

CITY COUNCIL MEETING
TUESDAY, SEPTEMBER 26, 2017

PRESENTATIONS

ITEM # 9 – WS 17-043

**Hayward Community Taskforce
1992 Anti-Discrimination Action Plan Update**

Hayward Community Taskforce

1992 Anti-Discrimination Action Plan Update



September 26, 2017

Outline

- Overview of Process
- Review of Guiding Principles
- Discuss Importance of Evaluation and Accountability
- Review 2 Year Action Plan
- Closing Remarks
- Next Steps

Overview of Process

- Formation of Hayward Community Taskforce (*January 2017*)
- Concerns re: Human and Civil Rights of Hayward Community
- Purpose: Update the 1992 Anti-Discrimination Action Plan
- This Plan identifies:
 - What the City will do and
 - What the City will do ***in partnership*** with the Community

Overview of Process



Community Taskforce Members



**Kristal
Brister**



**Sheila
Burks**



**Frank
Burton**



**Freddye
Davis**



**Kevin
Dowling**



**Myra
Feiger**



**Mohammed
Khan**



**Ria
Lancaster**



**Dione
Lien**



**Ruben
Martinez**

Community Taskforce Members



**Kari
McAllister**



**Arzo
Mehdavi**



**Rosaura
Mendoza**



**Linda
Moore**



**Vivian
Phung**



**Galilea
Rios**



**Giancarlo
Scalise**



**Raj
Singh**



**Veronica
Solorio**



**Randy
Wright**

Sanctuary City Subcommittee Members



**Sheila
Burks**



**Frank
Burton**



**Mohammed
Khan**



**Rosaura
Mendoza**



**Benjamin
Leon Elenes**



**Julieta
Martinez**



**Linda
Moore**



**Galilea
Rios**



**Raj
Singh**



**Veronica
Solorio**



**Zachariah
Oquenda**



**Corina
Vasaure**

Community Engagement

**Community
Conversations**



**One-on-One
Conversations**



**On the
Street
Surveys**



**Online
Survey**



Guiding Principles

- **Hayward is a community of inclusive growth & opportunity**
- **We are at a defining moment for Hayward as world events impact us locally**
- **Value statements guiding the development of the plan**

Compassion

Evaluation

Equity

Diversity & Inclusion

Connectedness

Accessibility

Civic Engagement

Community

Community Policing

Opportunity

Evaluation & Accountability



Evaluation & Accountability

Purpose: To ensure accountability that the action items identified in this plan are implemented and monitored.

1

Community members feedback is primary source to measure impact

2

Report-Out: 6 mos. after adoption, then annually

3

Creation of Community Advisory Committee

Evaluation & Accountability

Indicators of Success



Encouraging Shared Community Values



Encouraging Shared Community Values

Purpose: Promote equity, access, inclusion, opportunity, community, and connectedness in Hayward

1

Reduce tensions, improve relationships, & increase respect for human & civil rights.

2






Learn about our neighbors, their families, and their stories.

3

Build community and compassion through curiosity.





Encouraging Shared Community Values

RECOMMENDATIONS

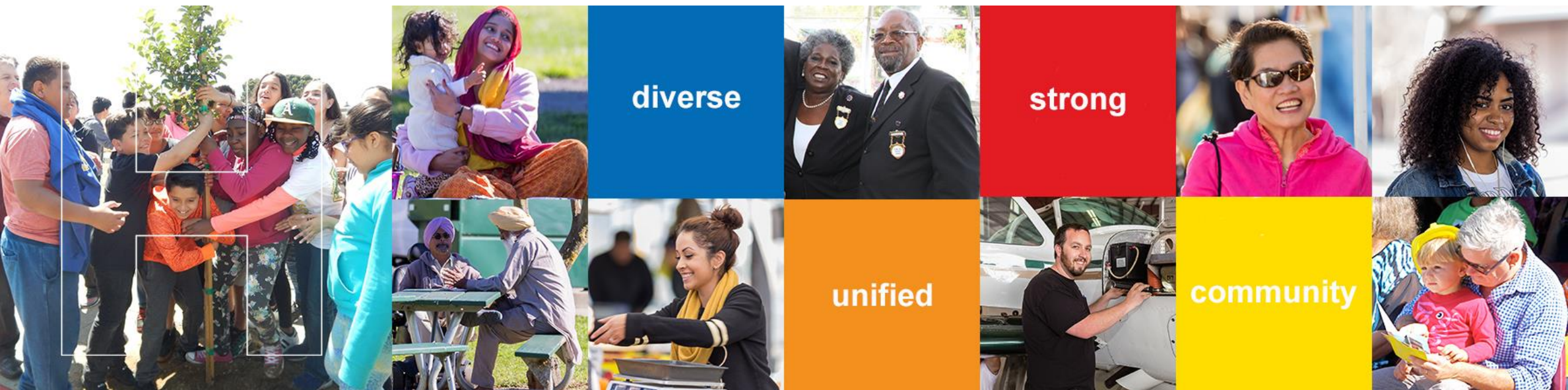
-  Plan multi-cultural events via Hayward Local Agencies Committee (HLAC)
-  **Sponsor quarterly community activities to promote inclusion**
-  **Calendar and promote “The Commitment” activities**
-  Ensure City information and services are equitable
-  Promote The Commitment at existing community events

Encouraging Shared Community Values

RECOMMENDATIONS

-  **Partner with community members to share information**
-  **Community partnerships to deliver programs & services**
-  **Create Toolkit / Welcome Package for community**
-  **Join CSUEB Book-to-Action & Freshman Day of Service**

Fostering Accessibility



Fostering Accessibility

Purpose: To ensure that information, services, and opportunities are available and equitable for Hayward's diverse community

1 Reaffirm commitment to persons with disabilities

2 Remove communication, childcare, cultural, economic, as well as physical barriers






Fostering Accessibility

RECOMMENDATIONS

-  **Make print, media, and web information accessible**
-  Conduct City meetings & activities in accessible and inclusive venues
-  **Increase availability of affordable housing in Hayward**
-  Make City meetings, events affordable and accessible
-  Provide accommodations as needed for emergencies

Fostering Accessibility

RECOMMENDATIONS

-  Provide emergency information in multiple languages
-  Ensure customer service areas in City Buildings are inclusive
-  **Ensure City buildings meet ADA standards**
-  **Survey community members from throughout Hayward**
-  Ensure events are held throughout the City, in all neighborhoods

Dismantling Illegal Forms of Discrimination







Dismantling Illegal Forms of Discrimination

Purpose: To ensure that the City helps community members who are subject to expressions of hate and experience illegal discrimination in housing, education, and/or employment.







Dismantling Illegal Forms of Discrimination

RECOMMENDATIONS

-  Advocate for “immigration status” be added as protected group in state hate crime laws
-  Standardize how City processes discrimination complaints
-  Support community members who experience expressions of hate
-  Evaluate how City responds to discrimination complaints about employees

Dismantling Illegal Forms of Discrimination

RECOMMENDATIONS

-  **Develop alternatives to reporting hate crimes to Police**
-  Coordinate anti-discrimination activities with other SF Bay Area communities
-  Assist people who report discrimination in their *employment, housing, or education*
-  **Partner with local groups to dismantle expressions of hate**

Implementing the Sanctuary City Resolution








Implementing the Sanctuary City Resolution

Purpose: To ensure that **every individual**, regardless of their national origin, gender, gender identity, race, religious affiliation, sexual orientation, or immigration status **is treated with dignity and respect, and feels welcomed in Hayward.**








Implementing the Sanctuary City Resolution

RECOMMENDATIONS

-  **Partner with legal institutions and advocacy organizations**
-  Ensure linguistic access to City services and information
-  Ensure all City officials complete implicit bias training
-  **Expand and mobilize City resources for undocumented immigrants**
-  Provide training and tools for staff & volunteers to better serve non-English speakers.

Implementing the Sanctuary City Resolution

RECOMMENDATIONS

-  Adhere to the Sanctuary City Resolution principles
-  **Create a regional body (i.e. Sanctuary Bay Area)**
-  Forums to discuss meaning of the Sanctuary City Resolution
-  Support community members impacted by ICE actions
-  Don't sign ICE Delegation of Immigration Authority Agreements [287(g) Program]

Enhancing Community / Police Relations








Enhancing Community / Police Relations

Purpose: To create within the Hayward Police Department a culture of transparency and accountability that fosters increased trust and legitimacy, and supports partnerships that strengthen community/police relations in Hayward.








Enhancing Community / Police Relations

RECOMMENDATIONS

-  **Build trust by publicly sharing HPD policies and practices**
-  **Form HPD Community Advisory Committee**
-  Regularly measure level of community trust across all sectors of the Hayward community
-  Ensure new hires tour a minimum of 5 neighborhood groups
-  Facilitate CALEA evaluation team's access to community stakeholders

Enhancing Community / Police Relations

RECOMMENDATIONS

-  Post operation hours at HPD District Command Offices
-  Unify and simplify HPD compliment *and* complaint process
-  **Provide “Mental Health First Aid for Public Safety” training all HPD Officers**
-  **Evaluate Taser & Body WRAP restraint policies/procedures**
-  Withdraw participation from Urban Shield

Key Points

- CMO maintain responsibility for implementation of the Action plans;
- Provide Annual Status Reports to Council;
- City Collaborate w/Community to ensure 2-way communication & coordination of community-driven action items;
- Considerations identified;
 - ❑ Medium to High Resource Action Items
 - ❑ Policy Considerations

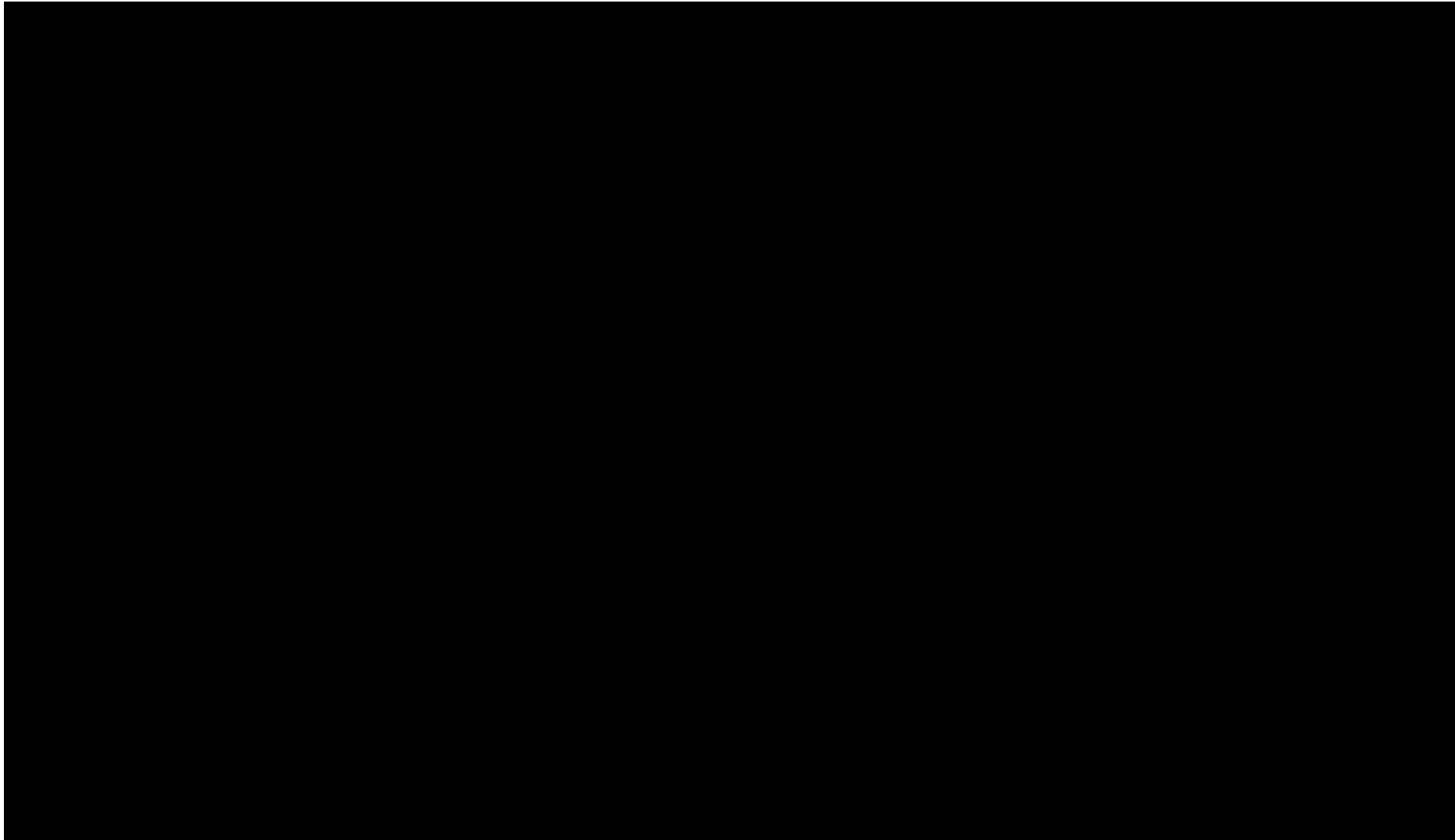
DISCUSSION

Staff Requests Council feedback related to...

- ❖ The Community Taskforce recommendations contained in The Commitment (CIECC) 2 year action plan;
- ❖ The Key Points Identified by Staff

Staff will make necessary modifications after Council feedback & return for adoption on November 28, 2017.

2017 IHN Civic Engagement Recognition Award



Questions and discussion

