



DATE: January 17, 2017

TO: Mayor and City Council

FROM: City Manager

SUBJECT: Resolution to Appoint a Community Task Force to Update the Hayward Anti-Discrimination Action Plan

RECOMMENDATION

That the City Council adopts a resolution establishing a limited term Community Task Force, made up of a dedicated and invested group of community members who represent the diversity of the Hayward community, with the task of reviewing, evaluating, and updating the Hayward Anti-Discrimination Action Plan (Plan).

BACKGROUND

There is increased tension nationwide, and within the Hayward community, among groups of people who are concerned about their human and civil rights being diminished based on their political affiliation, economic status, immigration status, religion, race, ethnicity, gender, and/or sexual orientation. In response, many people have contacted City officials seeking assurances that the City of Hayward will support all of its residents' civil and human rights, and continue to foster and celebrate the diversity of people who make-up the Hayward community. This has been the City's practice for decades.

In 1989, the Hayward City Council adopted its Resolution Stating the City of Hayward Policy with Regard to Preserving the Rights of All People (Attachment IV – Resolution No. 89-248). Subsequently, in 1992, the Council later adopted the Hayward Anti-Discrimination Action Plan (Plan) (Attachment V, Resolution 92-310). The overall goals of the Plan were to reduce the incidence of discrimination in the community and to support Hayward community members who are victims of discriminatory acts.

It was recognized that the goals of the Plan could not be accomplished by the City alone. Rather, partnerships between the City, community groups and organizations, and individual community members were required for the actions outlined in the Plan to be successful.

The original Plan specified strategies and associated actions to be taken within specified timelines which were designed to address:

- A. Illegal forms of discrimination;
- B. Accessibility Issues; and
- C. Discriminatory Values and Attitudes.

One example of a popular action that was taken was the No Room for Racism campaign. South Hayward residents started this grassroots initiative, which was later adopted by the City. It took the form of:

- A. Weekly demonstrations at the Five Flags Corner (where Jackson Street, Mission Boulevard, and Foothill Boulevard merge) took place where large numbers of community members would stand and hold up No Room for Racism banners (and similar signs) designed to raise awareness and support for these community values;
- B. The distribution of No Room for Racism bumper stickers to community members who proudly displayed them on their vehicles and/or in their windows; and
- C. The posting of No Room for Racism signs that included the City's logo at the entrances to the City. Over time, these signs disappeared or were vandalized. This gave rise to the Adopt-a-Sign initiative where community members would "adopt" one or more signs in their neighborhood by periodically checking on their status. If the sign was damaged or missing, they would report the location to a designated City official and the sign would be replaced. New No Room for Racism signs that now include the new City logo have again been posted at key visible locations around the community.

These efforts gave rise to both organized and informal discussions amongst Hayward citizens about discrimination and civil rights. This soon led community members to report incidents of illegal discrimination to the City. When appropriate, individuals were referred to providers of legal and other support services.

DISCUSSION

The City was recently approached by several members of the Hayward Muslim community seeking partnership with the City to combat increasing incidents of hate directed toward people who appear to be from the Middle East and/or practice the Muslim faith. Additionally, many individuals and community groups representing the Hayward Latino community have expressed fear of numerous actions including: aggressive deportation actions by the new federal administration; losing job and educational opportunities; and being discriminated against and/or subject to hateful and threatening actions by others because of their ethnicity.

In December of 2016, a resident asked that the City of Hayward consider establishing itself as a "Sanctuary City" in order to protect Hayward community members from these and other

related concerns. It has also been suggested that the City consider, as a way of expressing a commitment to diversity and solidarity with vulnerable groups of Hayward residents, adoption of a Charter of Compassion specific to Hayward, similar to the one recently adopted by the City of Fremont (Attachment VI). Community members also noted that there are legislative bills working their way through the California legislature and significant changes to federal legislation, regulations, and practices that could significantly impact Hayward community members. Consequently, it was suggested that the City monitor these state and federal public policies and that Council express its position on these matters on an ongoing basis and at the appropriate times.

In order to responsibly respond in a comprehensive and systematic manner to these and other community concerns and ideas that emerge over time, staff recommends that the City Council identify a dedicated and invested group of community members who represent the diversity of the Hayward community to serve on a time limited Community Task Force to update the Anti-Discrimination Action Plan to reflect the current environment and circumstances. The update to the plan would identify recommended and specific actions that the Council, community groups, and individuals can take to ensure that all members of the Hayward community feel welcome and secure in the “Heart of the Bay.” Members of the City’s various Boards, Commissions and Task Forces can also be sought to serve on the Task Force, given the roles that these community members play to inform and guide Council policy in many areas of interest and concern to Hayward residents. Community members from varied and diverse walks-of-life can be sought to provide their experience and insights regarding fostering and sustaining a community environment which encourages and brings about mutual understanding and respect, and discourages and prevents recognized forms of illegal discrimination.

Staff recommends that the Task Force:

- A. Convene and facilitate community conversations over a six (6) month period that focus on human relations issues in the Hayward community; and
- B. Based on these conversations, review, evaluate, and update the Anti-Discrimination Action Plan. The updated Plan, informed by public input, could then serve to guide specific actions that could be taken by the City or by other community groups in partnership with the City.
- C. Be comprised of two community representatives nominated by each Council Member, two representatives from the Community Services Commission (to be nominated by the Commission), one representative from the Personnel Commission (to be nominated by the Commission), and up to four additional members nominated by the City Manager.

Once adopted by City Council, the updated Plan will be implemented by the City in partnership with Hayward community members. Staff will monitor and provide periodic Progress Reports to the City Council on the implementation of the Plan.

ECONOMIC IMPACT

Positive relations amongst the diverse population of the Hayward community will enhance and sustain Hayward's reputation as being a safe and welcoming community. This, along with the cultural and linguistic diversity of Hayward residents and business and community organization representatives, will also continue to foster community development and the economic growth of the City. PolicyLink, a national research and action institution that works to advance economic and social equity, published a document entitled: "All-In Cities: Building an Equitable Economy from the Ground Up" (Attachment VII). As is stated in this publication:

Inequitable growth is not only unjust – it is socially and economically unsustainable. Research proves that inequality and racial segregation hinders growth, prosperity, and economic mobility in regions while diversity and inclusion fuel innovation and business success.¹

FISCAL IMPACT

No fiscal impact beyond already budgeted staff time and supplies is anticipated pertaining to the review and update of the Hayward Anti-Discrimination Action Plan. There may be a fiscal impact associated with specific actions identified within the plan. These will be evaluated and presented for Council's consideration when the revised Plan is presented to the City Council.

PUBLIC INPUT

As is noted in this report, the actions proposed by staff are in response to many recent contacts initiated by community members and groups about concerns pertaining to rising tensions within the Hayward community and nationally. Because of the fast-evolving nature of the human relations issues described, staff felt it important to present this report to Council as soon as possible, so no additional public outreach efforts were made prior to the initiation of this action.

By design, the proposed Hayward Human Relations Community Task Force will be, if approved by Council, made up of Council identified community members who reflect the diversity of the Hayward community.

NEXT STEPS

The goal is to identify Task Force members as soon as possible so that the first Task Force meeting can be convened no later than February of 2017. The Task Force will aim to complete its work no later than June of 2017. Council will be presented with the Task Force's recommendations pertaining to the Hayward Anti-Discrimination Action Plan no later than July of 2017, with implementation commencing immediately upon approval by the Council.

¹ See the list of studies here: "The Economic Case for Equity and Inclusion", National Equity Atlas, [http://nationalequityatlas.org/about-the-atlas/resources#The Economic Case for Equity and Inclusion](http://nationalequityatlas.org/about-the-atlas/resources#The_Economic_Case_for_Equity_and_Inclusion).

Prepared and Recommended by:

David Korth, Assistant to the City Manager

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', written in a cursive style.

Kelly McAdoo, City Manager