

HAYWARD CITY COUNCIL

RESOLUTION NO. 20-_____

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO NEGOTIATE AND EXECUTE A PROFESSIONAL SERVICES AGREEMENT WITH SAFIR AND ASSOCIATES FOR EQUITY LEADERSHIP TRAINING IN AN AMOUNT NOT TO EXCEED \$125,000; AND AN APPROPRIATION OF \$62,500 FROM THE GENERAL FUND (FUND 100)

WHEREAS, the City of Hayward is one of the most diverse cities in the United States based on multiple measures and Hayward community members of color, particularly Black and Indigenous community members, experience disparities in life chances and outcomes as a result of institutional and systemic racism; and

WHEREAS, the Commitment for an Inclusive, Equitable, and Compassionate Communities identifies equity as a core value for Hayward and envisions Hayward as “a community of inclusive growth and opportunity, where families and individuals are welcome to create their future stories and can be confident in knowing their life chances and outcomes will not be determined” by personal characteristics, including race; and

WHEREAS, since the beginning of 2019, the City has participated in the Government Alliance on Race and Equity to develop a shared understanding, framework, and capacity for advancing racial equity in the City organization and in the community; and

WHEREAS, the City has contracted with Safir and Associates to facilitate various equity leadership retreats, facilitation trainings, and build an internal community of practice centered on advancing equity work throughout the organization and the City; and

WHEREAS, addressing the City’s role in the creation and perpetuation of racial inequities as well as the City’s power to dismantle racial inequities is essential to fulfilling the City’s responsibilities to the Hayward community; and

WHEREAS, these trainings help to center multiple efforts and conversations throughout the City on a shared definition and approach to advancing racial equity.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to negotiate and execute a professional services agreement with Safir and Associates for various equity leadership trainings as identified in the accompanying staff report in an amount not to exceed \$125,000; and

BE IT FURTHER RESOLVED that the City Council hereby appropriates \$62,500 from the fund balance of the General Fund (Fund 100) to help cover the cost of these trainings.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2020

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward