#### CITY COUNCIL MEETING TUESDAY, JANUARY 15, 2019

#### **PRESENTATIONS**

#### ITEM 1 - WS 19-003

# UPDATE ON THE COMMITMENT FOR AN INCLUSIVE, EQUITABLE, AND COMPASSIONATE CITY AND THE HAYWARD POLICE DEPARTMENT COMMUNITY ADVISORY PANEL



# Update on the Commitment for an Inclusive, Equitable, and Compassionate Community

Hayward City Council | January 15, 2019



# Update on the Commitment for an Inclusive, Equitable, and Compassionate Community

- The Community Task Force & the Commitment
- What City staff are doing
- Community Advisory Panel
- Community Task Force
- Next Steps



# The Community Task Force

- 21 community members convened in February 2017
- First year: meetings, subcommittees, listening sessions with the Hayward community, and working together
- Created the Commitment for an Inclusive, Equitable and Compassionate Community

#### The Commitment

- A statement of the Hayward community's values and vision
- A work plan for the City
- Community-led activities to advance inclusiveness, equity, and compassion in Hayward
- Accepted by the City Council on November 28, 2017



# After Acceptance of the Commitment

- City staff began implementing the Commitment work plan
- City Manager and Police Chief reconvened the Subcommittee on Community-Police Relations to resolve outstanding questions about Community Advisory Panel
- A subset of volunteers from the Community Task Force committed to a second year of work to focus on the execution of the Commitment and tackle the community-led action items

#### Interdepartmental Implementation Team

- Representatives from 8 city departments
- Comprised of representatives from departments assigned tasks in the work plan and folks passionate about the values set forth in the Commitment
- Tasked with enacting the work plan included in the Commitment



# Next Steps for the City

- Continue working on the tasks outlined in the Commitment work plan
- Participation in the Government Alliance on Race and Equity
- Attend the 2019 Racial Equity Curriculum "year of learning" cohort



# Subcommittee on Community-Police Relations

- Reconvened to discuss outstanding discussion items and edits from acceptance of the Commitment
- Researched and made recommendations for the structure of a community advisory panel
- Based on these recommendations, staff drafted a document outlining membership, roles, and responsibilities
- Community Task Force reviewed and provided comments on the draft document before it was finalized

# Community Advisory Panel

The purpose of the Community Advisory Panel (C.A.P.) is to strengthen the relationship between HPD and Hayward community members by creating a structured and intentional vehicle for dialogue between community members and the Department.



# Community Advisory Panel



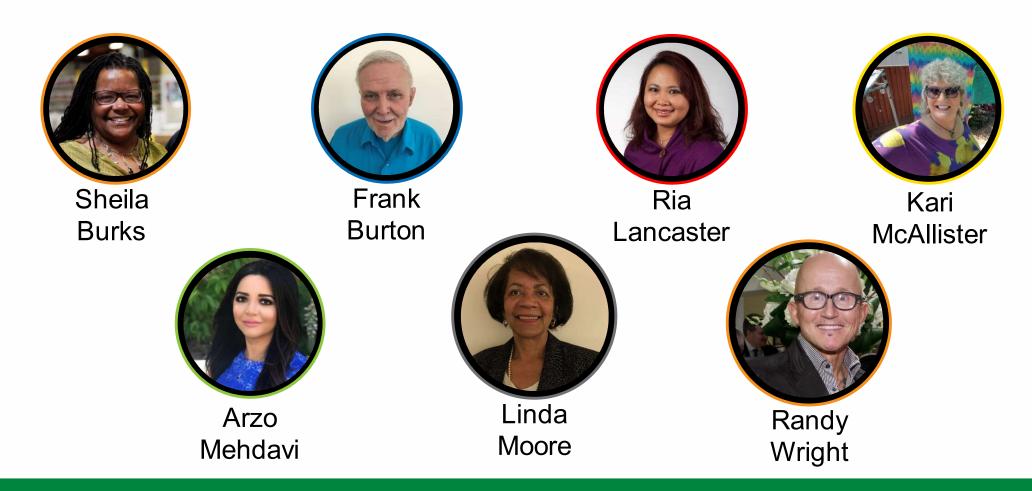
# Community Advisory Panel

- 8-14 member panel
- A diverse and inclusive representation of the Hayward community
- Hayward community members with a genuine interest in contributing to solutions that address concerns about the community's relationship with the Hayward Police Department
- Community members committed to doing this work, including making the time commitment and creating and executing a plan for reaching out to the community

#### C.A.P. Next Steps

- Ask the City Council to recommend Community Advisory Panel members
- City Manager, Mayor, and Chief of Police will select members
- Convene first meeting with facilitator in Spring 2019

# Working together to advance the Hayward community built on compassion and inclusiveness.



# Community Task Force

- Members of the Community Task Force volunteered their time to continue the work outlined in the Commitment
- Reviewed the work plan progress and talked about the intent behind the tasks in the plan with staff
- Discussed and researched ways to continue the work started by the Community Task Force and community-led action items in the Commitment

# Community Task Force

What is the best way to continue to do this work after our time as the Community Task Force comes to an end?

How do we collaborate with organizations that exist in the Hayward community?

How do we invite more people into this work with us and find others who are already involved?

#### Community Task Force

#### Researched:

- 1. Partnering with an existing Hayward community non-profit
- 2. Creating a coalition of non-profits working on similar missions
- 3. Starting a dedicated non-profit

#### Found:

- No appropriate non-profit to partner with working on a similar mission
- No obvious basis for a coalition between existing non-profits
- Will begin process of starting a dedicated 501(c)(3)



#### Mission Statement

Working together to advance the Hayward community built on compassion and inclusiveness.



# Next Steps Summary

#### City Staff

- Continue implementing the Commitment work plan
- Develop internal capacity by participating in GARE

#### **Community Advisory Panel**

- Return to Council for member recommendations
- Inaugural meeting in Spring 2019

#### Community Task Force Members

 Pursue establishing a 501(c)(3) non-profit to advance a compassionate and inclusive Hayward community



#### Questions

