

POLICY DOCUMENT: PART 3

ENVIRONMENTAL JUSTICE

ELEMENT

Historically, negative environmental impacts have been shown to disproportionately affect marginalized populations, including racial, ethnic, and socioeconomic minorities. As a result of these environmental impacts, marginalized populations tend to have poorer health and safety outcomes relative to the broader population. The various environmental impacts that tend to affect marginalized populations include but are not limited to increased exposure to pollutants, increased proximity to contaminated facilities/structures, and decreased access to public resources relative to other communities. These environmental impacts are directly linked to one another and thus can result in a compounded environmental burden on certain populations.

Environmental justice is a concept focused on addressing the systemic causes of the unequal environmental burden placed on disadvantaged communities, especially minority and low-income populations. In California, the Planning for Healthy Communities Act of 2016 (Senate Bill 1000) was established to address the role of environmental justice in local and regional planning practice. Environmental justice regulations in California are aimed at improving the health and safety of disadvantaged communities through effective planning and policy decisions.

California law defines “environmental justice” as the fair treatment of people of all races, cultures, and incomes with respect to the development, adoption, implementation, and enforcement of environmental laws, regulations, and policies (Government Code Section 65040.12, subd. (e)). Through Senate Bill 1000, jurisdictions are now required to identify “disadvantaged communities” within their planning area and incorporate environmental justice policies and programs into their general plans. As described in the following Element, none of the 37 census tracts within Hayward meet the state definition of a “disadvantaged community” however there are neighborhoods that have measurable impacts with regard to population and pollution burdens, which can be addressed through this Element.

The City of Hayward is committed to promoting environmental justice through the effective implementation of this Environmental Justice Element. The Environmental Justice Element contains a comprehensive set of goals and policies aimed at increasing the role and influence of historically marginalized populations within their communities and reducing their exposure to environmental and

health hazards. The goals and policies in this plan are centered around six focus areas. These focus areas are areas identified by the California Government Code Section 65302(h) as policy topics necessary for reducing the unique or compounded health risks in disadvantaged communities. The six focus areas are as follows:

Pollution Exposure and Air Quality

Public Facilities

Safe and Sanitary Homes

Physical Activity and Public Health

Food Access

Civic and Community Engagement

The Environmental Justice Element is divided into three sections. The first section is a summary of the public participation opportunities included as part of the Element development process. The second section presents the methodology used to identify disproportionately impacted communities in Hayward. The third section outlines environmental justice goals and policies and provides a summary of the baseline environmental conditions associated with each goal. Each section also identifies other General Plan Element policies and programs that address environmental justice within the focus area (see inset for description of other General Plan Elements). The goals, policies, and programs describe how the City of Hayward will incorporate environmental justice into decision making and support positive outcomes for affected residents.

To establish an understanding of the baseline conditions of environmental impacts in Hayward, a detailed technical analysis was performed. This technical assessment is known as the Environmental Justice Technical Report and can be found in Appendix A of this document.

Other General Plan Elements

Due to the broad and interdisciplinary nature of this topic, it is essential to note that several Elements of the General Plan contain goals, policies and programs related to community health, environmental health, equitable access to resources, parks, housing and transportation options, and community safety among other topics addressed in this Environmental Justice Element. Additionally, most of the Elements contain and support sustainability measures to reduce greenhouse gas emissions outlined in the City's Climate Action Plan (CAP) which is not a standalone General Plan Element but includes goals, policies and programs that are infused throughout the General Plan.

Natural Resources Element. The Natural Resources Element establishes goals and policies to protect and enhance the natural resources within the Hayward Planning Area. The goals and policies address a variety of topics, including biological resources, air quality and greenhouse gas reduction, open space, energy resources and efficiency, mineral resources, hydrology and water quality, water conservation, paleontological resources, and scenic resources. A number of goals and policies also serve as Climate Action Plan actions, which are designed to reduce local greenhouse gas emissions.

Mobility Element. The Mobility Element establishes goals and policies to improve the mobility of people and goods within and through the city of Hayward. Rather than focusing on automobile transportation, the Mobility Element seeks to create a balanced transportation network that supports and encourages walking, bicycling, and transit ridership. The goals and policies address a variety of topics, including multimodal transportation, regional coordination, complete streets, local circulation, pedestrian facilities, bikeways, public transit, transportation demand management, parking, aviation, goods movement, and transportation funding. A number of the goals and policies also serve as Climate Action Plan actions, which are designed to reduce local greenhouse gas emissions.

Hazards (Safety) Element. The Hazards Element establishes goals and policies to protect life and minimize property damage during future disasters and emergencies. The goals and policies address regional hazards mitigation, seismic and geologic hazards, flood hazards, rising sea levels, wildland wildfires, hazardous materials, airport hazards, and noise.

Health & Quality of Life. The focus of the Community Health and Quality of Life Element is to foster the health and well-being of all Hayward residents. The Element contains goals and policies related to a variety of topics, including active living, access to healthy food, health care access, safe and cohesive neighborhoods, aging in place, environmental health, and parks, recreation, and open space.

Community Safety. The Community Safety Element contains goals and policies that focus on crime prevention, police protection services, fire prevention, fire and emergency medical services, and disaster preparedness, response, and recovery. The goals and policies recognize that the Police Department and Fire Department are not solely responsible for the safety of Hayward. Rather, the City recognizes that community safety is the responsibility of all members of the Hayward community and that partnerships and collaboration between the City, residents, businesses, and neighborhood and community organizations are key factors to improving the safety and well-being of the community.

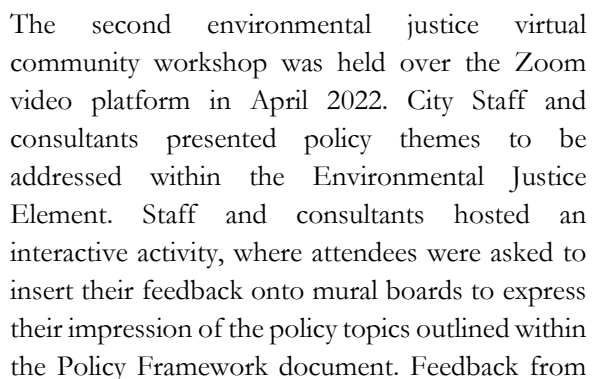
Housing Element. The purpose of the Housing Element is to achieve an adequate supply of decent, safe, and affordable housing for Hayward's existing and future workforce, residents, and special needs populations. Housing Element law is designed to ensure that low-income families are not excluded from opportunities in all communities and to promote economic and environmental sustainability throughout the region. The Housing Element strives to conserve the city's existing housing stock, while providing opportunities for new housing for all economic segments of the community.

The goals, policies and programs in this Element were informed by public feedback solicited during two virtual community workshops. Information about the Environmental Justice Element was also provided through public engagement efforts associated with the Housing Element and Climate Action Plan, including mobile gallery pop-up events, stakeholder and community meetings, and interviews conducted by California State University East Bay and Chabot Community College students. Please see Appendix 1 of the Housing Element Update and the Climate Action Plan for additional details.

The first environmental justice virtual community workshop was held in February 2022. The meeting was hosted over the Zoom video platform and a recording was uploaded to the City's official YouTube page. Simultaneous Spanish-translation was provided, and Spanish-language questions and comments were translated in real-time at the workshop.

The following topics were identified as priorities from community members who participated in the first workshop.

- Linguistic isolation impacts on the efficacy of community engagement
- Improving engagement by advertising through local schools
- Limited car access in Hayward community impacts food access
- Inadequate nutritious food options within the City
- Asthma screening to aid in community health outcomes
- Medical costs as a barrier to healthcare access
- Concerns about rates of asthma in local communities
- Perceived park safety impacts community use of facilities



the second workshop was used to develop the Draft Environmental Justice Element goals, policies and programs.

The following topics were identified as priorities from community members who participated in the second workshop.

- Traffic
- Improved public transit
- Physical activity opportunities for seniors
- Non-English speaker accessibility
- Access to healthy locally grown food
- Active transportation
- Nutritional Education

Environmental Justice Communities

Senate Bill 535 defines a “disadvantaged community” as an area identified by the California Environmental Protection Agency (CalEPA) pursuant to Health and Safety Code Section 39711 or an area that is a low-income area that is disproportionately affected by environmental pollution and other hazards that can lead to negative health effects, exposure, or environmental degradation.

CalEPA has designated disadvantaged communities across California within its CalEnviroScreen 4.0 tool. This tool identifies disadvantaged census tracts in the State and ranks these tracts based on various pollution and population indicators. Those California census tracts scoring at or above the 75th percentile in CalEnviroScreen 4.0 are considered Disadvantaged Communities per CalEPA.

Of the 37 census tracts in Hayward, none have been identified as “Disadvantaged Communities” by CalEnviroScreen 4.0. Figure 1 depicts the CalEnviroScreen 4.0 percentile scores for neighborhoods across Hayward.

Census tracts nearing the 75th percentile may still be impacted by significant pollution burden and population vulnerabilities that warrant further exploration and focused improvement. These threshold-approaching census tracts are less likely to face the same degree of compounded environmental impacts as those California census tracts meeting the CalEPA “Disadvantaged Community” threshold. Still, these local communities are likely to have notable levels of pollution and critical population characteristics that warrant targeted improvements.

There are three census tracts in Hayward that are nearing the CalEPA “Disadvantaged Community” threshold. These tracts are located in the western and central portion of the City. These areas of the City are highlighted in Figure 2.

Figure 3 shows which census tracts score at or above the 75th percentile in either pollution burden or population characteristics. This shows which types of factors influence the overall CalEnviroScreen score.

Across Hayward, the communities in the western portion of the City are more impacted by pollution burden and population vulnerabilities. These western communities also tend to have higher percentages of Non-White populations¹. Hayward is an ethnically diverse City with strongly rooted communities that contribute to its unique community character. The Hispanic/Latinx community is prevalent within the City, making up approximately 40 percent of the population. Asian-

¹ Per the U.S. Census Bureau Non-White classification: “A person having origin in any of the original peoples of Europe, the Middle East, or North Africa.”

Americans make up approximately 28 percent of the city's population. The Asian-American community in Hayward is comprised of diverse ethnic groups, including Filipino, Chinese, and Indian ethnic communities. These racial and ethnic communities, as well as the other diverse subsets of the population, have strong historic ties to the community and are an integral part of Hayward's identity.

To address environmental justice in Hayward it is essential to acknowledge historical inequities and the disproportionate pollution burden that marginalized communities' experience. More information on historic racial and ethnic disparities in Hayward, particularly housing-related disparities, is available in the Hayward 6th Cycle Housing Element – Appendix F, Fair Housing Assessment.

For more information on the methodology used to identify Environmental Justice Communities and how they are defined in Hayward, see Appendix A, Environmental Justice Technical Report, of this document.

Population & Pollution Burden

CalEPA developed the CalEnviroScreen tool to identify disadvantaged communities throughout California. The tool uses existing environmental, health, and socioeconomic data to rank census tracts based on 20 distinct indicators. There are four indicator categories that are ultimately summed into two primary groupings: Pollution Burden and Population Characteristics.

The groupings are multiplied together to calculate the overall CalEnviroScreen score (OHEEA 2017). In general, the higher the score, the more impacted a community is by pollution burdens and population vulnerabilities. Designated disadvantaged communities are those communities that scored within the highest 25 percent of census tracts across California (CalEnviroScreen percentile scores of 75 or higher). Indicators are grouped as follows:

Pollution Burden

- **Exposures** are indicators based on measurements of different types of pollution people may be exposed to in their day-to-day life.
- **Environmental Effects** are indicators based on the locations of toxic chemicals in or near communities.

Population Characteristics

- **Sensitive Populations** are indicators that measure the number of people in a community who may be more severely affected by pollution because of their age or health such as asthma, cardiovascular disease or low birth weight.
- **Socioeconomic Factors** are indicators based on conditions that may increase peoples' stress or make healthy living difficult and cause them to be more sensitive to pollution's effects. Factors may include educational attainment, housing cost burden, linguistic isolation, poverty status and unemployment.

Figure 1 CalEnviroScreen Scores in Hayward

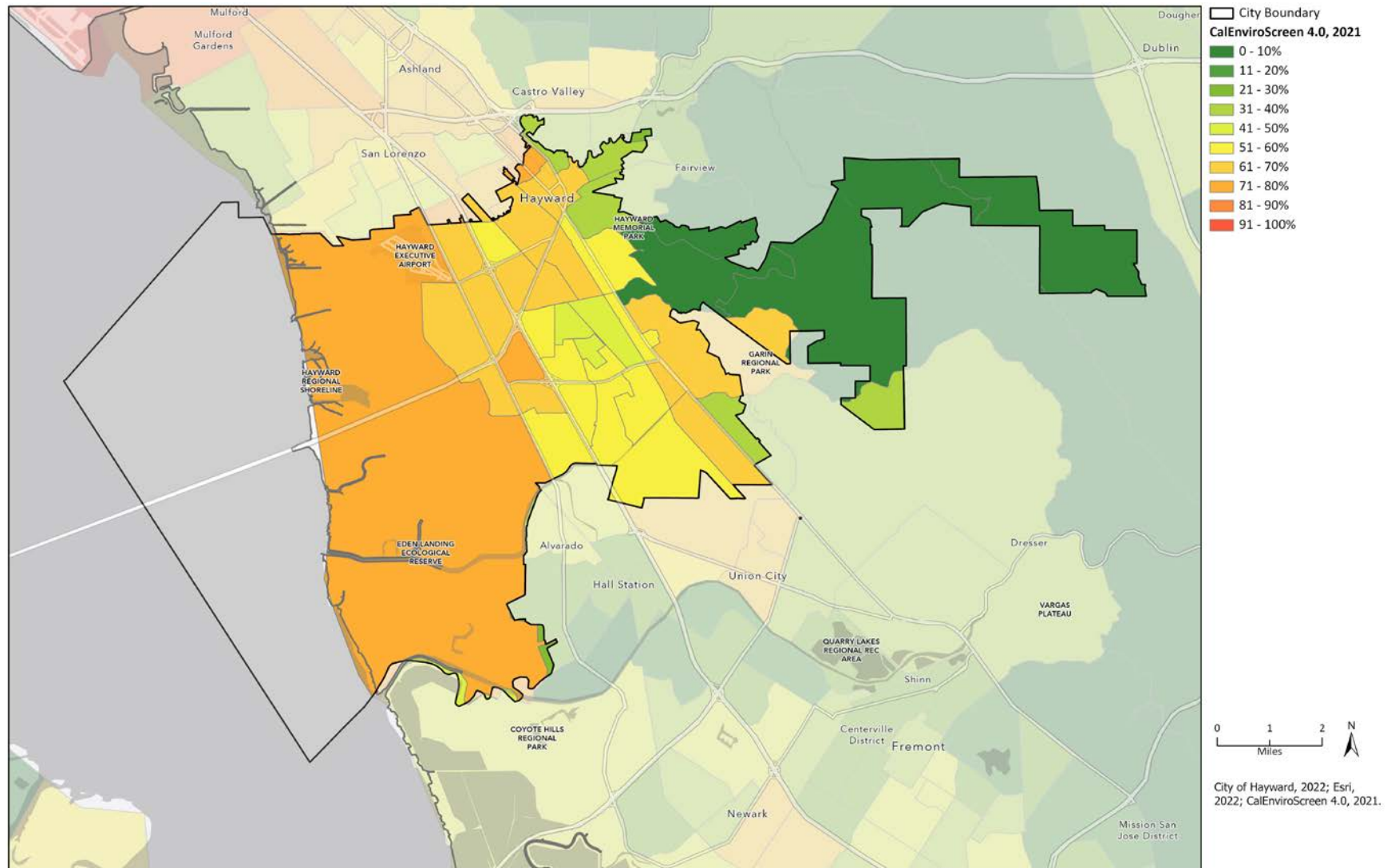


Figure 2 Neighborhoods in Hayward with CalEnviroScreen Scores Nearing the 75th Percentile

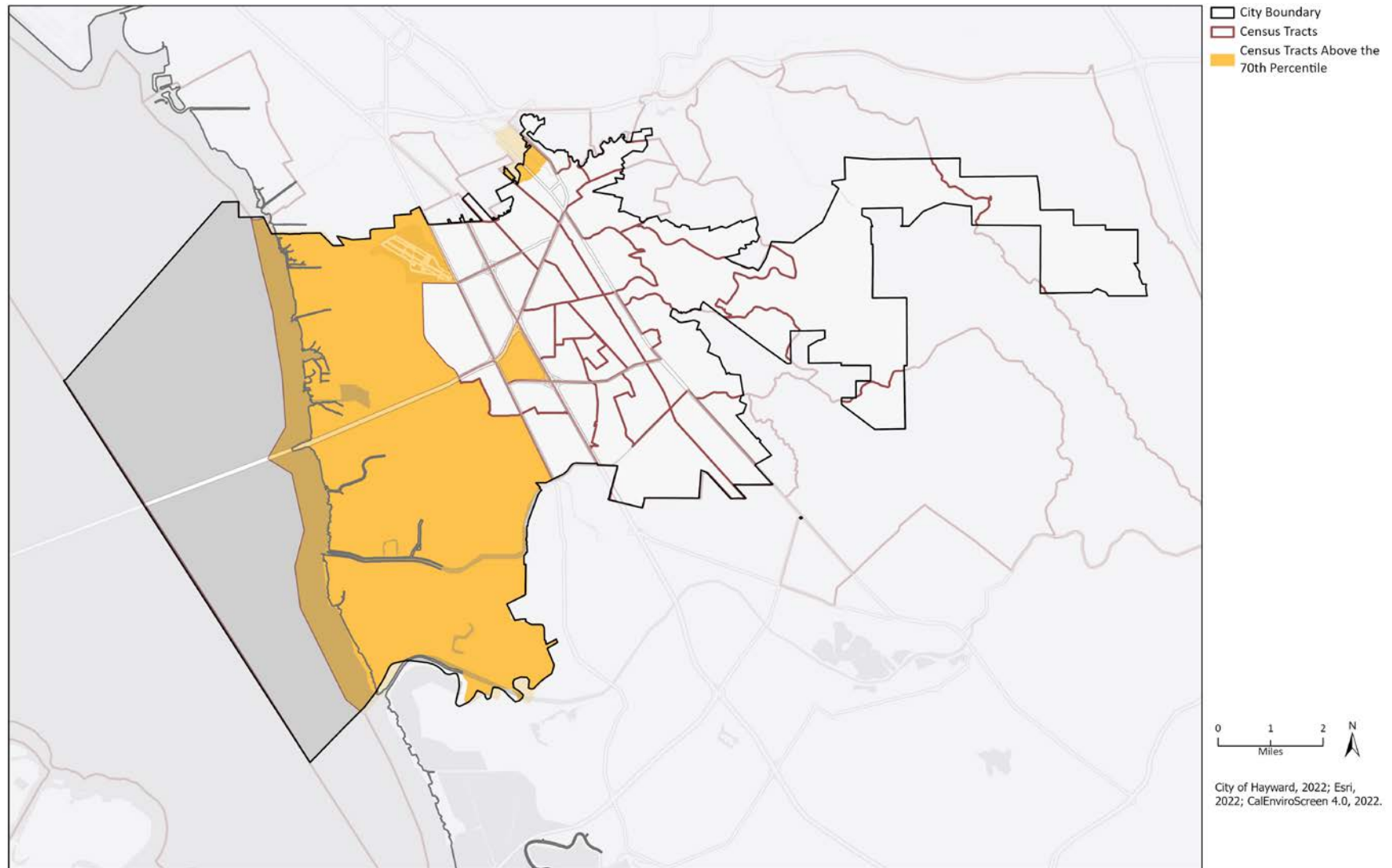
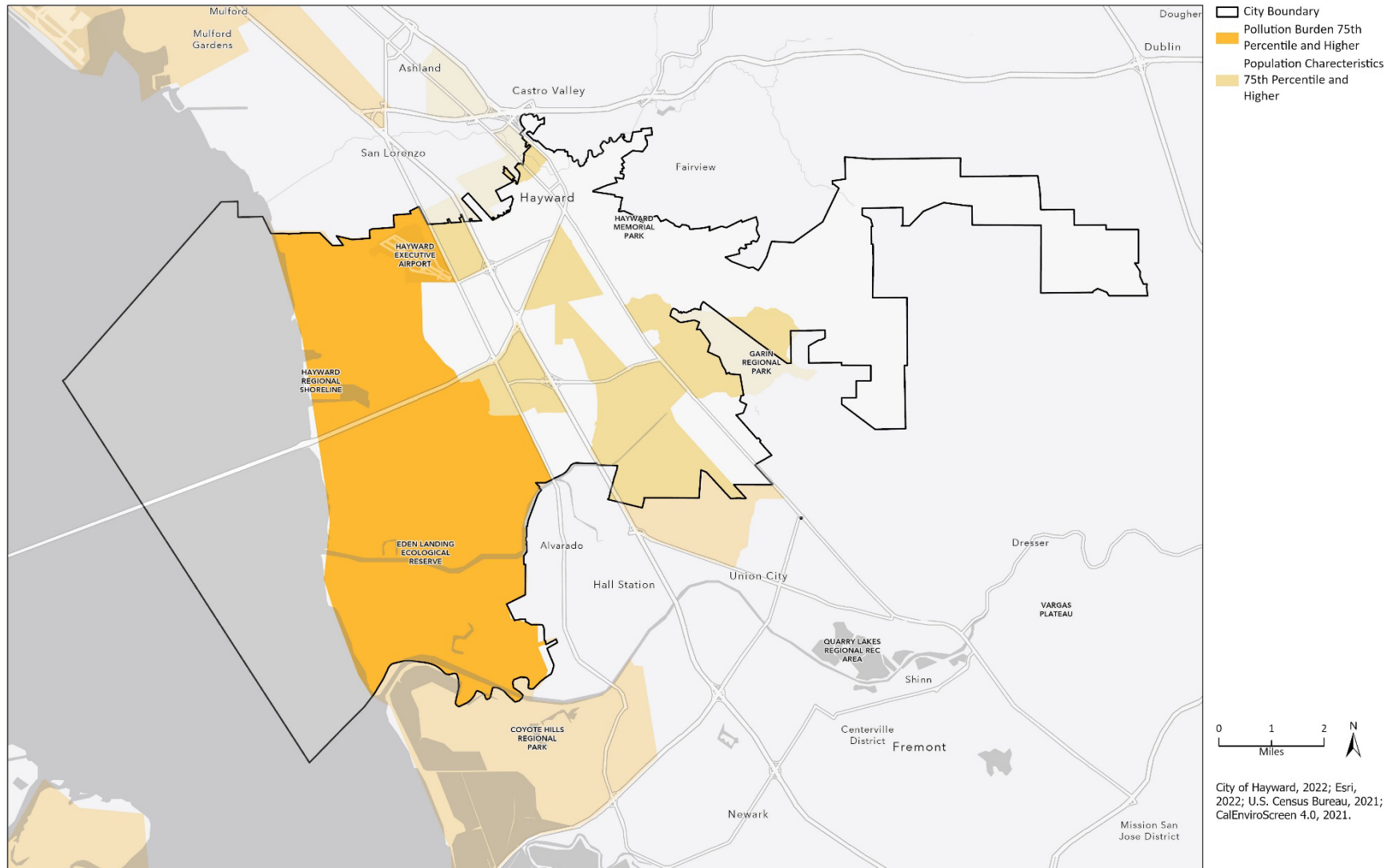


Figure 3 Pollution Burden and Population Characteristics



Goal 1 Pollution Burden

Exposure to polluting substances in the air, water, and soil can have a significant impact on health outcomes. Certain diseases have been directly associated with pollutant exposure including heart disease, cancer, birth defects, asthma, reproductive disorders, and neurological disorders. Understanding the distinct pollution context within a City is important to understanding the unique health and safety strategies necessary for improving the overall community condition.

Pollution exposure disproportionately impacts some geographic areas in Hayward more than others. The CalEnviroScreen 4.0 tool utilizes a Pollution Burden score to quantify pollution exposure. The Pollution Burden score is an amalgam score of various pollution indicators. Trends in local Pollution Burden scores indicate that the western area of the City has significant exposure to environmental pollution relative to the State average. The presence of industrial land uses and high traffic inter-City highways and roadways within and along western Hayward may be a key factor in the elevated pollution burden along the western-most boundary of the City. Figure 3 depicts the Pollution Burden Scores across neighborhoods within Hayward.

Many of the environmental pollutants that impact the community within Hayward are also regional pollutant issues that permeate the San Francisco Bay Area, including the East Bay subregion. Mobile vehicle related pollution, especially Particulate Matter pollution, is a widespread pollution concern across the Bay Area Air Basin. Particulate Matter pollution manifests in two main forms: Particulate Matter 2.5 (PM_{2.5}) and Diesel Particulate Matter (DPM). PM_{2.5} pollution is derived from combustion, such as through the use of gasoline and burning of natural gas to generate electricity, while DPM is primarily derived from diesel exhaust

sourced from diesel engines, especially trucks, trains, ships, and other mobile vehicles.

DPM air pollution is significantly elevated (75th percentile and above) in 46 percent of Hayward's neighborhoods, with higher rates of pollution focused along Interstate 880 and the Mission Boulevard Corridor. Ground-based pollution from industrial facilities is also a pollution concern in Hayward. Ground-based pollutants of greatest concern for the City are related to contaminated cleanup sites, groundwater threats, and hazardous waste sites.

Cleanup Sites: There are several hazardous material cleanup sites located in Hayward and these sites are primarily located in the western portion of the City which is zoned for industrial uses. The highest local CalEnviroScreen cleanup site score (99th Percentile relative to all California communities) is in the western area of the City.

Groundwater Threats: Hazardous chemicals are often stored in containers on land or in underground storage tanks. Leaks from these containers and tanks can contaminate soil and pollute groundwater. Common pollutants of soil and groundwater include gasoline and diesel fuel from gas stations, as well as solvents, heavy metals and pesticides. Several areas in Hayward scored in the 75th percentile or higher for groundwater pollution impacts. There are several underground storage tanks present in Hayward that may contribute to this City-wide issue. Western Hayward had the most elevated impacts from groundwater threats in the City, with a percentile score in the 98th percentile.

Hazardous Waste Sites: About half of all neighborhoods within Hayward are impacted by hazardous waste generators or sites, with many scoring above the 75th percentile for hazardous waste pollution impacts relative to the broader California region. The highest hazardous waste impacts in Hayward are concentrated in the

western portion of the City, with a CalEnviroScreen Hazardous Waste score within the 99th percentile.

Illegal Dumping & Litter: Although not measured in CalEnviroScreen, participants at community meetings identified litter and illegal dumping as a significant source of pollution that impacts residents' quality of life.

GOAL EJ-1.0

Protect community health within Hayward by protecting residents from the harmful impacts from air pollution, contaminated sites, illegal dumping and groundwater pollutant threats.

Policies

Policy EJ-1.1. Diesel Particulate Matter

Coordinate with Caltrans to develop freeway pollution mitigation strategies, including vegetative barriers and green walls, to reduce the impacts from Diesel Particulate Matter pollution on sensitive land uses located adjacent to major highways and on and off ramps.

Policy EJ-1.2 Urban Greening

Develop urban greening initiatives along major arterials to protect sensitive receptors from traffic related pollution, especially Diesel Particulate Matter pollution. Prioritize greening in areas with the highest pollution burden.

Policy EJ-1.3 Air Filtration Grant

Reduce the impacts of particulate matter air pollution on sensitive receptors in the City by establishing an Air Filtration Grant program for low-income residents, allowing for free indoor air filtration improvements to qualifying community members.

Policy EJ-1.4 School Air Filtration

Partner with the Hayward Unified School District to install HEPA air filtration systems in all local schools to reduce the impacts from air pollution, especially Particulate Matter pollution. Prioritize updating HEPA air filtration systems in schools experiencing the highest pollution burden.

Policy EJ-1.5 Public Information

Protect Hayward residents from air pollution impacts by raising awareness about the health impacts from Diesel Particulate Matter and providing information to residents about strategies for personal adaptation to poor air quality.

Policy EJ-1.6 Exposure Awareness

Inform residents in proximity to local hazardous waste facilities and cleanup sites about the location and status of these facilities and how proximity may impact community health.

Policy EJ-1.7 Targeted Health Monitoring

Coordinate with the Alameda County Public Health Department to actively monitor and actively support the health of residents living in-proximity to hazardous waste facilities and cleanup sites.

Policy EJ-1.8 Regional Coordination

Coordinate with jurisdictions in the East Bay and greater Bay Area to develop regional strategies to reduce traffic-related pollution impacts by improving connectivity and supporting public use of regional public transit.

Policy EJ-1.9 Truck Routes

The City shall require trucks to use designated routes and shall prohibit trucks on local streets to address traffic operations and safety concerns in residential neighborhoods. (*Source: Existing Policy, M-11.2*)

Policy EJ-1.10 Limit Truck Routes

Proactively address truck-related emission pollution by continuing to examine and reduce the number of designated truck routes within the City, when feasible.

Policy EJ-1.11 Truck Idling

Identify areas within the City where excessive truck idling is occurring and post “no idling” signage that is visibly accessible for motor vehicles utilizing the roadways.

Policy EJ-1.12 Truck-Reliant Businesses

Coordinate with East Bay Community Energy and local business that heavily rely on the trucking industry to assist in the accessing of BAAQMD incentive funds for truck engine retrofits and upgrades to reduce emissions.

Policy EJ-1.13 Solid Waste and Hazardous Waste Facilities

Proactively coordinate with local solid waste and hazardous waste operators to promote the use of site-specific upgrades that reduce pollution exposure beyond the minimum regulatory standards required through CalEPA.

Policy EJ-1.14 Cleanup Sites

Proactively monitor the progress of local cleanup sites to ensure that all site remediation efforts are being handled in a timely and effective manner. Determine which cleanup sites are most at risk of toxic substances being mobilized due to flooding from sea level and groundwater rise, according to the latest available science (including the DTSC Sea Level Rise Guidance for Cleanup Activities). In addition, new housing should not be approved or built on or near hazardous sites in flood-prone areas before cleanup has been completed. Cleanup standards should be developed in partnership with frontline communities, take into account cumulative pollution exposure, and require that contaminants are disposed of in the least harmful way possible.

Policy EJ-1.15 Resiliency Hubs

Maintain and expand resiliency hubs to offer community-serving refuge facilities in the event of increased pollution exposure caused by events such as poor air quality days, hazardous waste material spills, or inadequate grid reliability.

Policy EJ-1.16 New Sensitive Developments

Insulate sensitive receptors from poor air quality by requiring any new development of medical facilities, childcare facilities, educational facilities, and senior facilities to include HEPA Air Filtration Systems. (*Source: Existing Program, HQL-2*).

Policy EJ-1.17 Proximity to Pollution Sources

The City shall avoid locating new sensitive uses such as schools, childcare centers, and senior housing in proximity to sources of pollution, odors, or near existing businesses that handle toxic materials. Where such uses are located in proximity to sources of air pollution, odors, or toxic materials, the City shall require that building design, construction safeguards, and technological techniques to mitigate the negative impacts of hazardous materials and/or air pollution on indoor air quality. (*Source: Existing Policy, HQL-7.5*)

Policy EJ-1.18 Prevent, Reduce and Clean up Litter and Illegal Dumping.

Seek creative partnerships and programmatic solutions related to the prevention of and clean-up of litter and illegal dumping.

Policy EJ-1.19

Support community health by adopting smoke-free housing regulations. Adopt an Ordinance related to smoke-free multi-family housing, track implementation and monitor community health outcomes. Partner with Alameda Council Health Department, community-based organizations and academic researchers among others to evaluate local tobacco control and identify trends in population health in response to passage of the smoke-

Additional General Plan Pollution Burden Policies & Programs

The following is a list of General Plan policies and programs included in the Natural Resources (NR) Element, Mobility (M) Element, Hazards (HAZ) Element, and Health and Quality of Life (HQL) Element support Environmental Justice Goal EJ-1.0.

NR-2.1 Ambient Air Quality Standards	NR-2.12 Preference for Reduced-Emission Equipment
NR-2.2 New Development	NR-2.18 Exposure Reduction Measures for New Receptors
NR-2.3 Emissions Reduction	NR-2.19 Exposure Reduction Measures for both Existing and New Receptors
NR-2.4 Community Greenhouse Gas Reduction	NR-4.12 Urban Forestry
NR-2.5 Municipal Greenhouse Gas Reduction	M-11.2 Designated Truck Routes
NR-2.7 Coordination with Bay Area Air Quality Management District	M-11.3: Truck Parking in Neighborhoods
NR-2.10 Zero-Emission and Low-Emission Vehicle Use	HAZ-6.1: Hazardous Materials Program
NR-2.14 Air Quality Education	HAZ-6.2: Site Investigations
NR-2.15 Community Risk Reduction Strategy	HAZ-6.4: Land Use Buffers
NR-2.16 Sensitive Uses	HAZ-6.8 Truck Routes
NR-2.17 Source Reduction Measures	M-2.5 Regional Traffic Impacts
NR-2.11 Zero-Emission and Low-Emission Vehicle Advocacy	HQL-7.6 Mold and Lead Hazard Prevention
	HQL-8.1 Manage and Enhance Urban Forest

- **Program HQL-1: Healthy Community Program.** The City shall partner with local health officials, planners, nonprofit organizations, businesses, schools, hospitals, local health clinics, and community groups to conduct a study to identify strategies, programs, and practices that prioritize the overall health of Hayward residents and employees. Based on findings from the study, the City shall prepare and submit recommendations to the City Council on ways the City can prioritize community health and remove barriers to healthy living.
- **Program HQL-2. Healthy Development Checklist.** The City shall develop a checklist of health strategies that could be incorporated into the design of discretionary development projects and plans. The City shall share this resource with project applicants to help them design their projects to promote community health.
- **Program HQL-5. Urban Forest Management Plan.** The City shall develop and adopt an Urban Forest Management Plan.
- **Program M-22. Truck Routes Study.** The City shall conduct a study of the Surface Transportation Assistance Act (STAA) truck routes and local truck routes (i.e. Hayward Traffic Code Section 6.11) to evaluate and confirm the optimal network for truck traffic through and within the city. Based on findings from the study, the City shall prepare and submit recommendations to the City Council on an appropriate system of truck routes.

Goal 2 Public Facilities

According to CalEPA, access to public facilities is an environmental determinant of health outcomes. Under State law “public facilities” include, but are not limited to, public improvements, services, and community amenities (Government Code Section 65302(h)(1)(A)). These facilities include cultural centers, streets and roads, government buildings, schools, public transit, and public open space. Low-income and minority communities have historically had fewer public investments in their neighborhood and less access to critical public resources (OEHHA 2017). To promote environmental justice in Hayward, it is necessary to understand the context of public facility accessibility across the City.

Parks, Schools, and Cultural Centers: The availability of greenspace (parks, fields, open space) in proximity to housing can create opportunity for physical activity and social interaction. According to the World Health Organization, both physical activity and social interaction have been linked to improved health outcomes. Similarly, public schools and cultural centers provide opportunities for recreation and community engagement that are necessary to supplement the mental and physical health of residents.

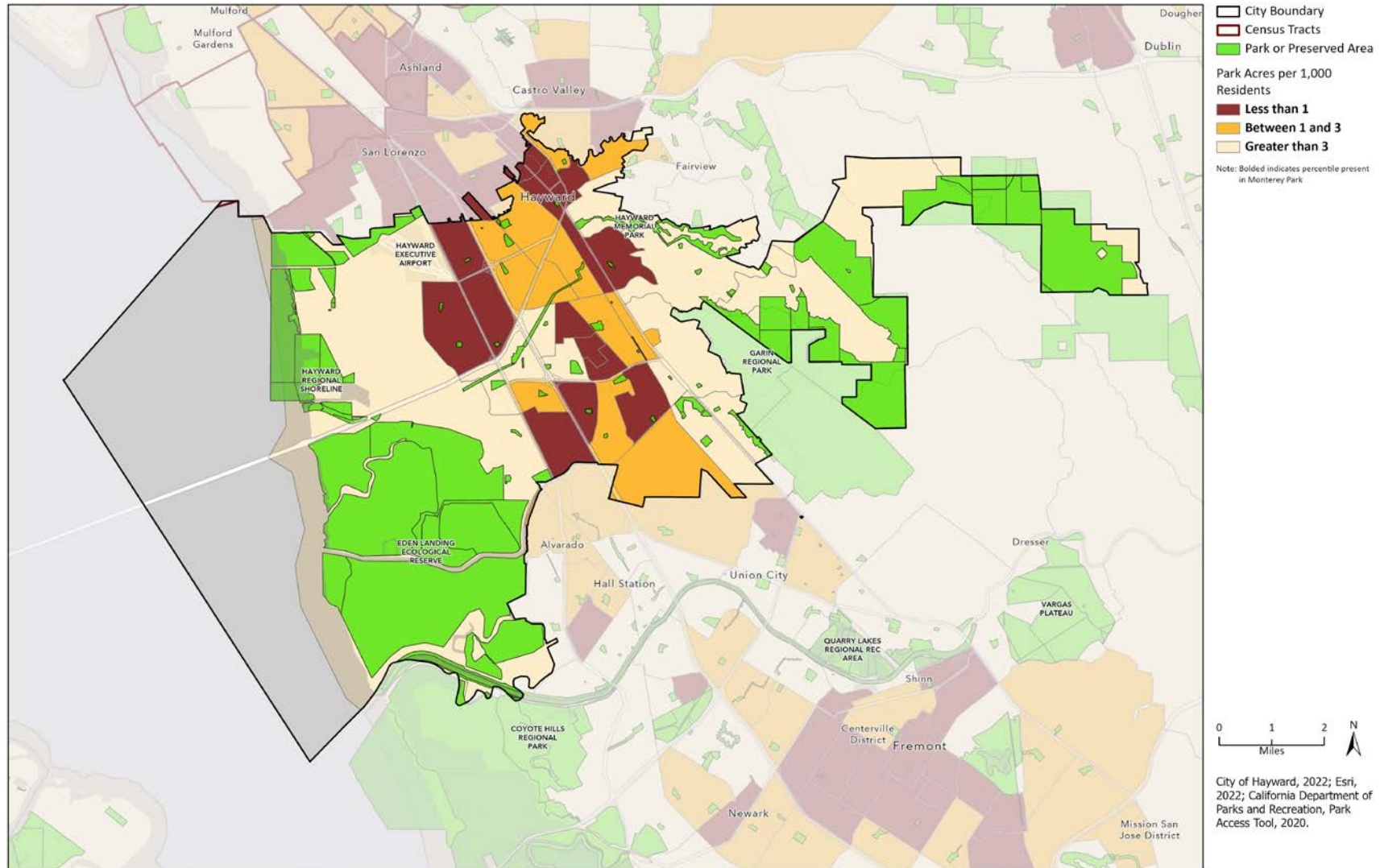
There are 28 public schools within the Hayward Unified School District, including 19 elementary schools, five middle schools, and four high schools in addition to adult and early learning educational facilities. Public schools in the City are geographically dispersed equitably across the City.

Hayward schools supplement community health by providing opportunities for the attending students to engage with their communities and participate in recreational activities during operating hours.

The Hayward Area Recreation and Parks District operates over 57 parks and trails in the Hayward Planning Area. In addition, the City maintains several playground areas and playing fields at local schools for public use. The California Statewide Park Program (Public Resources Code Section 5642) defines “critically underserved communities” as those communities having a ratio of less than 3 acres of parkland per 1,000 residents. According to the California Department of Parks and Recreation’s Park Access Tool, 76 percent of residents in Hayward live in areas with less than 3 acres of parks or open space per 1,000 residents. This indicates that 76 percent of residents in Hayward live in underserved areas for park access. Figure 4 shows the distribution of parks and park access rates throughout Hayward by neighborhood.

There is a disparity in the distribution of parks throughout the City, with areas in the central portion of the City having less than 3 acres of parkland access per 1,000 residents. About half of all neighborhoods in the central portion of the City have less than one park acre. Reduced park access has the potential to impact the physical and mental health of residents.

Figure 4 Park Access in Hayward



Transportation and Mobility. Bike lanes are a public facility that enable residents of a community to access necessary resources without the availability of an automobile. In this way, bike lanes democratize transportation to allow for increased food access, increased opportunity for exercise (access to parks and open space), and improved connectivity to regional transit. The City of Hayward encompasses a total area of 64.06 square miles. Accessibility across the large City geography is also important for residential resource access.

In 2023, there are a number of bike lanes in the City of Hayward available to residents. Currently, there are 5.7 lane miles of Class I bike lanes, 65.9 lane miles of Class II bike lanes, and 75.3 lane miles of Class III bike lanes.

The Hayward Bicycle and Pedestrian Master Plan includes proposed upgrades to the bicycle network to encourage the development of a unified bicycle system throughout the City. Implementation of these proposed upgrades would help to increase

resource accessibility, especially for those communities without access to an automobile.

Public transit availability within a geographic area is another important public asset that provides accessibility for geographically marginalized communities. Public transit improves access by ensuring that those residents without automobiles can access jobs, services and resources. Hayward is served by several transit providers offering differing transit types such as bus, train, and paratransit shuttle services. The two main forms of public transportation around Hayward are provided by AC Transit Regional Bus Service (AC Transit) and Bay Area Rapid Transit (BART). In addition to these transportation services, the City of Hayward provides special shuttle services for senior, disabled, and other community members. The transit options in Hayward offer comprehensive transport to all neighborhoods within the community and support connectivity to regional transit options.

GOAL EJ-2.0

Ensure that residents in Hayward have access to a diverse range of public facilities to promote community wellbeing and resource access.

Policies

Policy EJ-2.1 Park Accessibility

Coordinate with the Hayward Area Recreation and Park District (HARD) to ensure that new and existing parks are accessible to pedestrians and bicyclists and are adequately connected with transit networks.

Policy EJ-2.2 Existing Park Quality

Work with HARD to improve the quality and safety of existing parks with a focus on areas with the lowest number of park acreage per capita. Where feasible, incorporate green stormwater infrastructure designed to provide multiple benefits, such as flood prevention, trash capture, heat mitigation, and biodiversity.

Policy EJ-2.3 Increase Parks in Central Hayward

Work with HARD to improve park access per capita in central Hayward through the development of pocket parks and conversion of underutilized rights-of-way into parklets. Prioritize census tracts with less than one acre per 1,000 residents as shown in Figure 4.

Policy EJ-2.4 Green Space through Residential Development

Require future medium-density and high-density development to incorporate green space as part of the development review process to meet community need across the City. Prioritize building green space in disadvantaged communities (DACs), and low-income neighborhoods. Engage the community in green space design and development.

Policy EJ-2.5 Park Safety

Increase park safety by encouraging HARD to incorporate Crime Prevention Through Environmental Design (CPTED) strategies into the park design and development process.

Policy EJ-2.6 Bus Stop Safety

Promote public transportation accessibility by ensuring that all City bus stops have covered shelters, seating, and ability-accessible signage.

Policy EJ-2.7 Active Transportation

Support active transportation in Hayward by facilitating the timely and effective implementation of the programs and policies outlined within the Hayward Bicycle and Pedestrian Master Plan & Multimodal Intersection Implementation Plan and Nexus Study. Prioritize creating “complete streets” and evaluate any road upgrade projects for inclusion of green stormwater features such as permeable pavement, planters, and bioswales.

Policy EJ-2.8 Affordable Transit

Coordinate with AC Transit to support the expansion of the discounted fare program to include low-income residents.

Policy EJ-2.9 EV Charging Stations

Support equitably placed and conveniently located public EV charging stations across the City by ensuring that the Municipal Code allows for efficient permitting and installation of public stations and identifying incentivized priority areas based on geographic equity.

Policy EJ-2.10 Parks Standard

The City shall seek to increase the number of parks throughout the city by working with HARD to achieve and maintain the following park standards per 1,000 Hayward residents:

- Two acres of local parks,
- Two acres of school parks,
- Three acres of regional parks,
- One mile of trails and linear parks, and
- Five acres of parks district-wide. (*Source: Existing Policy HQL-10.2*)

Policy EJ-2.11 Joint Use Facilities

The City shall coordinate with Hayward Unified School District (HUSD) and HARD to identify multi-use facilities on City and School District owned properties to increase park and recreation space in constrained and developed portions of the City.

Additional General Plan Public Facilities Policies & Programs

The following is a list of General Plan policies and programs included in the Health and Quality of Life (HQL) Element, Mobility (M) Element, and Community Safety (CS) Element and support Environmental Justice Goal EJ-2.0.

HQL-10.1 Parks and Recreation Master Plan	HQL-10.12 Maximum Park Dedications
HQL-10.2 Park Standards	HQL-10.13 Park Funding
HQL-10.3 Mini Parks and Tot Lots	HQL-10.14 Joint Use Facilities
HQL-10.4 Urban Infill Parks	HQL-10.15 Multipurpose Facilities
HQL-10.5 Neighborhood Focal Points	HQL-10.16 Public Facilities for Recreation
HQL-10.6 Parks as Buffers	HQL-10.17 Neighborhood Involvement
HQL-10.7 Park Access	CS-1.9 Crime Prevention Through Environmental Design
HQL-10.8 Drought Tolerant Landscaping	CS-1.13 Park Security and Safety
HQL-10.9 Security and Maintenance	M-1.6 Bicycle, Walking and Transit Amenities
HQL-10.10 Neighborhood-Based Park Surveillance	M-1.7 Eliminate Gaps
HQL-10.11 Buffer Potential Impacts	M-7.6 Safe System
	M-5.3 Access to Transit

- Program HQL-1: Healthy Community Program.** The City shall partner with local health officials, planners, nonprofit organizations, businesses, schools, hospitals, local health clinics, and community groups to conduct a study to identify strategies, programs, and practices that prioritize the overall health of Hayward residents and employees. Based on findings from the study, the City shall prepare and submit recommendations to the City Council on ways the City can prioritize community health and remove barriers to healthy living.
- Program HQL-2. Healthy Development Checklist.** The City shall develop a checklist of health strategies that could be incorporated into the design of discretionary development projects and plans. The City shall share this resource with project applicants to help them design their projects to promote community health.
- Program HQL-5. Urban Forest Management Plan.** The City shall develop and adopt an Urban Forest Management Plan.
- Program M-22. Truck Routes Study.** The City shall conduct a study of the Surface Transportation Assistance Act (STAA) truck routes and local truck routes (i.e. Hayward Traffic Code Section 6.11) to evaluate and confirm the optimal network for truck traffic through and within the city. Based on findings from the study, the City shall prepare and submit recommendations to the City Council on an appropriate system of truck routes.

Goal 3 Food Access

Access to healthy food is an important contributor to positive health outcomes and quality of life. Historically, low-income communities have been disproportionately impacted by lack of food access within their communities. According to the U.S. Department of Agriculture, the inability to access nutritious food has been associated with lack of transportation resources, and a lack of locally available affordable options for nutritious food. Food access can be measured by food-insecurity and the presence of food deserts within a community.

Food Insecurity. The U.S. Department of Agriculture defines food insecurity as a lack of consistent access to enough food for an active, healthy life. The food insecurity rate in California is measured to be at 10.2 percent of the total population, with 72 percent of those food insecure people being eligible for the federal Supplemental Nutrition Assistance Program. The City of Hayward is located within California's Congressional District 15. According to Feeding America, the food insecurity rate in California District 15 is 6.6 percent, with approximately 52,000 people defined as food insecure. Of those who are classified as food insecure, 58 percent are considered eligible for the federal Supplemental Nutrition Assistance Program. These statistics reported for Congressional District 15 are notably lower than the state average. However, food insecurity is still present within the region and may disproportionately impact marginalized populations.

Local food security can be improved through better public transportation networks and increasing the availability of nutritious food providers within low-income communities.

Food Deserts. "Food deserts" are areas where residents have limited access to a variety of healthy

and affordable food. The USDA maintains a Food Access Research Atlas that identifies food deserts within the United States. The USDA defines the food desert classification as any low-income census tract with a substantial number or share of residents with low levels of access to retail outlets selling health and affordable foods. For the purposes of the Food Access Research Atlas, low-income and low-access census tracts are defined below:

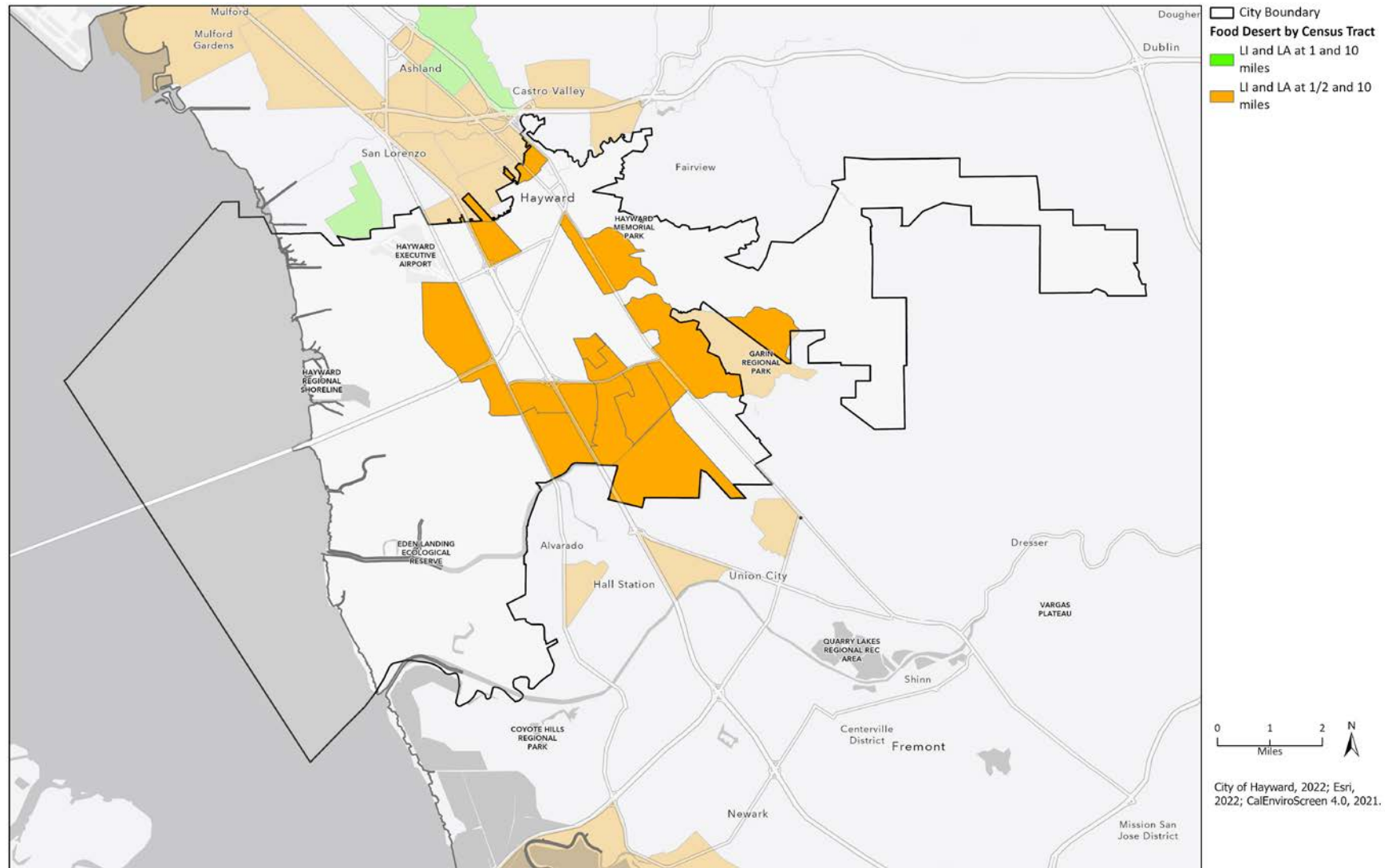
Low-income. A census tract with a poverty rate of 20 percent or greater, or median family income at or below 80 percent of the statewide or metropolitan area median family income.

Low-access. A census tract with at least 500 people or 33 percent of the tract's population living more than 1 mile (urban areas) from the nearest supermarket or grocery store.

There are no identified food deserts within the City of Hayward. However, there are communities that are classified as Low-income and Low access at an impaired access distance of more than ½ mile from the nearest supermarket or grocery store (See 5). These communities are primarily located in central and south Hayward neighborhoods.

Figure 5 shows the neighborhoods that are classified as Low income and Low access at the 0.5-mile access distance in Hayward.

Figure 5 Low-Income Food Access in Hayward



GOAL EJ-3.0

Foster a community in which all members have adequate access to healthy, affordable, and nutritious foods.

Policies

Policy EJ-3.1. Community Gardens and Farmers Markets

Expand access to nutritious food and groceries by developing City-sponsored farmer's markets and community gardens throughout the City.

Policy EJ-3.2. Nutrition Education Programs

Expand local programs that are focused on public nutritional education and healthy produce access through the Hayward Area Recreation and Parks District (HARD) and other non-profit and advocacy groups for broader outreach and dissemination to the public.

Policy EJ-3.3. Partnerships

Partner with Alameda County All In Eats to encourage food recovery. Further expand food access for marginalized communities by partnering with local non-profits and food banks to expand the availability of subsidized food programs.

Policy EJ-3.4. Information Dissemination

Disseminate information about State and Federal food subsidy resources that are available to qualifying members of the public, including the federal Supplemental Nutrition Assistance Program (SNAP).

Additional General Plan Food Access Policies & Programs

The following is a list of General Plan policies and programs included in the Health and Quality of Life (HQL) Element and support Environmental Justice Goal EJ-3.0.

HQL-3.1 Access to Healthy Foods	HQL-3.5 Community Garden Target
HQL-3.2 New Healthy Food Ventures	HQL-3.6 Community Gardens in Multi-Family Housing Developments
HQL-3.3 Healthy Corner Stores	HQL-3.7 Support for School Gardens
HQL-3.4 Partnerships for Farmers Markets	HQL-3.8 Restrict Unhealthy Food Options

- **Program HQL-3. Food Policy Task Force.** The City shall work with Healthy Eating Active Living Cities Campaign (HEAL) to develop and maintain a task force to advance healthy food options within the city.

Goal 4 Safe and Sanitary Homes

The quality of housing in a community has a direct impact on the health of people who reside within those homes. Areas with predominantly low-income residents are more likely to have dwelling units that were built before current housing standards and regulations were established. Additionally, low-income residents may be financially incapable of upkeeping their homes in a manner necessary to maintain a healthy living environment. Housing conditions such as poor ventilation and substandard building materials/quality can result in mold developing through moisture, exposure to asbestos, and exposure to extreme climate variations. Other factors that can contribute to unsafe housing conditions include landlord neglect and overcrowding.

Low-income households disproportionately experience severe housing problems. These housing problems include physical defects to a unit, overcrowded conditions, and housing cost burden. According to the Department of Housing and

Community Development, approximately 80 percent of extremely low-income and 75 percent of very low-income households in Hayward had one or more housing problems.

Housing problems in Hayward disproportionately affect households of color, as Hispanic/Latino (63 percent), Native American (62 percent), African American (59 percent), and Asian/Pacific Islander (52 percent) experienced the highest rates of housing problems in the city, compared to 38 percent of non-Hispanic white households.

Age of Housing Stock. Age of housing stock is a primary indicator of housing quality. Older housing stock is more likely to contain pollutants such as lead and asbestos. Additionally, as housing ages, the quality of the original materials and infrastructure may begin to deteriorate. Unless an older house is regularly maintained, it is likely to decrease in quality with time. In addition, older housing is likely to have been constructed using outdated construction practices and obsolete materials that have since been retired.

According to 2019 American Community Survey (ACS) estimates, there are a total of 52,268 housing units within the City of Hayward. Of these housing units, only about 10 percent were built during the year 2000 or later. Approximately 80 percent of the housing stock within the City was built before 1990, with most of the houses having been built between 1950 and 1980. The housing stock's older age suggests that houses within the City may have prevalent quality issues related to the structures' age.

Housing Cost Burden. Cost burden is defined by Title 24 Housing and Urban Development Code of Federal Regulations Section 91.5 as “[t]he extent to which gross housing costs, including utility costs, exceed 30 percent of gross income, based on data available from the U.S. Census Bureau.” Households paying more than 30 percent of their gross income on housing costs are considered cost burdened, whereas households spending over 50 percent of housing costs are considered severely cost burdened. According to the ACS, nearly half of all renter households in the United States are cost burdened.

According to 2018 CHAS estimates, approximately 40 percent of total households in Hayward were cost burdened while another 17 percent were severely cost burdened, Figure 6 depicts the CalEnviroScreen 4.0 housing cost burden percentile for neighborhoods in Hayward.

Communities in the central portion of the City tend to have the highest percentiles for housing cost burden, indicating that they rank higher than most communities in California for this metric.

Overcrowding. The U.S. Department of Housing and Urban Development (HUD) defines an overcrowded unit as one occupied by 1.01 persons or more per room (excluding bathrooms and kitchens). According to the ACS 5-Year Estimates for 2019, 14 percent of units in Hayward were considered overcrowded. For reference, the statewide overcrowding percentage was 8.2 percent, while the percentage Alameda County was 7.2 percent. The percentage of overcrowded units within Hayward is greater than the Statewide and County average.

Overcrowding varies significantly by neighborhood in Hayward. There are several areas within Hayward that exceed the statewide average for the percentage of overcrowded households (8.2 percent). Within the Harder Tennyson neighborhood there are a significantly higher number of overcrowded rooms than the rest of the City, with some portions of the neighborhood having 38.6 percent of residents that live in overcrowded conditions. Figure 7 shows the disparity in overcrowded households in the City.

Figure 6 Housing Cost Burden in Hayward

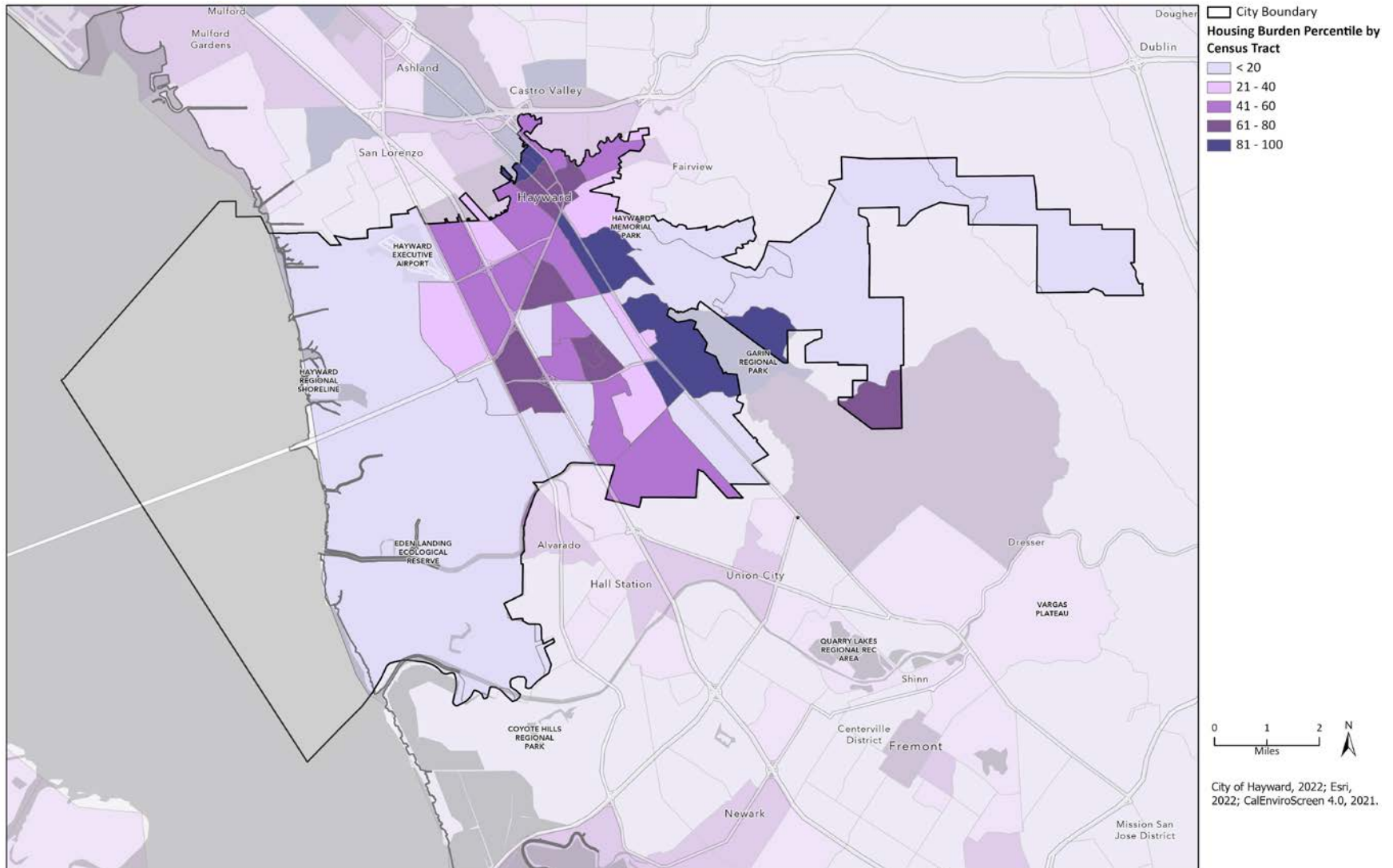
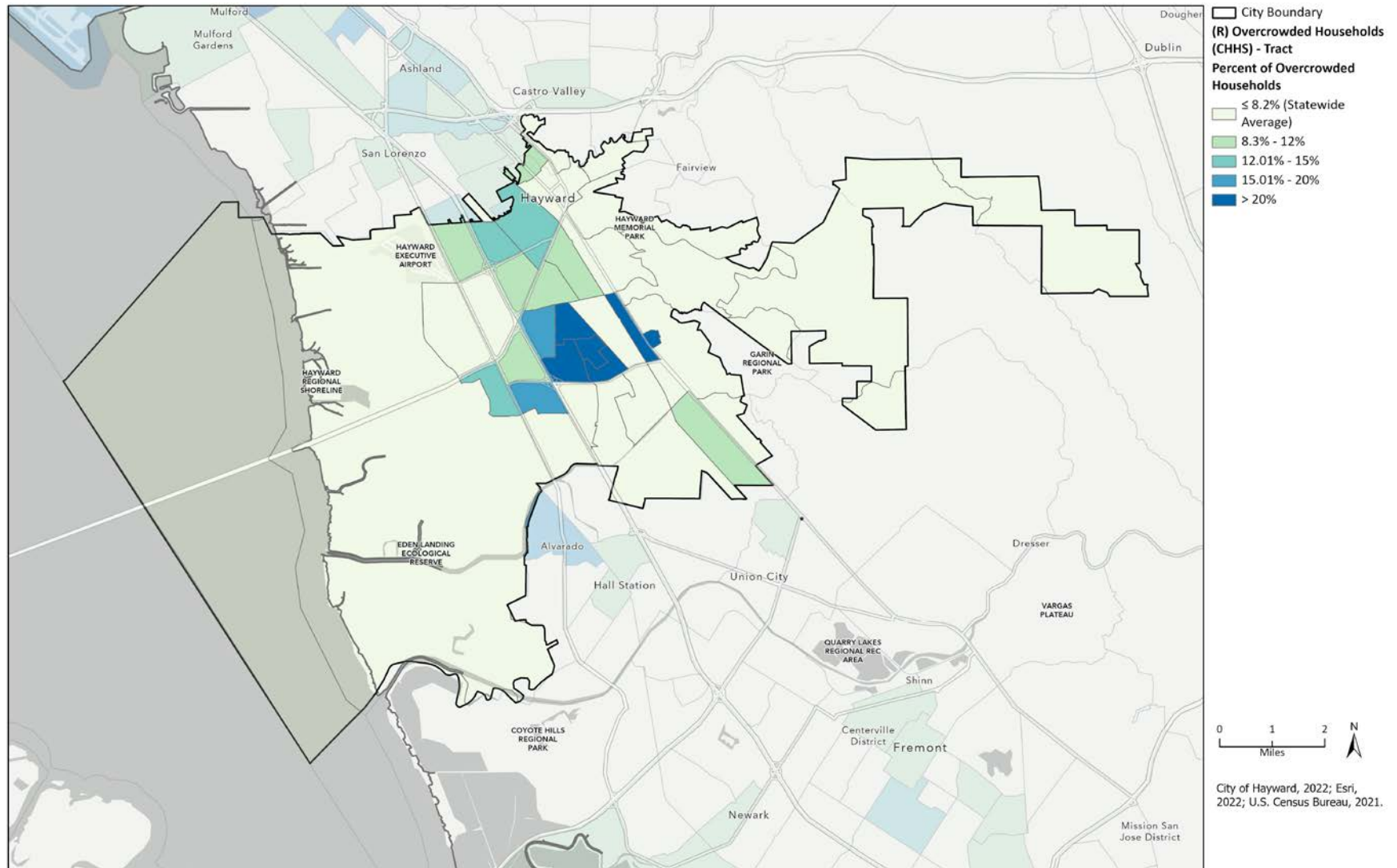


Figure 7 Overcrowding in Hayward



GOAL EJ-4.0

Support the health of Hayward residents by ensuring that living conditions and housing quality in the City are safe for habitation.

Policies

Policy EJ-4.1. Housing Cost Burden

Support the development of a variety of housing types and levels of affordability by implementing the programs and policies outlined within the 6th Cycle Housing Element. (*Source: Housing Element Programs H-3, H-4, H-5, H-6, H-7, H-8, H-9, H-10, H-11, H-12, H-13, H-14, H-15, H-16, H-17, H-18, H-19, H-21, H-22, and H-23*).

Policy EJ-4.2. Home Maintenance Programs

Promote home safety by developing public programs that subsidize home-maintenance projects for low-income residents and provide public resources for necessary home improvements. Include incentives for residents to add green infrastructure like rain gardens and tree canopy to their homes.

Policy EJ-4.3. Residential Rental Housing Inspection Program

Maintain and expand the residential rental housing inspection program to improve housing conditions for vulnerable renters in Hayward. (*Source: Housing Element Program H-2 and H-24*)

Policy EJ-4.4. Tenant's Rights

Host quarterly workshops on the topic of tenant's rights and the available programs to protect vulnerable renters.

Additional General Plan Safe and Sanitary Homes Policies

The following is a list of policies included in the Hayward 6th Cycle Housing Element supports implementation of Goal EJ-4.0.

H-1.2 Preserve Affordable Single-Family Housing	H-5.5 Support Organizations Serving the Homeless Community
H-1.3 Residential Rehabilitation	H-5.6 Range of Housing for Seniors
H-1.4 Preserve At-Risk Units and Naturally Occurring Affordable Housing	H-5.7 Family Housing
H-1.5 Funding for Accessibility Retrofits	H-5.8 Universal Design Standards
H-2.2 Provide Incentives for Affordable Housing	H-6.1 Fair Housing Services
H-2.6 Financial Assistance	H-6.2 Housing Discrimination
H-5.1 Address Special Housing Needs	H-6.3 Rent Stabilization, Tenant Protections and Tenant Relocation Assistance
H-5.2 Housing for Supportive Services	H-6.4 Fair Housing Outreach
H-5.4 Support Alameda County Continuum of Care Council	H-6.6 Rental Assistance
	H-6.7 Fair Chance Housing

Goal 5 Physical Activity and Health

According to the Center for Disease Control and Prevention, lack of physical activity is associated with increased levels of chronic disease, including heart disease, diabetes, and obesity. The environmental context within a community can serve to promote or discourage levels of physical activity for residents. Communities with adequate access to open space, nutritious food, and multimodal transportation are more hospitable to physical activity and are therefore more likely to have better health outcomes. Lower-income communities tend to have decreased access to those key contributors to physical activity, and thus may be disproportionately impacted by the externalities of physical inactivity.

Physical Fitness. According to the California Health Interview Survey, the City of Hayward had a lower percentage of adults (18 years and older) meeting the recommended physical activity guidelines in comparison to the County (Hayward was 39 percent and Alameda County was 41 percent). The lower levels of physical activity within Hayward may be due to a variety of factors, including lack of active transportation infrastructure or lack of recreational space.

Health Demographics. The following list summarizes key health demographics for the Hayward community.

- **Obesity:** According to the Center for Disease Control and Prevention, the reported percentage of obese adults in Hayward was 25.5 percent. This statistic is higher than the same metric for Alameda County of 21.5 percent.
- **Asthma:** According to the California Health Interview Survey, 17.5 percent of children and teens in Hayward were diagnosed with asthma between 2017 and 2018. This local statistic is 2 percent higher

than the same metric for Alameda County. Data on asthma-related emergency department visits by geographic area indicates that the eastern portion of the City has lower asthma-related emergency department visits than the central and western portion of the City.

- **Cardiovascular Disease Death:** According to the Center for Disease Control and Prevention, the cardiovascular disease deaths (per 100,000 population) in Hayward were reported to be 145.1. The same demographic for Alameda County was reported to be significantly higher at 169.6. This statistic indicates that health outcomes related to cardiovascular disease in Hayward are significantly better than County outcomes.

GOAL EJ-5.0

Support the health of the diverse members of the Hayward community through a proactive approach to resident well-being.

Policies**Policy EJ-5.1 Asthma Awareness**

Partner with the Alameda County Health Department and local health organizations to develop educational programs focused on asthma awareness, monitoring, and prevention. Inform the public about heightened local asthma risk by developing an asthma informational document identifying warning signs, prevention strategies, and County Public Health Department resources. Disseminate asthma informational documents broadly to residents of the City. Advocate for the Alameda County Health Department and Hayward Unified School District to facilitate an in-school asthma screening program.

Policy EJ-5.2 Firehouse Clinic Model

Increase access to health services by expanding the use of the Firehouse Clinic Model in Hayward to additional firehouse locations throughout the City, with priority given to locations in the central and western portion of the City.

Policy EJ-5.3 Clinic Shuttles

Support community health by developing a Clinic Shuttle program to provide subsidized on-demand access to intra-City clinics and health centers, especially those that offer subsidized care.

Policy EJ-5.4 Tree Canopy

Support active transportation by preserving existing and increasing tree canopy through implementation of an expanded urban greening initiative. *[See CAP Programs CAP-CS 1.2, 1.4, 1.5 and 1.6 related to identification of and expansion of urban tree canopy, and updating the Tree Preservation Ordinance]*

Policy EJ-5.5 Public Recreation

Coordinate with the Hayward Area Recreation District to broaden outreach, availability and accessibility of public recreation programs to ensure there are opportunities for physical activity for all demographics in Hayward including the youth, senior citizens, and disabled residents.²

Policy EJ-5.6 Safe Routes to School

Continue to implement the Safe Routes to School (SR2S) program at City schools and prioritize infrastructure improvements to bolster this initiative.

² HQL

Additional General Plan Health and Physical Activity Policies & Programs

The following is a list of General Plan policies and programs included in the Health and Quality of Life (HQL) Element and support Environmental Justice Goal EJ-5.0.

HQL-1.1 Health in All Policies	HQL-10.16 Public Facilities for Recreation
HQL-1.3 Collaboration for Improved Health	HQL-10.17 Neighborhood Involvement
HQL-1.4 Health Statistics	HQL-11.1 Recreational Corridors
HQL-1.5 Health Events	HQL-11.4 Trail Access for People with Disabilities
HQL-1.6 Address Health Inequities	HQL-12.1 Recreation Activities for All People
HQL-2.3 Education about Walking, Cycling, and Using Public Transit	HQL-12.2 After School Recreation Programs
HQL-2.5 Safe Routes to School	HQL-12.3 Cultural and Ethnic Programs
HQL-8.1 Manage and Enhance Urban Forests	HQL-12.4 Neighborhood Needs
HQL-8.4 Urban Heat Island Effects	HQL-12.5 Special Needs
HQL-10.1 Parks and Recreation Master Plan	HQL-12.6 Public Spaces
HQL-10.7 Parks Access	HQL-12.7 School Joint Use
	HQL-12.8 Surveys
	HQL-12.8 Private Recreation Facilities

- **Program HQL-1: Healthy Community Program.** The City shall partner with local health officials, planners, nonprofit organizations, businesses, schools, hospitals, local health clinics, and community groups to conduct a study to identify strategies, programs, and practices that prioritize the overall health of Hayward residents and employees. Based on findings from the study, the City shall prepare and submit recommendations to the City Council on ways the City can prioritize community health and remove barriers to healthy living.
- **Program HQL-2. Healthy Development Checklist.** The City shall develop a checklist of health strategies that could be incorporated into the design of discretionary development projects and plans. The City shall share this resource with project applicants to help them design their projects to promote community health.
- **Program HQL-5. Urban Forest Management Plan.** The City shall develop and adopt an Urban Forest Management Plan.
- **Program M-11. Pedestrian Master Plan.** The City shall develop, adopt, and implement a Pedestrian Master Plan that includes a planned sidewalk system, pedestrian design standards, and implementation program. As part of the preparation of the Pedestrian Master Plan, the City shall review and incorporate (as appropriate) planned improvements and programs identified in the Alameda Countywide Pedestrian Plan that connect Hayward's existing and planned pedestrian facilities to regional walking and bicycle facilities. The Pedestrian Master Plan shall include a Safe Routes to Schools Plan, an ADA Transition Plan, and strategies to improve pedestrian connections to parks, transit, and neighborhood commercial, and service uses.

Goal 6 Civic Engagement

Community engagement is an integral component of a general plan update. Equitable planning for a community involves a comprehensive approach to community engagement that enables all residents to participate in the local decision-making process. Marginalized communities have historically been excluded from decision-making processes across multiple levels of government. Senate Bill 1000 affirms that public agencies should develop future community engagement programs in a manner that involves environmental justice communities and other protected classes. By involving and engaging environmental justice communities in decision-making processes, policymakers can effectively meet the needs of all residents within their jurisdiction.

Marginalized communities may have culturally or demographically specific needs that must be considered within local outreach strategy to ensure community success. These needs include, but are not limited to, language requirements, location requirements, timing requirements and providing childcare or other family services during meetings. Equitable engagement strategies work to sufficiently address the unique outreach needs of marginalized and underrepresented populations within an area. The following local demographics are pertinent to facilitating equitable engagement in Hayward.

- **Language Isolation:** According to the U.S. Census Bureau, households that are linguistically isolated are those households where no person over the age of 14 speaks English proficiently. The CalEnviroScreen linguistic isolation metric indicates that numerous neighborhoods in Hayward have a household linguistic isolation percentage of over 10 percent. The central portion of Hayward had the highest rates of linguistic isolation. Across the City, the top three languages spoken besides English are: Spanish, Tagalog and Chinese.
- **Age Layout:** Understanding the age demographics within a community is essential to the development of an engagement strategy that reaches a broad group of residents. Depending on the distribution of age across a population, different approaches to outreach and community interaction should be employed. The distribution of age demographics across Hayward is relatively consistent with State population trends for age. In those neighborhoods with slightly higher populations of persons over 65 years of age, traditional engagement strategies can be coupled with novel tools to broaden the span of public engagement efforts.

GOAL EJ-6.0 CIVIC ENGAGEMENT

City governance is shaped by community input through equitable and accessible civic engagement practices.

Policies

Policy EJ-6.1. Language Access

To ensure equitable and accessible systems and practices, complete a comprehensive language access assessment and public outreach and public resource materials and translation in multiple languages as recommended by the assessment.

Policy EJ-6.2. Community Engagement

Host City led community engagement meetings at times and locations that are accessible to a diversity of community members including but not limited to hosting meetings at multiple timeslots, in varying locations and with translation services. Develop incentives, including but not limited to financial compensation, for community members and organizations' participation.

Policy EJ-6.3. Environmental Justice Communities

Develop an understanding of the unique needs of the varied neighborhoods in Hayward with elevated CalEnviroScreen scores, as amended, by hosting workshops and small meetings within the communities in order to identify community priorities, issues and if needed interventions.

Policy EJ-6.4. Dissemination Through Schools, Churches and Non-Profits

Partner with HUSD, churches, non-profits and other local advocacy groups to develop and disseminate engagement materials for City meetings, workshops and other programming.

Policy EJ-6.5. Diversity Training

Require City staff to participate in Diversity, Equity and Inclusion training to ensure City staff understand the unique history of Hayward neighborhoods and communities and to foster equitable and informed interactions with all community members.