



June 9, 2020

RE: FY 2021 Budget: Hayward Police Department

Dear Mayor Halliday and City Council Members,

The Hayward Collective writes to all of you to express our solidarity with the Black Lives Matter Movement and the Black-led multiracial and multicultural mass uprising to abolish and reform local institutions of policing and criminal justice.

The Hayward Collective and a community coalition of Hayward-based organizations, advocates, and community leaders demand the following:

1. **Redistribute 10% of the police's budget to non-police, community-based services outside of the police department.**
2. **Cancel and ban police contracts with HUSD schools and college/university campuses** (that includes SROs/ROP/HPD/ICE contracts) and allow Hayward people to file police reports regarding school incidents directly with HPD.
3. **Demilitarize the police:** Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD.
4. **Freeze Police Department hiring indefinitely** including incoming police academy candidates/graduates.
5. **Ban paid leave for officers being investigated for misconduct.**
6. **Ban city spending on the assessment or building of any police buildings or corp yards.**
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 FY2022.

We expect all members of the Hayward City Council to do more than publicly express their support; couple your statements in affirmation of Black lives with action. Condemn the shootings and killings committed by the Hayward Police Department and express compassion towards the families.

There is no longer a need and time to justify and rationalize support for law enforcement, policing, criminalization, and incarceration. Such misguided prioritization ends now! For years now, every single murder in Hayward by the Hayward Police Department should have been enough to call attention to this issue. Unfortunately, this was not the case. The Hayward City Council has had more than enough chances to rectify this issue of which this historical moment is forcing everyone throughout this country to address. Elected officials who continue to participate in this justification only functions to support one single outcome: to uphold and reinforce the institutions and ideologies of white-supremacy, racism, and maintain the status of Black and Brown community members, and all communities of color as second-class citizens.

The Hayward Collective also recognizes the institutions of policing and criminal justice is one significant link in the chain of improving the comprehensive health, safety, and well-being of Black, Brown, and



communities of color in Hayward. As such, the Hayward municipal government has a duty to enact legislation and measures to uplift and improve the infrastructure of Hayward as the demands requested above reflect.

Sincerely,
Ramon(a) Rio
Advocate