclusive, Equitable, and Compassionate Community², to City Council on September 26, 2017. The City Council then again reviewed and accepted the Commitment document on November 28, 2017.

¹Hayward 1992 Anti-Discrimination Plan:

<https://www.hayward-ca.gov/sites/default/files/pdf/1992%20Anti-Discrimination%20Action%20Plan%20ADAP.pdf>

²Hayward Commitment for Inclusive, Equitable, and Compassionate Community:

<https://www.hayward-ca.gov/sites/default/files/pdf/1992%20Anti-Discrimination%20Action%20Plan%20ADAP.pdf>

After the acceptance of the Commitment and recognition of the work the task force had completed, several of the Community Task Force members committed to continuing this work at the Council's request. Over the following year, the volunteer task force members worked with City staff to develop guidelines for a Community Advisory Panel to the Chief of Police, monitor implementation of the Commitment, and identify options for continuing the Community Task Force's work independent of the City. Staff and the volunteer task force members presented the results of this work to Council in a special work session on January 15, 2019.

At the recommendation of a Community Task Force member, the City joined the Government Alliance on Race and Equity (GARE)³, a network of local governments working to achieve racial justice and advance opportunities for their community members. Through professional development and networking opportunities, GARE helps governments build internal capacity to address racial equity problems, encourages results-based accountability that focuses on moving the needle on racial equity, and provides a forum for local government professionals to share their experiences and support each other's work.¹ GARE offers a racial equity curriculum that guides local government employees to understand racial equity, identify opportunities in their organizations, and create a results-based action plan. Fourteen Hayward employees participated in the 2019 cohort to build internal capacity for racial equity work. A second team of 16 employees will participate in the 2020 cohort.

Concurrently, the City began working with a diversity, equity, and inclusion consultant to work with both the GARE team and the City's Executive Team. Through a series of trainings and retreats, both groups worked to build a shared understanding of the role of government in working to dismantle racial inequity and developed the attached plan for advancing racial equity in the City of Hayward.

City Council Work Session. On May 26, 2020, the City Council held a virtual work session⁴ to review the Racial Equity Action Plan and provide feedback to staff. The City Council discussed the importance on this work and asked staff how these efforts would be coordinated with community organizations within Hayward. The Council also identified the importance, feasibility and timing of the creation of a Chief Equity Officer, as indicated in the Plan, and what role that would play in advancing racial equity.

DISCUSSION

As stated in the introduction to the plan:

The Racial Equity Action Plan is an aspirational roadmap for effecting organizational change and improving service to the community in the City of Hayward. This plan is an early step toward intentionally working to address racial inequities in the City and realize the City of Hayward's ideal of being a diverse, equitable, and inclusive community.

³ Government Alliance on Race and Equity (GARE): <https://www.racialequityalliance.org/>

⁴ City Council Meeting May 26, 2020: <https://hayward.legistar.com/LegislationDetail.aspx?ID=4544083&GUID=5CDE545C-2BB9-4C01-AC3C-9C1CBBDB4A0A&Options=&Search=>

In service of realizing this ideal, and furthering the City's vision for the future, the plan envisions a Hayward community in which race is not a factor in determining the course of one's life and all people are happy, healthy, and safe.

The first Racial Equity Action Plan for the City of Hayward is ambitious and aspirational. It is meant to guide the first year of widespread racial equity work in the City as an organization. The first iteration of the Racial Equity Action Plan outlined in this document focuses on three key impact areas: Organizational Change; Hiring, Retention, and Promotion; and Service Provision. This initial narrow focus on institutional and cultural change within the organization is intentional and intended to create a foundation and internal infrastructure for sustained and meaningful racial equity work in partnership with the Hayward community.

The plan focuses on three core areas:

- Organizational Change - This section focuses on developing internal capacity and infrastructure for identifying, analyzing, and taking action to rectify racial inequities through training, developing and sharing tools, and institutionalizing racial equity as a practice and goal of decision making.
- Hiring, Retention, and Promotion - This section focuses on identifying and addressing aspects of the hiring, retention, and promotion practices at the City that can perpetuate racial inequities.
- Service Provision - This section focuses on increasing access to City communications services, including language accessibility (a goal and ongoing challenge identified in the Commitment) and on beginning to understand opportunities to change City policies, practices, and programs that may create, perpetuate, or deepen racial inequities.

The plan is not exhaustive - there is much more work to be done to advance racial equity in Hayward, and many complementary efforts necessary to advance gender equity and equity for LGBTQ+ community members. In future iterations or evolutions of this plan, additional activities and focus areas may be built on the foundation laid out here. Some workgroups and divisions throughout the City have already begun to change their practices to advance racial equity, including removing names from job applications in the Police Department, revising classification specifications to eliminate unnecessary qualifications that can perpetuate racial inequities, including disproportional impacts of homelessness on communities of color in the Navigation Center referral policy and incorporating racial equity analysis into the Community Services grants allocation process.

The plan is meant to be re-evaluated, added to, edited, and iterated upon as the organization continues to grow and change, and as staff work with the community to better understand their needs, experiences, and ideas related to advancing racial equity in the Hayward community.

Strategic Roadmap. This agenda item supports the Racial Equity section of the Strategic Priority of Improve Organizational Health. Specifically, this item relates to the implementation of the following projects:

- ✓ Project 2: Develop and implement a racial equity action plan to best serve out community and support out employees (follow up action from the Commitment for an Inclusive, Equitable, and Compassionate Community)
- ✓ Project 3: Work across a Strategic Roadmap priorities to include racial equity lens
- ✓ Project 4: Continue city participation in the Government Alliance for Race and Equity

POLICY CONTEXT

In the Hayward 2040 General Plan⁵, an overarching and guiding vision was established in 2014 that all of our adopted goals and policies related to land use, economic development, community health, housing, education, etc. stem from - that the City of Hayward will value diversity, social equity, and inclusivity.

“[...] Hayward will be home to one of the most diverse, inclusive, educated, and healthy populations in the Bay Area. It will be a destination for life-long learning, entertainment, arts and culture, recreation, and commerce. It will be a community that values diversity, social equity, transparent and responsive governance, civic engagement, and volunteerism. Hayward will be a thriving and promising community that individuals, families, students, and businesses proudly call home”.

At federal, state, and regional level, both explicit and implicit biases within historical policies have created disproportionate impacts on communities of color.

With the implementation of the first iteration of this Racial Equity Action Plan, staff aims to develop a common language and understanding within the organization of how our roles government can play a proactive role in furthering racial equity by providing tools, knowledge and setting for discussion so the city can support all members of our Hayward community. Staff aspires that with future long-range planning efforts, racial equity analyses can be included within staff reports for review by the appointed and elected members using disaggregated data, best practices, and community input.

ENVIRONMENTAL REVIEW

No environmental review per the California Environmental Quality Act (CEQA) is required for this work session agenda item.


NEXT STEPS

Staff will implement and iterate on the Racial Equity Action Plan, work with the community to identify additional opportunities to address racial equity, continue to participate in the Government Alliance on Race and Equity, and work to build additional capacity for racial equity work throughout the City.

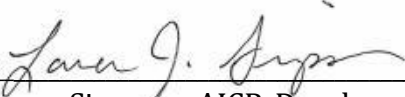
⁵ Hayward 2040 General Plan: <https://www.hayward2040generalplan.com/vision>

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