

**This is draft proposed language to establish the value of ‘Education City’ and identify focus projects throughout the Strategic Roadmap that reflect that value. Council will have the opportunity to discuss this proposal at the May 9 retreat.**

# Education City Focus Projects

**We strive to build a city where all residents have access to quality educational opportunities and cradle-to-career support so they can achieve their life goals.**

The City is committed to working alongside our educational partners to support the academic success and future employment of Hayward’s students. The City does this by actively participating in collaborations like the Hayward Promise Neighborhoods, growing the economy, creating pipelines for public sector careers, providing education and employment services, and communicating about educational opportunities and successes.



**Throughout this plan, we have identified projects with this icon that have an ‘Education City’ focus or services/projects that we are reviewing through an ‘Education City’ lens.**

**Questions we ask when we apply an ‘Education City’ lens to a service or project:**

- Have we communicated with our educational partners to align service offerings and create a more seamless service experience for Hayward families?
- Will this service, project, or policy generate jobs? If so, are there ways we can develop employment pipelines for Hayward youth and residents to access those jobs?
- How are we communicating about education and economic opportunities to Hayward families? What barriers are there for people to access information?
- Transportation specific: Does this project make it easier for families and students to get to their campuses and other educational resources?

As a reminder, Council adopted the language below last year for Racial Equity Focus Projects, which will continue to be in the Roadmap in FY2024.

# Racial Equity Focus Projects

**We strive to build a culture of equity to ensure that we are meeting the needs of all residents.**

The City is committed to providing equitable services that improve the lives of all residents and take into consideration past inequities and injustices. We know achieving this vision requires tackling tough issues like institutional racism and implicit bias. We also know it takes continuous listening, learning, and improvement.



**Throughout this plan, we have identified projects with this icon that have a racial equity focus or services/projects that we are reviewing through a racial equity lens.**

**Questions we ask when we apply a racial equity lens to a service or project:**

- What problem is this service/project seeking to address?
- Who benefits from this service/project? Are some community members impacted by the problem more than others? Do we have demographic information about this group(s)?
- Who does this service/project not benefit? Do we have demographic information about this group(s)?
- Who is currently accessing this service?
- Who is not accessing this service? Do we know why? Are there barriers that makes it more difficult for some community members to use or access this service?
- How are we communicating about this service/project? What barriers are there for people to find up-to-date information?
- "What racial, cultural, and/or ethnic groups experience disparities related to this program? How does this program benefit them or further exacerbate their disparities?"