

## ATTACHMENT IV

### Recommendations to the City of Hayward City Council

#### Short-Term (up to 3 months)

1. Issue a statement of support in solidarity with the Black Community from the City of Hayward.
2. Issue an apology to the Black Community for complicity in institutional racism in the City of Hayward.
3. Demonstrate an explicit commitment to placing the highest value on human life and human dignity by commissioning an analysis on a Ban of the Use of Deadly Force - through a racial equity lens and public health lens - to be presented to the Hayward Police Department (HPD) Community Advisory Panel and the Community Services Commission prior to presentation to Hayward City Council.
4. Adopt a resolution that the HPD Community Advisory Panel (CAP) will abide by the Brown Act rules (despite not being a Brown Act committee), and direct HPD to report out monthly to the Community Advisory Panel on the number of people killed or hospitalized by HPD, number of complaints filed against HPD, and the number of officers terminated due to brutality or complaints. Should the measure to remove the "qualified elector" requirement from serving on Boards & Commissions pass in November 2020, we would further like to see CAP formalized as a Brown Act committee.
5. Demand #3\*: Demilitarize the police: Ban the purchase of riot, military, and surveillance equipment, software, and any third party security services by HPD. Requested resolution committing to a ban on these purchases - including tear gas and related equipment, military gear, and any equipment and/or software that is related to civilian surveillance.
  - CSC Analysis: We recognize that surveillance software and militarized forms of equipment are unjustly and unfairly leveraged against Black community members, producing disparate and racialized outcomes in our justice systems. As such, we support a ban of continued purchase of these items as well as a resolution committing to this ban. *(Relates to point 6 in SEC. 2-3.93 - POWERS AND DUTIES)*

6. Demand #4\*: Freeze Police Department hiring indefinitely including incoming police academy candidates/graduates. Clarified to be an indefinite hiring freeze after this incoming class that includes the natural attrition of departing officers.
  - CSC Analysis: With respect to the public policy charge of the CSC, the commission is intended to “create and sustain an environment which will encourage and bring about mutual understanding and respect among all groups of the City, eliminate prejudice, discrimination, and disorder, and guarantee equal rights and opportunities for all.” It is with that charge that the CSC is committed to a vision of Public Safety that reduces interactions with police, and promotes greater and improved public health and well-being for Black community members and other racialized and minoritized community members. In a new vision of Public Safety, we see the likelihood of a reduced police force, and funding of those roles redirected towards roles outside of HPD that can better address Public Safety from a Public Health perspective. *(Relates to points 2 and 3 in SEC. 2-3.93 - POWERS AND DUTIES)*

Near-Term (6 to 9 month)

1. Ensure the appointment process results in a CSC that continues to be racially representative of the Hayward community.
2. Declare June 19th “JUNETEENTH” in the City of Hayward, and direct the Economic Development Special Events funding to support city-wide celebrations of Black Culture & Liberation in honor of this day each year.
3. Greater visibility from the GARE team regarding their work on the history and cultural contributions of Russell City with a community input process for recommendations on how the City can better recognize and honor this legacy.
4. Demand #1\*: Redistribute 10% of the police’s budget for FY 2021 to non-police, community-based services outside of the police department.
  - CSC Analysis: The CSC values programming related to mental health, restorative justice, and youth enrichment activities; and we feel those services would be more impactful, efficient, and accessible provided outside of the Hayward Police Department (HPD). During the Application Review Committee (ARC) process, one agency interview revealed that their services are, in fact, more accessible when presented outside of HPD as the population they serve has legitimate concerns and fears regarding interactions with police. *(Relates to point 5 in SEC. 2-3.93 - POWERS AND DUTIES)*

5. Demand #7\*: Establish a city-wide, participatory committee for all residents (regardless of citizenship status) that will dictate how to reallocate another 10% of the police budget to non-police, community-based services for FY 2022. Participatory Budgeting is a democratic process through which community members directly decide how to spend part of a public budget. The request is for such a committee for the Hayward Police Department Budget, and that it be SEPARATE FROM the Police Community Advisory Panel (the panel is not subject to the Brown Act; thus open meeting laws are not required of the panel).
  - CSC Analysis: As a Brown Act committee, we see the value and importance of open and transparent meetings as core and critical to our work. We see the same importance and value for other committees, task forces, boards, and panels charged with evaluating the delivery of and making recommendations for any services and work regarding the City of Hayward. While we do see ourselves as a participatory budget committee - and see our own work as vital to the community - we also see the value of a similar committee for analyzing the Hayward Police Department budget through a critical lens of racial equity. Should short-term recommendation 4 (see above) be actualized, we would support meeting the intent of this recommendation through an expanded role and increased status of the existing HPD Advisory Panel. *(Relates to points 2 and 10 in SEC. 2-3.93 - POWERS AND DUTIES)*

Long-Term (9 to 12 months)

1. Council direction to the Development Services Department and Commission regarding increasing Black homeownership and sensitivity to gentrification, urban renewal, and opportunity zones which are economic drivers associated with the displacement of Black residents.
2. Council direction to the Economic Development division regarding business development that prioritizes the needs of Black small business owners.
3. An evaluation of the implementation of 3-1-1 as an urgency hotline to address public safety issues that are unrelated to law enforcement (e.g. non-violent crisis intervention, mental health first responders, traffic safety issues, trauma-informed intervention for domestic violence victims), or an analysis with Alameda County regarding leveraging 2-1-1 to fulfill this purpose.

*\*These demands originate from the community demands commonly referred to as the "7 Demands." The CSC endorses the 4 demands presently under City of Hayward purview.*