

# **CITY OF HAYWARD**

Hayward City Hall  
777 B Street  
Hayward, CA 94541  
[www.Hayward-CA.gov](http://www.Hayward-CA.gov)



CITY OF  
**HAYWARD**  
HEART OF THE BAY

## **Agenda**

**Wednesday, September 15, 2021**

**7:00 PM**

**Remote Participation**

**Community Services Commission**

**This meeting is being conducted utilizing teleconferencing and electronic means consistent with State of California Executive Order No. 29-20 dated March 17, 2020, and Alameda County Health Office Order No. 20-04 dated April 29, 2020, regarding the COVID-19 pandemic.**

**Zoom Webinar Access Information:**

<https://hayward.zoom.us/j/83285018978?pwd=UEJFVms3Q0Y2OStvRGw0SEJzdTJPQT09>

Passcode: L7pw!SEP (for link above)

Or One tap mobile : US: +16699006833, 83285018978#, \*24212364# or +12532158782, 83285018978#, \*24212364#

Or Telephone: Dial (for higher quality, dial a number based on your current location):

US: +1 669 900 6833 or +1 253 215 8782 or +1 346 248 7799 or +1 312 626 6799 or +1 929 205 6099 or +1 301 715 8592

Webinar ID: 832 8501 8978

Passcode: 24212364 for "Dial-in Option"

**How to submit written Public Comment:**

*Send an email to [Jessica.Lobedan@hayward-ca.gov](mailto:Jessica.Lobedan@hayward-ca.gov) by 4:00 p.m. the day of the meeting. Please identify the Agenda Item Number in the subject line of your email. Emails will be compiled into one file, distributed to the Community Services Commission and City staff and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda. <https://hayward.legistar.com/Calendar.aspx>*

*When submitting written comments, indicate in the email if you want your comment read into the record. Request will be allowed provided the reading will not exceed three (3) minutes consistent with the time limit for speakers at Community Services Commission meetings. Email comments will become part of the record of the Community Services Commission meeting.*

**CALL TO ORDER**

**PLEDGE OF ALLEGIANCE**

**ROLL CALL**

**PUBLIC COMMENTS:**

*The PUBLIC COMMENTS section provides an opportunity to address the Community Services Commission. The Commission welcomes your comments and requests that speakers present their remarks in a respectful manner, within established time limits and focus on issues which directly affect the City or are within the jurisdiction of the City. As the Commission is prohibited by State law from discussing items not listed on the agenda, your item may be taken under consideration and may be referred to staff for further action.*

**MINUTES**

[MIN 21-109](#) Minutes of the July 21, 2021, Community Services Commission meeting

**Attachments:** [Attachment I - July 21, 2021 CSC Meeting Minutes](#)

**DISCUSSION**

1. **CAPER: 20 - Day Public Notice**
2. **NOFA: 30 - Day Public Notice - September 17, 2021**
3. **CSC Elections**
4. [LB 21-043](#) Recommendation to Council to Adopt a Resolution Apologizing to Black, Indigenous, and People of Color (BIPOC) on Behalf of the City of Hayward for Its Implicit and Explicit Role in Perpetuating Historical Institutional Racism in the City of Hayward and to Review the Attached Workplan to Address the City's Historical Wrongdoings

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II Draft Resolution](#)  
[Attachment III Workplan](#)

5. [RPT 21-100](#) FY 2021 / 2022 Agenda Planning Calendar

**Attachments:** [Attachment I - Staff Report](#)

**Councilmember / Commissioner / Staff Announcements****Future Agenda Items****ADJOURNMENT****NEXT MEETING – October 20, 2021**

*Assistance will be provided to those requiring accommodations for disabilities in compliance with the Americans Disabilities Act of 1990. Interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Manager at (510) 583-4300 or TDD (510) 247-3340.*



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**File #:** MIN 21-109

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**DATE:** September 15, 2021

**TO:** Community Service Commission

**FROM:** Acting Community Services Manager

**SUBJECT**

Minutes of the July 21, 2021, Community Services Commission meeting

**RECOMMENDATION**

That the Community Services Commission review and approve the minutes of the July 21, 2021, meeting.

**ATTACHMENTS**

Attachment I - July 21, 2021, Community Services Commission Meeting Minutes



## MINUTES

### Community Services Commission Meeting

July 21, 2021 @ 7:00 pm

Hayward City Hall, 777 B Street, Hayward, CA 94541 – Remote Participation

**ANNOUNCEMENT OF MEETING AVAILABILITY:** Webinar ID: 982 0430 0226#; Passcode: 2x\$P%JUL - 94266715

CALL TO ORDER: Meeting called to order at 7:02pm by Chairperson Arzo Mehdavi

PLEDGE OF ALLEGIANCE: Led by Commissioner Arti Garg

ROLL CALL:

Members Present:

- Crystal Arrizon, Commissioner
- Varsha Chauhan, Commissioner
- Arti Garg, Commissioner
- Janet Kassouf, Commissioner
- Arzo Mehdavi, Commissioner / Chairperson
- Linda Moore, Commissioner
- Mick Rubio, Commissioner / Parliamentarian
- Lenora Taylor, Commissioner
- David Tsao, Commissioner

Members Absent:

- Artavia Berry, Commissioner / Vice Chairperson
- Magdalena Cerna, Commissioner
- Emily Chow, Commissioner
- Afshan Qureshi, Commissioner
- Corina Vasaure, Commissioner

Council Liaison:

- Council Member Sara Lamnin

Staff:

- Jessica Lobedan, Acting Community Services Manager
- Amy Cole-Bloom, Management Analyst
- Evelyn R. Olivera, Senior Secretary

Public Comments: None

Approval of Minutes of the Community Services Commission Meeting on June 16, 2021

- A motion to approve the minutes was moved by Commissioner Janet Kassouf with a second by Commissioner Linda Moore. The minutes were unanimously approved by all commissioners in attendance.

## Discussion:

### *FY 2021 – 2022 Contracting Update*

Ms. Cole-Bloom provided a status update for current process of FY 2021 – 2022 contracts. Both Ms. Cole-Bloom and Ms. Lobedan provided answers to inquiries posed by Commissioners.

### *CSC CAF Work-Session*

Ms. Lobedan provided overview and update of the Community Agency Funding Process. Ms. Lobedan requested commissioners form a subcommittee of commissioners to work with a Council Subcommittee for further review and discussion regarding clarifying questions posed to Council by the Community Services Commission.

A CSC CAF Review Committee has formed from the following volunteer commissioners: Linda Moore, Arzo Mehdevi, Arti Garg, Varsha Chauhan and Crystal Arrizon.

### *Review CSC By-laws for FY 2021 - 2022*

Ms. Lobedan provided a review of CSC By-laws, with clarification that a vote would only occur if changes to current by-laws are made. There was no further action taken at this time.

Ms. Lobedan stated she will request guidance from the City Clerk regarding attendance and the ability to vote for action items should said commissioner not be present at time of presentation for item in question.

### *CSC Agenda Planning Calendar*

No changes to the submitted CSC Agenda Planning Calendar.

### *Council Liaison / Commissioner / Staff Announcements*

- Ms. Lobedan shared the CSC draft resolution apologizing to Black, Indigenous, and People of Color (BIPOC) was shared with individuals with personal ties/heritage to the area known as Russell City to seek feedback; this feedback will be discussed at the September CSC meeting.
- Councilmember Lamnin announced an upcoming training on Saturday, July 24, 2021 @ 11a.m. regarding the redistricting lines within Alameda County.
- Ms. Cole-Bloom announced the adoption of the City's "Let's House Hayward!" Strategic Plan to reduce homelessness.
- Ms. Lobedan thanked the exiting Commissioners for the service to the Commission and to the City of Hayward.

- Commissioner Arzo Mehdavi provided update to the Covid Delta Variant continuing to affect the unvaccinated encouraging those to get vaccinated. Although the mandate to wear masks has been lifted, she encourages all to “Please continue to wear your masks”.

**Adjournment at 8:19 p.m.**



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**File #:** LB 21-043

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**DATE:** September 15, 2021

**TO:** Community Service Commission

**FROM:** Acting Community Services Manager

**SUBJECT**

Recommendation to Council to Adopt a Resolution Apologizing to Black, Indigenous, and People of Color (BIPOC) on Behalf of the City of Hayward for Its Implicit and Explicit Role in Perpetuating Historical Institutional Racism in the City of Hayward and to Review the Attached Workplan to Address the City's Historical Wrongdoings

**RECOMMENDATION**

That the Community Services Commission:

- 1) Reviews and approves the draft resolution apologizing to BIPOC on behalf of the City of Hayward for its implicit and explicit role in perpetuating historical institutional racism in the City of Hayward; and
- 2) Recommends that the Council adopt the resolution and review the attached workplan to address the City's historical wrongdoings.

**SUMMARY**

At the June 17, 2020 Community Services Commission (CSC) meeting, staff presented on the City's Racial Equity Action Plan and the Government Alliance for Racial Equity (GARE) cohort details. At this meeting, the CSC provided feedback on the plan and a subset of the CSC requested to write a letter of support for the Racial Equity Action Plan and call for further action by the City of Hayward in its commitment to anti-racism. A subcommittee was formed to draft a letter of support for the Racial Equity Action Plan and call for further action by the City.

The letter of support was reviewed and approved by the full CSC at the July 15, 2020 meeting of the CSC. This letter and its attachments were shared with the full Council at the July 21, 2020 Hayward City Council meeting. Within this letter of support was a recommendation from the CSC for the current Council to issue an apology to the Black Community on behalf of the City for its complicity in institutional racism in the City of Hayward.



A CSC subcommittee was formed to draft this apology in the form of a resolution. As part of the resolution, the CSC subcommittee identified 11 tangible action steps that the City should undertake to address the City's historical wrongdoings and complicity in institutional racism. Staff has created a workplan outlining these action steps, along with work that is currently being done to support these recommendations.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Draft Resolution
Attachment III	Workplan



**DATE:** September 15, 2021

**TO:** Community Services Commission

**FROM:** Acting Community Services Manager

**SUBJECT:** Recommendation to Council to Adopt a Resolution Apologizing to Black, Indigenous, and People of Color (BIPOC) on Behalf of the City of Hayward for Its Implicit and Explicit Role in Perpetuating Historical Institutional Racism in the City of Hayward and to Review the Attached Workplan to Address the City's Historical Wrongdoings

## **RECOMMENDATION**

That the Community Services Commission:

- 1) Reviews and approves the draft resolution apologizing to BIPOC on behalf of the City of Hayward for its implicit and explicit role in perpetuating historical institutional racism in the City of Hayward; and
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## **SUMMARY**

At the June 17, 2020 Community Services Commission (CSC) meeting, staff presented on the City's Racial Equity Action Plan and the Government Alliance for Racial Equity (GARE) cohort details. At this meeting, the CSC provided feedback on the plan and a subset of the CSC requested to write a letter of support for the Racial Equity Action Plan and call for further action by the City of Hayward in its commitment to anti-racism. A subcommittee was formed to draft a letter of support for the Racial Equity Action Plan and call for further action by the City of Hayward.

The letter of support was reviewed and approved by the full CSC at the July 15, 2020 meeting of the CSC. This letter and its attachments were shared with the full Council at the July 21, 2020 Hayward City Council meeting. Within this letter of support was a recommendation from the CSC for the current Council to issue an apology to the Black Community on behalf of the City for its complicity in institutional racism in the City of Hayward.

A CSC subcommittee was formed to draft this apology in the form of a resolution. As part of the resolution, the CSC subcommittee identified 11 tangible action steps that the City should undertake to address the City's historical wrongdoings and complicity in institutional racism. Staff has created a workplan outlining these action steps, along with work that is currently being done to support these recommendations.

## **BACKGROUND**

At the June 17, 2020 Community Services Commission (CSC) meeting, staff presented on the City's Racial Equity Action Plan and the Government Alliance for Racial Equity (GARE) cohort details.<sup>1</sup> At this meeting, the CSC provided feedback on the plan and a subset of the CSC requested to write a letter of support for the Racial Equity Action Plan and call for further action by the City of Hayward in its commitment to anti-racism. A subcommittee was formed to draft a letter of support for the full CSC to review.

The letter of support was reviewed and approved by the full CSC at the July 15, 2020 meeting of the CSC.<sup>2</sup> The letter of support contains three attachments: 1) CSC commitments and intentions regarding the CSC's work as a commission; 2) the Policy and enumerated Powers and Duties of the CSC per the Hayward Municipal Code; and 3) short, near, and long-term recommendations to the Council for consideration. Listed as a short-term recommendation was for the current Council to issue an apology to the Black Community on behalf of the City for its complicity in institutional racism in the City of Hayward. This letter and its attachments were shared with the full Council at the July 21, 2020 Hayward City Council meeting.

In response to the CSC letter and the accompanying recommendation for Council to issue an apology on behalf of the City of Hayward to the Black Community for its complicity in institutional racism in the City of Hayward, a CSC subcommittee was formed to draft this apology in the form of a resolution. As part of the resolution, the CSC subcommittee identified 11 tangible action steps that the City should undertake to address the City's historical wrongdoings and complicity in institutional racism.

A draft resolution with recommended action steps was shared at the June 16, 2021 CSC meeting. At this meeting, City Manager McAdoo recommended that the resolution and action steps be separated into two separate, but joint items. Staff and the CSC subcommittee incorporated this recommendation, as reflected in the attached resolution and workplan.

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<sup>1</sup> June 17, 2020 Meeting of the Hayward Community Services Commission:  
<https://hayward.legistar.com/LegislationDetail.aspx?ID=4568983&GUID=58090595-B455-499D-85E6-59356E4AEEB5&Options=&Search=>

<sup>2</sup> July 15, 2020 Meeting of the Hayward Community Services Commission:  
<https://hayward.legistar.com/LegislationDetail.aspx?ID=4590492&GUID=B0148C0F-740C-4D0A-BC0B-14EECDE77EFD&Options=&Search=>

Staff have created a workplan outlining these action steps, along with work that is currently being done to support these recommendations.

## **DISCUSSION**

### ***Commitment to Equity and Acknowledgement of Past Inequities and Injustices***

The City is committed to providing equitable services that improve the lives of all residents and take into consideration past inequities and injustices. The City recognizes that achieving that vision takes continuous listening, learning, and improvement. The City has a history of building a culture of equity to ensure that the City is meeting the needs of all residents, including:

- **1992:** Adopting the original 1992 Anti-Discrimination Action Plan (ADAP)
- **2017:** Establishing a limited term Community Task Force to update the ADAP and address increasing community concerns about nationwide discrimination
- **2017:** Council Adoption of the Sanctuary City Resolution
- **2017:** Council Adoption of the Commitment for an Equitable, Inclusive, and Compassionate Community
- **2019:** City joins the Government Alliance on Race and Equity
- **2020:** Staff presents the Racial Equity Action Plan to Council
- **2021:** Council adoption of a resolution establishing a city business closure day in observance of Juneteenth

The City is committed to providing equitable services that improve the lives of all residents and take into consideration past inequities and injustices. While the City has a strong history of building and promoting equity, the City has also historically participated in perpetuating institutional racism in the City, both implicitly and explicitly. In acknowledging this, the City takes accountability for past discrimination and harms done to BIPOC community members and reaffirms its commitment to being an inclusive, equitable, and compassionate community for all.

### ***Resolution Apologizing to BIPOC communities for Complicity in Institutional Racism in the City of Hayward***

The CSC has recommended that the current Council issue an apology on behalf of the City of Hayward to the Black Community for its implicit and explicit role in perpetuating historical institutional racism in the City. A CSC subcommittee was formed to draft this apology in the form of a resolution. The resolution is provided in Attachment II. Should the CSC approve this draft resolution, it will be taken to the Council with the recommended action to adopt the resolution.

## **Workplan**

As part of the resolution, the CSC subcommittee recommends 11 tangible actions that the Council take to address the City's wrongdoings and complicity in institutional racism. Staff have created a draft workplan outlining each action item with work that is currently being done to support these recommendations. A summary of the 11 action steps and how this work is currently being supported is outlined below. The workplan in full can be found in Attachment III. If any of these items might require additional resources to research and implement, staff will recommend that the Council discuss the prioritization of these items in the context of the City's adopted Strategic Roadmap, either during the upcoming mid-term or annual review.

### **1) Utilizing a racial equity lens in developing and applying policies and procedures, such as those articulated in City of Hayward's 2021-23 Strategic Roadmap.**

This is formally being done through Strategic Roadmap Organizational Health Project 3. Each Department in the City has selected a project from the Strategic Roadmap for racial equity analysis. Additionally, other projects, policies, and procedures are being developed and implemented using a racial equity lens.

### **2) Continuing and expanding the Government Alliance on Race and Equity (GARE) team and Racial Equity Action Plan.**

The City has been a member of GARE since 2019. Since joining, 28 employees from across the City's departments have participated in GARE's ten-month training on communicating about race, tracking data, and using a racial equity toolkit to evaluate and design City programs. These team members are now training other City staff and conducting workshops for the City's Boards and Commissions.

### **3) Working with BIPOC community members to create new systems of public safety that places the highest priority upon protecting human life.**

In the Summer of 2020, Council directed staff to implement a public safety community engagement project to gather information and experiences throughout the Hayward community to inform future policy discussions. The first phase of this project focused on hearing community concerns. The second phase focused on researching and testing possible policy alternatives. On May 18, 2021, the Council adopted a resolution authorizing funding for the workshop project recommendations. The implementation of these recommendations is ongoing.

### **4) Working with local, state, and regional partners to support and implement anti-racist policies and actions.**

The Hayward Legislative Program outlines the legislative priorities and stances of the City of Hayward with the intent to inform residents, representatives, and policymakers of the

City's stances on the myriad of public policies that intersect with City priorities, programs, and services. Staff is currently updating the City's Legislative Program with recommended legislative priorities. In fall 2021, staff will recommend that the City add an active position of support for legislation, policies, and programs that are explicitly designed to address racial disparities by advancing racial equity and anti-racism.

- 5) For homeownership and loss mitigation assistance, target populations with limited access to homeownership opportunities (where people who are BIPOC are overrepresented) and who have experienced disparate impacts related to homeownership retention during times of crisis and implement outreach efforts that furthers affirmative fair housing by identifying and targeting populations that have been typically underserved.**

On July 13, 2021, Hayward City Council awarded \$4.25M in American Rescue Plan Act (ARPA) funding to housing programs and services to support target populations with limited access to homeownership opportunities. The federal stimulus housing programs were identified based on multiple factors including Hayward housing needs, anticipated foreclosures, existing protections, impacts of the history of systemic racism, and disparate impacts of COVID-19.

Additionally, as part of the Affordable Housing Ordinance, developers are required to target marketing efforts to populations traditionally underserved.

- 6) Prioritizing business ownership assistance for people who are BIPOC whenever such funding is available.**

All Economic Development Division programs utilize an equity lens that emphasizes focusing on serving minority-owned businesses. The City's Small Business Assistance Grant program provides grants to support the purchase of equipment, inventory, marketing material, e-commerce platforms, and interior/exterior improvements of commercial space. Staff will continue to direct funding to traditionally BIPOC-owned business sectors such as personal services, childcare, restaurants and retail. Funding for this program will be increased using ARPA funds for FY 22. The expanded program will feature enhanced engagement of Black-owned businesses to drive participation in the program.

- 7) Prioritizing funding and contracts for organizations, artists, musicians, businesses and contractors who are BIPOC.**

The Community Services Division and CSC use a racial equity lens in determining funding distributed through the Community Agency Funding process, including requesting demographic information of populations served, agency staff, and agency leadership.

**8) Ensuring that literacy and other educational services as well as the Youth Commission and other leadership development opportunities facilitate positive identity for BIPOC youth.**

The City's Family Education Program serves Hayward's at-risk population and partners with community stakeholders to close the education and literacy gap in Hayward. The Family Education Program focuses on community building to holistically address and strategically align the collective impact in the community. Key initiatives include: hiring staff that is representative of the Hayward community; working strategically with Hayward Unified School District (HUSD) to utilize race and ethnicity when allocating resources; working to meet the needs of historically marginalized students through reducing barriers to literacy, such as creating a Tech Lending Library, removing late fees, providing e-resources for every HUSD student, launching the Hayward Bookmobile; and launching the Book to Action program.

**9) Working with the survivors and descendants of Russell City to determine appropriate restitution.**

While staff are not explicitly working with survivors and descendants of Russell City to determine appropriate restitution, staff are working with survivors and descendants of Russell City in other ways, as well as exploring a wealth-building program. Staff are currently working with survivors and descendants of Russell City to design and create culturally competent ways to honor the history and legacy of Russell City. This group has also been consulted on the development of this resolution and workplan, as discussed in the Public Contact section below. Additionally, staff are exploring development of a First-Time Homebuyer Down Payment Assistance/Wealth-Building program.

Restitution and/or reparations programs are being considered by a small, but growing, number of municipalities across the country. These programs intend to acknowledge the harm done by local governments to Black residents through historical practices such as redlining and others that prevented Black residents from home ownership opportunities and assert an intent to make amends for that harm. If the Council supports a restitution and/or reparations program for survivors and descendants of Russell City, staff would recommend developing the program through an extensive community engagement process.

**10) Supporting the work of community partners to design and create culturally competent ways to recognize the contributions of BIPOC Hayward residents and incorporate those recognitions into mural, signage, roadway improvements, and grants as such projects/opportunities are developed. Such recognitions may include a Welcome to Russell City Gateway, a Russell City Walk of Fame, Juneteenth events, Teach Ins, and/or other public art installations honoring the history and legacy of Russell City.**

City staff are currently working on three public art pieces at Heritage Plaza in recognition of the Muwekma Ohlone Tribe, interned/imprisoned Japanese Americans, and survivors and descendants of the area known as Russell City. The art pieces are set to be installed at Heritage Plaza in FY21-22. Staff will continue to explore ways to work with BIPOC community members to create public art that celebrates the diversity of the Hayward community.

Additionally, the City has historically supported the Russell City Blues Festival and this year awarded \$20,000 to this event as part the Juneteenth Freedom Celebration.

**11) Promoting accountability for these commitments through systematic updates and reporting.**

Projects identified in the strategic roadmap will be reported on during the mid-year budget process. Policy innovation projects will be reported on bi-annually. Staff will share these reports back with the CSC. ARPA projects will also be reported on bi-annually.

***Public Contact***

On July 15, 2021, the subcommittee met with a group of survivors/descendants of the area known as Russell City to present and seek feedback on the resolution and workplan. This group was originally formed to provide feedback on the Heritage Plaza art project in recognition of survivors/descendants of the area known as Russell City. This group made the recommendations to the resolution that have been incorporated into the attached, notably to change “Russell City” to “the area known as Russell City,” as the area known as Russell City was never formally incorporated.

**NEXT STEPS**

Upon approval by the CSC, this item will be presented to the Council with recommendation to:

- 1) Adopt the attached resolution; and
- 2) Review the accompanying workplan, and consider any recommended substantive changes or additions to the workplan for discussion during the Strategic Roadmap annual or midterm review.



*Prepared and Recommended By:* Jessica Lobedan, Acting Community Services Manager

Approved by:

Jennifer Ott, Assistant City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 21-\_\_\_\_

INTRODUCED BY COUNCILMEMBER\_\_\_\_\_

RESOLUTION APOLOGIZING TO BLACK, INDIGENOUS, AND PEOPLE  
OF COLOR (BIPOC) ON BEHALF OF THE CITY OF HAYWARD FOR ITS  
IMPLICIT AND EXPLICIT ROLE IN PERPETUATING HISTORICAL  
INSTITUTIONAL RACISM IN THE CITY OF HAYWARD

WHEREAS, the City of Hayward, along with other jurisdictions and the real estate and banking industries historically participated in the discriminatory practice of redlining, which systematically prevented Black, Indigenous and People of Color (BIPOC) from owning property in our city; and

WHEREAS, the area known as Russell City was home to a large and thriving BIPOC and Latinx population and a vibrant music scene and, following annexation into the City of Hayward, all residents were evicted and burned out of their homes and communities without appropriate compensation in 1966; and

WHEREAS, current Hayward demographics reflect that BIPOC and Latinx residents are disproportionately renters, indicating that the adverse consequences of Hayward's history of redlining continues to impact BIPOC of Hayward to this day, including structural, financial, physical, medical, and emotional harm; and

WHEREAS, the current educational status of BIPOC students reflect the negative impact on the generations that followed the displacement of the residents of the area known as Russell City; and

WHEREAS, home and business ownership has been shown to facilitate intergenerational wealth and housing stability is linked to physical and mental health and academic achievement; and

WHEREAS, in order to achieve equity and basic fairness, governments and municipalities must conduct a reassessment and genuine evaluation of the power structures currently in place, and make efforts to enact policies to shift power and

ownership to people who have been historically excluded from equal participation in education, commerce and governance; and

WHEREAS, the City of Hayward has begun to understand and dismantle systemic racism through its hiring and recruitment practices for jobs and commissions; and

WHEREAS, the City of Hayward has made a firm commitment to being an Inclusive, Equitable, and Compassionate Community for BIPOC; and

WHEREAS, the City of Hayward officially recognizes Juneteenth as a holiday within the City of Hayward; and

WHEREAS, the City of Hayward is making efforts to re-imagine public safety, and through its involvement in the Government Alliance for Racial Equity (GARE) has developed a Racial Equity Action Plan; and

WHEREAS, there is more work to be done.

NOW, THEREFORE, BE IT RESOLVED that the City Council and Staff apologize to current and previous residents et al. for the City's historical role in the impacts noted above and commit to taking actionable steps to address these harms, including but not limited to the commitments identified in the associated Action Plan.

#	Action Step	Staff contact	Strategic Roadmap Project	Notes/Other Ways the City is Implementing this Action Step	Next Steps
1	Utilizing a racial equity lens in developing and applying policies and procedures, such as those articulated in City of Hayward's 2021-23 Strategic Roadmap.	Mary Thomas Laurel James	Improve Organization Health, Project 3:  <i>Work across Strategic Roadmap priorities to include racial equity lens.</i>	This is formally being done through Strategic Roadmap Organizational Health Project 3. Each Department in the City has selected a project from the Strategic Roadmap for racial equity analysis.  Additionally, other projects, policies, and procedures are being development and implemented using a racial equity lens.  See <a href="https://www.hayward-ca.gov/residents/equity-inclusion">https://www.hayward-ca.gov/residents/equity-inclusion</a> for additional projects with an equity and inclusion focus.	N/A
2	Continuing and expanding the GARE team and Racial Equity Action Plan.	Laurel James	Improve Organization Health, Project 2:  <i>Develop and implement a racial equity action plan to best serve our community and support our employees (follow up action from the Committee for an Inclusive, Equitable, and Compassionate Community) and Project 4: Continue city participation in the Government Alliance for Racial Equity.</i>	The City has been a member of the Government Alliance for Race and Equity (GARE) since 2019. Since joining, 28 employees from across the City's departments have participated in GARE's ten-month training on communicating about race, tracking data, and using a racial equity toolkit to evaluate and design City programs. These team members are now training other City staff and conducting workshops for the City's Boards and Commissions.  See Hayward Equity & Inclusion website: <a href="https://www.hayward-ca.gov/residents/equity-inclusion">https://www.hayward-ca.gov/residents/equity-inclusion</a>	N/A
3	Working with BIPOC community members to create new systems of public safety that places the highest priority upon protecting human life.	Laurel James Bryan Mathews Emily Young	Support Quality of Life, Project 16:  <i>Implement Solutions to Increase Community Safety</i>	In Summer of 2020, City Council directed staff to implement a public safety community engagement project to gather information and experiences throughout the Hayward community to inform future policy discussions. The first phase of this project focused on hearing community concerns. The second phase focused on researching and testing possible policy alternatives. On May 18, 2021, the City Council adopted a resolution authorizing funding for the workshop project recommendations.  See Hayward Public Safety website: <a href="https://www.hayward-ca.gov/your-government/departments/city-managers-office/public-safety-community-outreach">https://www.hayward-ca.gov/your-government/departments/city-managers-office/public-safety-community-outreach</a>	Policy innovation projects will be reported on bi-annually. Staff will share these reports back with the CSC.
4	Working with local, state, and regional partners to support and implement anti-racist policies and actions.	Laurel James		The Hayward Legislative Program outlines the legislative priorities and stances of the City of Hayward with the intent to inform residents, representatives, and policymakers of the City's stances on the myriad of public policies that intersect with City priorities, programs, and services. Staff are currently updating the City's Legislative Program with recommended legislative priorities. In Fall 2021, staff will recommend	Staff will present the updated City Legislative Program to Council in Fall 2021.

#	Action Step	Staff contact	Strategic Roadmap Project	Notes/Other Ways the City is Implementing this Action Step	Next Steps
				that that the City support legislation, policies and programs that are explicitly designed to address racial disparities by advancing racial equity and anti-racism.	
5*	For homeownership and loss mitigation assistance, target populations with limited access to homeownership opportunities (where people who are BIPOC are overrepresented) and who have experienced disparate impacts related to homeownership retention during times of crisis and implement outreach efforts that furthers affirmative fair housing by identifying and targeting populations that have been typically underserved.	Christina Morales	<p>Preserve, Protect, and Produce Housing for All, Project 8:</p> <p><i>Pursue State Housing Funding Opportunities (this included application for homeownership assistance funds)</i></p>	<p><b>ARPA Programs</b></p> <ul style="list-style-type: none"> <li>- Foreclosure prevention program targeting low-income households</li> <li>- Down payment assistance/wealth building program</li> <li>- Tax-default and Foreclosure property acquisition program <ul style="list-style-type: none"> <li>o For foreclosed properties, helps tenants acquire the property the currently reside in if the property is being sold through foreclosure</li> <li>o For tax-defaulted property, helps Community Land Trust or Non-profit housing providers acquire tax defaulted properties to convert to long-term affordable housing (both ownership and rental)</li> </ul> </li> </ul> <p><b>Affordable Housing Ordinance</b></p> <ul style="list-style-type: none"> <li>- Through approval of the marketing plan, require developers to target marketing efforts to populations traditionally underserved.</li> </ul>	Staff will share updates back with the CSC as they become available.
6*	Prioritizing business ownership assistance for people who are BIPOC whenever such funding is available.	Paul Nguyen	N/A	All Economic Development Division programs utilize an equity lens that emphasizes focusing on serving minority-owned businesses. The City's Small Business Assistance Grant program provides grants to support the purchase of equipment, inventory, marketing material, e-commerce platforms, and interior/exterior improvements of commercial space. Staff will continue to direct funding to traditionally BIPOC-owned business sectors such as personal services, childcare, restaurants and retail. Funding for this program will be increased using ARPA funds for FY 22. The expanded program will feature enhanced engagement of Black-owned businesses to drive participation in the program.	Staff will share updates back with the CSC as they become available.
7	Prioritizing funding and contracts for organizations, artists, musicians, businesses and contractors who are BIPOC.	Jessica Lobedan		The Community Services Division and Community Services Commission use a racial equity lens in determining funding distributed through the Community Agency Funding process, including requesting demographic information of population served, agency staff, and agency leadership.	Staff are concurrently working on assessing the Community Agency Funding process, including development of a rubric for ranking applicants, and can incorporate this into the rubric.
8	Ensuring that literacy and other educational services as well as the Youth Commission and other leadership development opportunities facilitate positive identity for BIPOC youth.	Lindsey Vien		The City's Family Education Program serves Hayward's at-risk population and partners with community partners to close the education and literacy gap in Hayward. The Family Education Program focuses community building to wholistically address and	Education Services will be working on how to partner with community agencies to strategically align resources for betterment of the Hayward community (part of joint collaboration

#	Action Step	Staff contact	Strategic Roadmap Project	Notes/Other Ways the City is Implementing this Action Step	Next Steps
				strategically align the collective impact in the community. Critical services include: <ul style="list-style-type: none"><li>- Hiring staff that is representative of the Hayward community;</li><li>- Working strategically with HUSD to utilize race and ethnicity when allocating resources;</li><li>- Working to meet the needs of historically marginalized students through reducing barriers to literacy, such as creating a Tech Lending Library, removing late fees, providing e-resources for every HUSD student, and launching the Hayward Bookmobile</li><li>- Launching Book to Action program</li></ul>	with HUSD School Board and Hayward City Council).
9	Working with the survivors and descendants of Russell City to determine appropriate restitution.	Mary Thomas Daniel Mao	N/A	While staff are not explicitly working with survivors and descendants of Russell City to determine appropriate restitution, staff are working with survivors and descendants of Russel City in other ways, as well as exploring a wealth-building program. Staff are currently working with survivors and descendants of Russell City to design and create culturally competent ways to honor the history and legacy of Russell City. This group has also been consulted on the development of this resolution and workplan, as discussed in the Public Contact section below. Additionally, staff are exploring development of a First-Time Homebuyer Down Payment Assistant/Wealth-Building program through use of ARPA funds.	Should any substantive items be recommended for addition to the workplan they could be considered for inclusion during the Strategic Roadmap annual review.
10	Supporting the work of community partners to design and create culturally competent ways to recognize the contributions of BIPOC Hayward residents and incorporate those recognitions into mural, signage, roadway improvements, and grants as such projects/opportunities are developed. Such recognitions may include a Welcome to Russell City Gateway, a Russell City Walk of Fame, Juneteenth events, Teach Ins, and/or other public art installations honoring the history and legacy of Russell City.	Mary Thomas Kristoffer Bondoc	N/A	Staff are currently working on the following public art pieces at Heritage Plaza, in recognition of the following: <ul style="list-style-type: none"><li>- Honoring the indigenous heritage and the living members of the Muwekma Ohlone Tribe that the City of Hayward is now incorporated on</li><li>- The internment and imprisonment of Japanese Americans during World War II</li><li>- The eviction of survivors and descendants of the area known as Russell City</li></ul> As part of the heritage art there will be accompanying programming and public education. The City is working with Hayward Area Historical Society to create this programing.  Additional information can be found here: <a href="https://www.hayward-ca.gov/your-government/departments/engineering-division/21st-century-library-heritage-plaza">https://www.hayward-ca.gov/your-government/departments/engineering-division/21st-century-library-heritage-plaza</a>	The Heritage Plaza art pieces will be installed in FY21-22.

Attachment III					
#	Action Step	Staff contact	Strategic Roadmap Project	Notes/Other Ways the City is Implementing this Action Step	Next Steps
				The City has historically supported the Russell City Blues Festival and this year awarded \$20,000 to this event as part the Juneteenth Freedom Celebration.	
11	Promoting accountability for these commitments through systematic updates and reporting.	<b>Strategic Roadmap:</b> Mary Thomas  <b>Policy Innovation:</b> Laurel James  <b>ARPA:</b> Jessica Lobedan	N/A	Projects identified in the strategic roadmap will be reported on during the mid-year budget process. Policy innovation projects will be reported on bi-annually. Staff will share these reports back with the CSC. ARPA projects will be reported on bi-annually.	Staff will share these reports back with the CSC as they become available.

\*Previously this was one commitment: “Prioritizing home and business ownership assistance for people who are BIPOC whenever such funding is available.” It has been separated into two action commitments, one focusing on home ownership and one focusing on business ownership. The language in the home ownership commitment has been updated to be compliant with Fair Housing laws.

**Staff Contacts**

- Mary Thomas, [mary.thomas@hayward-ca.gov](mailto:mary.thomas@hayward-ca.gov)
- Laurel James, [laurel.james@hayward-ca.gov](mailto:laurel.james@hayward-ca.gov)
- Bryan Matthews, [bryan.matthews@hayward-ca.gov](mailto:bryan.matthews@hayward-ca.gov)
- Emily Young, [Emily.young@hayward-ca.gov](mailto:Emily.young@hayward-ca.gov)
- Christina Morales, [christina.morales@hayward-ca.gov](mailto:christina.morales@hayward-ca.gov)
- Paul Nguyen: [paul.nguyen@hayward-ca.gov](mailto:paul.nguyen@hayward-ca.gov)
- Lindsey Vien, [lindsey.vien@hayward-ca.gov](mailto:lindsey.vien@hayward-ca.gov)
- Kristoffer Bondoc, [Kristoffer.bondoc@hayward-ca.gov](mailto:Kristoffer.bondoc@hayward-ca.gov)
- Daniel Mao, [Daniel.mao@hayward-ca.gov](mailto:Daniel.mao@hayward-ca.gov)

**Strategic Roadmap**

<https://hayward.legistar.com/LegislationDetail.aspx?ID=4968961&GUID=22D0F57F-B982-4566-8DA6-CE2854247AB0&Options=&Search=>



# CITY OF HAYWARD

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777 B Street  
Hayward, CA 94541  
[www.Hayward-CA.gov](http://www.Hayward-CA.gov)

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**File #:** RPT 21-100

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**DATE:** September 15, 2021

**TO:** Community Service Commission

**FROM:** Acting Community Services Manager

**SUBJECT**

FY 2021 / 2022 Agenda Planning Calendar

**RECOMMENDATION**

That the Community Services Commission reviews and adopts the 2021/2022 Agenda Planning Calendar and provides comments.

**DISCUSSION**

For the Community Services Commission (CSC) consideration, staff has revised the proposed Meeting Schedule Calendar for FY 2021/2022 with Agenda topics and dates listed below. The agenda topics were compiled based on comments at previous CSC meetings. This calendar will be on each CSC meeting agenda for review and to ensure any updates are incorporated.

**ATTACHMENTS**

Attachment I - Staff Report





**DATE:** September 15, 2021  
**TO:** Community Services Commission  
**FROM:** Acting Community Services Manager  
**SUBJECT:** FY 2021/2022 Agenda Planning Calendar

**RECOMMENDATION**

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**DISCUSSION**

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<b>FY 2021- 2022</b>
<b>COMMUNITY SERVICES COMMISSION AGENDA PLANNING CALENDAR</b>
<b>SEPTEMBER 15, 2021</b>
CAPER: 30-Day Public Notice (August 27, 2021 – September 20, 2021)
NOFA: 30-Day Notice - September 17, 2021
CSC Elections
CSC Recommendation of Resolution to Council on Harm Done to Black, Indigenous, and People of Color (BIPOC)
<b>OCTOBER 20, 2021</b>
Bidder's Conference – October 19, 2021
Conflict of Interest Training
<b>NOVEMBER 17, 2021</b>
Bidder's Conference De-brief and ARC Selection
Navigation Center Update
FY 2021 Community Agency Performance Report
<b>DECEMBER 15, 2021</b>
Open
<b>JANUARY 2022 – No Meeting</b>
FYI: ARC Interviews Scheduled for Saturday, January 22 <sup>nd</sup> and January 29 <sup>th</sup>
<b>FEBRUARY 16, 2022</b>
FY 2022 – 2023 Community Agency Funding Process CSC Draft Funding Recommendations
FYI: OPEN: Public Comment Period
FY 2023 Measure B/BB Annual Paratransit Program Plan
<b>MARCH 16, 2022</b>
FY 2022 – 2023 Community Agency Funding Process CSC Final Funding Recommendations
FYI: END: Public Comment Period
FYI: 30-Day Notice: City Council Public Hearing FY 2022-2023 Funding Recommendations (March 4, 2022)
<b>APRIL 2022 – No Meeting</b>
FYI: April 5: City Council Work Session
FYI: April 26: City Council Public Hearing and Adoption of Funding Recommendations
<b>MAY 18, 2022</b>
Debrief FY 2022 – 2023 Community Agency Funding Process
<b>JUNE 15, 2022</b>
Adoption of FY 2022-2023 Agenda Calendar

## NEXT STEPS

Upon consideration and approval by the Commission, staff will schedule items accordingly for future CSC meetings.

*Prepared and Recommended By:* Jessica Lobedan, Acting Community Services Manager

Approved by:

Jennifer Ott, Assistant City Manager