

**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.



Sheila
Burks



Frank
Burton



Ria
Lancaster



Kari
McAllister



Arzo
Mehdavi



Linda
Moore



Randy
Wright

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

