

July 15, 2020

Dear Mayor Halliday and City Council Members,

We find ourselves in a long overdue moment where we are grappling nationally and locally with the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, Rayshard Brooks and all the (named and unnamed) Black lives preceding them struck down by a system of policing that was never meant to protect them.

The Community Services Commission (CSC) affirms that Black Lives Matter. We stand in solidarity with the calls for reparations to Black communities across this country. We acknowledge the painful legacy of chattel slavery and its impacts across generations of Black people on whose backs this country was and is built. We honor the fact that descendants of enslaved Black people are owed compensation not only for what their ancestors endured but also for what they continue to endure. In this affirmation, we express our support for the national and local efforts surrounding the Movement for Black Lives and Defunding of the Police.

While Hayward is regularly touted for its ethnic and racial diversity, it is not immune from the long history of racism and the modern insidious nature of racism. From the displacement of the Yrgin people and theft of Ohlone land; redlining, title restrictions, and racial covenants that pushed Black people to rural, unincorporated outskirts like Russell City; the subsequent erasure of Russell City by City of Hayward, resulting in the erasure of a musically rich touchstone of local Black culture; to present-day gentrification that economically drives out Black community members; the City of Hayward must reckon with its multiple accumulated, unpaid debts to our Black, Indigenous, and Brown residents. Hayward continues to criminalize Black, Indigenous, and Brown communities via investments in increased policing that far too often robs Black and Brown bodies of life and dignity. Before us is an opportunity - as a community - to make real steps toward rectifying the ills and errors of these transgressions.

The CSC is responsible for making recommendations for the annual distribution of approximately \$2 million in Federal and Local funding to support various community services targeted to the most vulnerable residents of Hayward. As part of this responsibility, the CSC has already adopted the use of a racial equity lens in our funding recommendations. We intend to go even further to ensure Black community members - who are over-represented among the vulnerable population our services funding targets- are appropriately supported and resourced. To address this, we not only need to fund these services, but also look at all social services

housed within and funded by the City of Hayward to address the root causes of this disparate need.

We support the recent approval of the Racial Equity Action Plan to forward anti-racist policies, to use a Racial Equity lens in budgeting for all city services, contracting, and hiring; and to ensure all city staff and council members are provided implicit bias and racial equity training within the next fiscal year. In the present landscape the most pressing issue amongst this pursuit of racial equity and racial justice is the effort is to reimagine Public Safety through a lens of racial equity that decouples Public Safety from systems of policing, which invariably lead to violence against Black, Indigenous, and Brown bodies. The verbal expressions of support for Black Lives we've heard from many of you are important, and we look forward to seeing those coupled with concrete actions that address the racial disparities across our city.

The Community Services Commission is using this moment as an opportunity of self-reflection to review our own processes and establish how we can support this movement long-term within the scope of our commission. Attachment I outlines our own commitments and intentions regarding our own work as a commission. Attachment II is the Policy and enumerated Powers and Duties of the Community Services Commission per the Hayward Municipal Code. Attachment III is our recommendations to Council regarding statements, policies, and direction we feel are appropriate for Council to take at this time.

The inimitable Angela Y. Davis says, "in a racist society, it is not enough to be non-racist, we must be anti-racist." As the Community Services Commission strives to ground its work in anti-racism as an extension of the racial equity framework, we invite you all to meet us on that field of anti-racism so Black residents of Hayward - and by extension all residents of Hayward - can thrive in our community.

Sincerely,

Community Services Commission

ATTACHMENT I

Community Services Commission Commitments and Intentions

1. Review of the CSC funding process to prioritize funding recommendations for agencies and projects that directly support our Black residents. These priorities will include food-security for Black residents, extra-curricular educational options for Black students, and efforts that spur the revitalization of Black theater, music, and art.
2. Expand the racial equity lens to supporting agencies with leadership and staffing representative of the communities they serve. This will allow us to ensure that we are supporting our city's Black, Brown, and Indigenous community leaders. We will do this by requesting more data during the application process beginning with FY 2022-2023. This information will not be used punitively, but as a driver to encourage agencies to review their own hiring practices and processes with a racial equity lens.
3. Request and receive an annual reporting from the Hayward Police Department (HPD) regarding all social services under HPD's purview, including all available data on race/ethnicity and all available evaluations from participants/clients regarding the programming (particularly the aspects serving and not serving participant/client needs). Additionally, we are requesting this report include metrics on a breakdown of service calls (emergency versus non-emergency, mental health, domestic violence, etc). The combination of these metrics would give the CSC insight regarding how those initial calls may have been attended to differently, and/or had better outcomes, with the use of social services and safety nets.
4. Prioritize Arts and Music funding to support city-wide celebrations of Black Culture & Liberation in honor of Juneteenth.

ATTACHMENT II

From the City of Hayward Municipal Code regarding the charge and purview of the Community Services Commission.

SEC. 2-3.90 - POLICY.

It is the public policy of the City of Hayward to: (1) encourage the development of a planned and orderly approach to the development of community services in the City; (2) identify the needs for community services, to plan for the coordinated delivery of such services to residents in need through both private and public resources so as to avoid duplication and conflict of effort; and (3) create and sustain an environment which will encourage and bring about mutual understanding and respect among all groups of the City, eliminate prejudice, discrimination, and disorder, and guarantee equal rights and opportunities for all.

The City Council of the City of Hayward finds that there is a need on the part of the City and the community to institute an official, responsible, community-oriented body within the City government in order to identify the needs for community services, to plan for the coordinated delivery of such services to citizens in need through both private and public resources so as to avoid duplication and conflict of effort, to evaluate the effectiveness of the services provided and to advise the City Council in regard to these functions, to support community improvement goals, to help solve community problems, and to serve as the Citizens Review mechanism of federally financed or aided projects.

SEC. 2-3.93 - POWERS AND DUTIES.

As an advisory agency to the City Council, the Community Services Commission shall have the power and duty to:

1. Advise the City of Hayward as to the most effective means of allocating available resources for community services.
2. Promote interagency and intergroup coordination in the development of community social resources.
3. Review and study problems and needs of the community programs and develop effective support needed to secure additional resources either through private channels or through the City or other instrumentalities of the government.
4. Monitor relationship/balance of funding patterns by public and private agencies ensuring fair distribution for the local jurisdiction.

5. Work together with other governmental agencies in keeping abreast of new and current developments in the field of social services in order to maximize the beneficial impact of social programs on the City.
 6. By persuasion and conference seek to arrive at voluntary solutions designed to discourage and prevent any and all recognized discriminations based upon race, sex, religion, national origin, age, handicap, sexual orientation, and all other protected categories of persons, if any, under federal and state law, and particularly those discriminations in the areas of housing, employment, and education.
 7. Hold hearings and take testimony of any person relating to any matter under investigation or in question before the Commission.
 8. Make recommendations which will help to develop a sense of community among those concerned with people serving efforts in Hayward and to create awareness and cooperation between the City and those groups doing social service work in the area.
 9. Make and issue reports respecting its studies, research, investigations and other activities, and make information available to other commissions and staff as required.
 10. Recommend to the City Council legislation or other remedial steps which the Commission should find to be necessary and desirable.
- Perform other related duties as directed by the City Council.

ATTACHMENT III

Recommendations to the City of Hayward City Council

Short-Term (up to 3 months)

1. Issue a statement of support in solidarity with the Black Community from the City of Hayward.
2. Issue an apology to the Black Community for complicity in institutional racism in the City of Hayward.
3. Demonstrate an explicit commitment to placing the highest value on human life and human dignity by commissioning an analysis on a Ban of the Use of Deadly Force - through a racial equity lens and public health lens - to be presented to the Hayward Police Department (HPD) Community Advisory Panel and the Community Services Commission prior to presentation to Hayward City Council.
4. Adopt a resolution that the HPD Community Advisory Panel (CAP) will abide by the Brown Act rules (despite not being a Brown Act committee), and direct HPD to report out monthly to the Community Advisory Panel on the number of people killed or hospitalized by HPD, number of complaints filed against HPD, and the number of officers terminated due to brutality or complaints. Should the measure to remove the "qualified elector" requirement from serving on Boards & Commissions pass in November 2020, we would further like to see CAP formalized as a Brown Act committee.
5. **Demand #3***: Demilitarize the police: Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD. Requested resolution committing to a ban on these purchases - including tear gas and related equipment, military gear, and any equipment and/or software that is related to civilian surveillance.
 - CSC Analysis: We recognize that surveillance software and militarized forms of equipment are unjustly and unfairly leveraged against Black community members, producing disparate and racialized outcomes in our justice systems. As such, we support a ban of continued purchase of these items as well as a resolution committing to this ban. *(Relates to point 6 in SEC. 2-3.93 - POWERS AND DUTIES)*
6. **Demand #4***: Freeze Police Department hiring indefinitely including incoming police academy candidates/graduates. Clarified to be an indefinite hiring freeze after this incoming class that includes the natural attrition of departing officers.

- CSC Analysis: With respect to the public policy charge of the CSC, the commission is intended to “create and sustain an environment which will encourage and bring about mutual understanding and respect among all groups of the City, eliminate prejudice, discrimination, and disorder, and guarantee equal rights and opportunities for all.” It is with that charge that the CSC is committed to a vision of Public Safety that reduces interactions with police, and promotes greater and improved public health and well-being for Black community members and other racialized and minoritized community members. In a new vision of Public Safety, we see the likelihood of a reduced police force, and funding of those roles redirected towards roles outside of HPD that can better address Public Safety from a Public Health perspective. *(Relates to points 2 and 3 in SEC. 2-3.93 - POWERS AND DUTIES)*

Near-Term (6 to 9 month)

1. Ensure the appointment process results in Taskforces, Boards, and Commissions that continue to be racially representative of the Hayward community.
2. Declare June 19th “JUNETEENTH” in the City of Hayward, and direct the Economic Development Special Events funding to support city-wide celebrations of Black Culture & Liberation in honor of this day each year.
3. Greater visibility from the GARE team regarding their work on the history and cultural contributions of Russell City with a community input process for recommendations on how the City can better recognize and honor this legacy.
4. **Demand #1*:** Redistribute 10% of the police’s budget for FY 2021 to non-police, community-based services outside of the police department.
 - CSC Analysis: The CSC values programming related to mental health, restorative justice, and youth enrichment activities; and we feel those services would be more impactful, efficient, and accessible provided outside of the Hayward Police Department (HPD). During the Application Review Committee (ARC) process, one agency interview revealed that their services are, in fact, more accessible when presented outside of HPD as the population they serve has legitimate concerns and fears regarding interactions with police. *(Relates to point 5 in SEC. 2-3.93 - POWERS AND DUTIES)*
5. **Demand #7*:** Establish a city-wide, participatory committee for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY 2022. Participatory Budgeting is a

democratic process through which community members directly decide how to spend part of a public budget. The request is for such a committee for the Hayward Police Department Budget, and that it be SEPARATE FROM the Police Community Advisory Panel (the panel is not subject to the Brown Act; thus open meeting laws are not required of the panel).

- CSC Analysis: As a Brown Act committee, we see the value and importance of open and transparent meetings as core and critical to our work. We see the same importance and value for other committees, task forces, boards, and panels charged with evaluating the delivery of and making recommendations for any services and work regarding the City of Hayward. While we do see ourselves as a participatory budget committee - and see our own work as vital to the community - we also see the value of a similar committee for analyzing the Hayward Police Department budget through a critical lens of racial equity. Should short-term recommendation 4 (see above) be actualized, we would support meeting the intent of this recommendation through an expanded role and increased status of the existing HPD Advisory Panel. *(Relates to points 2 and 10 in SEC. 2-3.93 - POWERS AND DUTIES)*

Long-Term (9 to 12 months)

1. Council direction to the Development Services Department and Planning Commission regarding increasing Black homeownership and sensitivity to gentrification, urban renewal, and opportunity zones which are economic drivers associated with the displacement of Black residents.
2. Council direction to the Economic Development division regarding business development that prioritizes the needs of Black small business owners.
3. An evaluation of the implementation of 3-1-1 as an urgency hotline to address public safety issues that are unrelated to law enforcement (e.g. non-violent crisis intervention, mental health first responders, traffic safety issues, trauma-informed intervention for domestic violence victims), or an analysis with Alameda County regarding leveraging 2-1-1 to fulfill this purpose.

**These demands originate from the community demands commonly referred to as the "7 Demands." The CSC endorses the 4 demands presently under City of Hayward purview.*