

CITY COUNCIL MEETING
TUESDAY, NOVEMBER 28, 2017

Presentations

PRESENTATION

Item 8—LB 17-049

Commitment for an Inclusive, Equitable, and Compassionate Community (CIECC) Action Plan

Adoption of the Commitment for an Inclusive, Equitable, and Compassionate Community (CIECC)



November 28, 2017

Background

- Formation of Hayward Community Taskforce (*January 2017*)
- Purpose: Update the 1992 Anti-Discrimination Action Plan
- Months of Subcommittee & Taskforce Discussion
- Community Taskforce Presented Recommended Changes to Council (*September 26, 2017*)
- Community Taskforce Follow-up Meeting (Nov. 15, 2017)

November 15

Community Taskforce Follow-up Meeting

Key Discussion Points

1. Establishment of a Council Appointed Committee / Taskforce
2. HPD Advisory Committee
3. City of Hayward Participation in Urban Shield

September 26 – City Council Work Session

Key Discussion Points and Next Steps

- Combine Similar / Duplicative CIECC Action Items
- Streamline and Clarify Action Item Descriptions
- Implicit Bias Training for Staff and Volunteers
- Medium to High Resource Action Items

September 26th: City Council Work Session

Key Discussion Point:

- Combine Similar / Duplicative CIECC Action Items:

Next Steps:

- During initial 6 months:
 - Combine similar or duplicative action items
 - Coordinate CIECC action items with Council Strategic Initiatives
 - Analyze staff resources

September 26th: City Council Work Session

Key Discussion Point:

- Streamlining and Clarifying Action Items:

Next Steps:

- Action item descriptions edited so that they are:
 - Concise:
 - Readily understood; and
 - Use language that is accessible and translates well.

September 26th: City Council Work Session

Key Discussion Point:

- CIECC Action Item D.3.1. – Implicit Bias Training:

Next Steps:

- Implicit Bias Training offered to:
 - Staff at least once a year; and
 - Long-term volunteers on a voluntary basis

September 26th: City Council Work Session

Key Discussion Point:

- Medium to High Resource Action Items:

Next Steps:

- During initial 6 months:
 - Staff to review, analyze, and prioritize the medium and high resource action items; and
 - Report back to Council the implementation feasibility of these action items at the six-month status report.

Alternative to CIECC Section V: Community / Police Relations

Co-Chairs Recommended Alternative Section V

- **Timelines:** Replace Nov. 2019 with incremental deadlines in 2018 and 2019.
- **HPD Advisory Committee:** Community Input on HPD Advisory Committee Membership
- **Community/Police Relations Summit:** Addition of 2018 Community/Police Relations Summit.
- **HPD New Hire Orientation:** Description Clarification
- **Body Wrap Policy:** Clarification of Use of Body Wrap Policy Recommendations.
- **Urban Shield:** Clarification in footnote describing concerns raised by Taskforce

Feedback to **Alternative** to Section V: Community / Police Relations Section

Taskforce Member(s) Feedback to Proposed Alternative

- **HPD Advisory Committee:** “Community Input” on membership needs clarification;
- **Community/Police Relations Summit:** Should involve/be open to many neighborhood, community, and faith-based groups. Provide an opportunity for ongoing community engagement; more than a one-time event;
- **HPD New Hire Orientation:** Not limited to 5 neighborhoods;
- **Urban Shield:** *Clarification about Black Lives Matter (BLM) Movement:* BLM is a member-led organization whose mission is to build local power and to intervene in violence inflicted on Black communities by the state and vigilantes.

Alternative to Section V: Community / Police Relations Section

Council May Choose to...

1. Adopt Section V *as is* in Attachment II;
2. Accept the *Alternative* version of Section V as recommended by the Co-Chairs;
3. *Postpone* adoption of Section V until the Community Taskforce meets to discuss proposed alternative

November 15

Special Meeting of the Community Taskforce

Key Discussion Points and Next Steps

- Establishment of a Council Appointed Committee / Taskforce
- HPD Advisory Committee
- City of Hayward Participation in Urban Shield

November 15

Community Taskforce Follow-Up Meeting

Key Discussion Point: Establish a Council Appointed Committee

- Taskforce proposed that a Council appointed Committee be formed.
- Staff recommended that CIECC implementation responsibility be assigned to City Manager.

Recommendation:

- Continue quarterly meetings of Taskforce in current form for one year through end of 2018; and
- Form a staff interdepartmental CIECC Implementation Team under CMO to ensure implementation

November 15

Community Taskforce Follow-up Meeting

Key Discussion Point: HPD Advisory Committee

- Taskforce proposed Civilian Oversight Board be formed with members chosen by the community.
- Staff recommended a Chief's Advisory Panel

Next Steps:

- During initial 6 months:
 - Determine application and selection process, as well as scope of work for the HPD Community Advisory Panel; and
 - Provide training (roles, responsibilities, bias training, etc.).

November 15

Community Taskforce Follow-up Meeting

Key Discussion Point: Participation in Urban Shield

- Taskforce oppose the City's participation due to past practices, primarily related to militarization of law enforcement during exercises and Vendor past practices. Prefer funds used to train community and first responders at local level.
- Staff recommends continued participation due to training benefits.

Recommendation:

- Use City's participation in Urban Shield to make needed changes.
- Invest and build community member and neighborhood-level capacity to prepare, respond and recover from disasters (i.e. CERT, etc.)

Next Steps

- Community Taskforce to continue for one additional year.
- Develop 2018 Community Taskforce Schedule
- Form City Interdepartmental CIECC Implementation Team
- Finalize HPD Advisory Committee Selection Process and Report back to Council
- Six-Month CIECC Implementation Status Report to Council by June 2018, and annually thereafter.

Questions and discussion

