



DATE: February 21, 2017

TO: Mayor and City Council

FROM: City Manager

SUBJECT: Accept and File Report Regarding Appointment of Hayward Community Members to Community Task Force to Update the Hayward Anti-Discrimination Action Plan

RECOMMENDATION

That the City Council accepts and files this report regarding the appointment of Hayward community members to the Community Task Force to Update the Hayward Anti-Discrimination Action Plan.

BACKGROUND

At its January 17, 2017 meeting, the Hayward City Council adopted Resolution 17-004. This action establishes a limited-term Community Task Force (Task Force) made up of a dedicated and invested group of community members who represent to a significant degree the diversity of the Hayward community. The Task Force will review, evaluate, and update the 1992 Hayward Anti-Discrimination Action Plan (Plan) to reflect the current environment, and foster community engagement in the ongoing implementation of the updated Plan.

DISCUSSION

Council members agreed to identify prospective community members to serve on the Task Force. Two candidates recommended by each Council member, and an additional five candidates identified by the Mayor and City Manager, were identified, interviewed, and subsequently appointed as Task Force members. The appointees include a representative from the Hayward Youth Commission, one representative from the Hayward Personnel Commission, and two representatives from the Hayward Community Services Commission for a total of 21 Task Force members. Assistant City Manager Maria Hurtado, and Neighborhood Services Manager David Korth will provide staff support to the Task Force, along with other City staff representatives as needed.

Attachment II provides the names of the appointed Task Force members who volunteered to serve on the time-limited Task Force.

ECONOMIC IMPACT

Positive relations amongst the diverse population of the Hayward community will enhance and sustain Hayward's reputation as being a safe and welcoming community. This, along with the cultural and linguistic diversity of Hayward residents and business and community organization representatives, will also continue to foster community development and the economic growth of the City. PolicyLink, a national research and action institution that works to advance economic and social equity, published a document entitled: "All-In Cities: Building an Equitable Economy from the Ground Up" (Attachment VII). As is stated in this publication:

Inequitable growth is not only unjust – it is socially and economically unsustainable. Research proves that inequality and racial segregation hinders growth, prosperity, and economic mobility in regions while diversity and inclusion fuel innovation and business success.¹

FISCAL IMPACT

No fiscal impact beyond already budgeted staff time and supplies is anticipated pertaining to the review and update of the Hayward Anti-Discrimination Action Plan. There may be a fiscal impact associated with specific actions identified within the plan. These will be evaluated and presented for Council's consideration when the revised Plan is presented to the City Council.

PUBLIC INPUT

In addition to sharing their respective life experiences and perspectives, the Task Force members will also play a leadership role by facilitating several "community conversations." These conversations will be conducted using multiple strategies designed to obtain input from a wide-variety of Hayward residents about current civil and human rights, and other human relations issues occurring in the Hayward community. The community information gathered will significantly inform the content of the updated Plan. This process is also intended to encourage community members and cross-sector organizations to collaborate with the City during the implementation phase of the updated Plan after its adoption by the City Council.

NEXT STEPS

The newly formed Task Force will convene its first meeting on Wednesday February 22, 2017 at Hayward City Hall, 2nd Floor, in Room 2A, from 6:00 p.m. to 8:00 p.m. This will be the first of five public Task Force meetings conducted between February and June of 2017. The subsequent Task Force meeting dates will be confirmed at the February 22nd meeting. The specific dates and times of the community conversations will also be established by the Task Force members as soon possible; the tentative time period scheduled for the community conversations is during the month of March 2017.

¹ See the list of studies here: "The Economic Case for Equity and Inclusion", National Equity Atlas, [http://nationalequityatlas.org/about-the-atlas/resources#The Economic Case for Equity and Inclusion](http://nationalequityatlas.org/about-the-atlas/resources#The_Economic_Case_for_Equity_and_Inclusion).

The Task Force will present a draft of the updated Plan for Council's consideration at a Work Session in May or June of this year, with a subsequent date as soon as possible thereafter for Council to adopt the finalized Plan.

Prepared and Recommended by: David Korth, Assistant to the City Manager &
Neighborhood Services Manager

Approved by:



Kelly McAdoo, City Manager