

## **Themes from Community Feedback**

One of the overall goals of this project has been to maximize community engagement and input in this process. Due to the need to keep team sizes manageable, all interested community members could not be in the workshop as participants.

To create more opportunities for engagement throughout this workshop process, the staff asked community members to sign up as Community Advisors.

The following themes have been collected from meetings with community advisors providing feedback on the proposed solutions by the workshop participants.

### **Continued Opportunities for Engagement**

- Many community members expressed deep interest in continuing to provide feedback and input on this project as it develops and implements policies to address public safety in Hayward.
- There is a desire to continue to include people with lived experience designing and implementing these programs, especially people who have experience with homelessness or mental illness.
- There is an interest in increasing awareness of this project through the greater use of social media. It would also allow community members to interact with each other on the subject.

### **Gaps in the Proposals Being Presented and the Survey Data**

- Many community members expressed concerns that these solutions were not addressing all of the themes found from the community conversations survey data.
- These proposals do not address **Domestic Violence**. There is a desire to include that call type as part of the analysis of the solutions that deal with response options.
- **Hiring and recruitment** have not been addressed in these proposals.
- There is a want for more **police that live in or are from Hayward**.
- **Demilitarization** of the police is not included in these proposals.
- The proposals do not address the demand for **a reallocation of funds**. Instead, many of these proposals seem to be allocating **more** funds to HPD.
- The proposals are not addressing HPD's **use of force**.
- There is a want for proposals and information about how HPD handles police **misconduct**.
- There is a need for improved criminal investigation services. Several community members have brought up the obstacles they've faced when reporting a crime. That there is no sense of urgency and no clear communication with investigators.

### **HPD and School Partnerships**

- There is a desire for more clarification about the relationship between HPD and the school district.
- There is some concern about student safety now that the SRO program has been discontinued.

**Attachment VI  
Themes from Community Feedback**

- If police officers interact with classrooms and students, they should be doing it in plain clothes and not uniforms.

**Staffing Priorities**

- There is a want for most city employees, especially HPD, to be residents of Hayward. This can be either through locally recruiting or creating incentives for city staff to move and live in Hayward. This can also mitigate the scheduling difficulties that often come from long commute times.
- HPD often operates under 12-hour shifts due to staffing shortages. There is a concern that this leads to more significant fatigue and a disconnect from the community they serve when they are not immersed in their community.
- Because of the diversity of Hayward, more staff and officers that speak multiple languages are needed to support residents.

**Priorities for Next Steps**

- There is a clear need for **data and metrics** to be a vital component of the next steps of this project addressing public safety.
- As stated previously, the community wants to remain engaged **throughout** the implementation of these pilot projects.
- There need to be clear connections between these proposals/solutions and the problems they are addressing.
- Some community members would like **less** community feedback and engagement in the process moving forward.

**Feedback on Each Solution**

Solution	Description	Notes/Feedback
1	Behavioral Health Dispatcher & Needs Assessment	<ul style="list-style-type: none"> <li>• There is significant support for this proposal.</li> <li>• There is a concern for where the project will be housed, specifically if it leads to more funding for HPD.</li> </ul>
2	Mobile Health Response Team	<ul style="list-style-type: none"> <li>• There is significant support for this proposal.</li> <li>• There is a concern for where the project will be housed, specifically if it leads to more funding for HPD.</li> </ul>
3	District Command Behavioral Health Clinician	<ul style="list-style-type: none"> <li>• Several community members do not support an increase in HPD funding.</li> </ul>
4	Expand Shelter Options & Outreach	
5	Behavioral/Mental Health Coordinator	

**Attachment VI  
Themes from Community Feedback**

6	Community Services Officers Respond to Property Crimes	<ul style="list-style-type: none"> <li>• This proposal has received several community members supporting it.</li> <li>• There is a want for the CSOs to expand their services to respond to non-criminal calls or other community services.</li> <li>• There is concern over this proposal if it will be housed under HPD and increase its overall funding.</li> </ul>
7	Law Enforcement Career Internships	<ul style="list-style-type: none"> <li>• There has been support for this proposal and its potential to increase trust between HPD and community members.</li> <li>• Some community members do not support this proposal and would like the funding to support internships outside of HPD.</li> </ul>
8	HPD Training Curriculum Working Group	
9	Run one-time participatory budgeting process on building neighborhood connections	
10	Implement a software system and analysis for traffic stops	
11	Conduct multi-departmental equity analysis of the City's social media policies	
12	Apply a racial equity lens to resource allocation in the City's full budget, with a focus on the Police Department in year one	
13	Roll out GARE (Government Alliance for Racial Equity) trainings to staff throughout the City, with a focus on the Police Department in year one	

**Attachment VI**  
**Themes from Community Feedback**

14	Employee Volunteer Time	<ul style="list-style-type: none"> <li>• There is support for city employees to have more community engagement, but not for HPD staff to use city funding for recreation.</li> </ul>
15	Pilot Workshop Program with the City and HUSD	
16	Community, Media, and Relations Social Media Internships	
17	Community Feedback/Complaint Liaison	
18	Hold City facilitated discussions/forums to engage behavioral/mental health experts regarding responses in Hayward	
19	Explore a program that provides monthly stipends for income-qualified individuals	
20	Establish a process for people to voluntarily provide behavioral/mental health information pre-crisis	
21	Run a City-sponsored behavioral/mental health de-stigmatization campaign	
22	Communicate and map existing behavioral/mental health resources/process for community members	
23	Explore the feasibility of a sales tax increase in Hayward with all funds allocated to community safety needs	<ul style="list-style-type: none"> <li>• There have been several concerns about the use of regressive taxes.</li> <li>• There is a lot of funding for public safety projects, and there is a want for those projects to be housed outside of HPD.</li> </ul>
24	Develop a long-term plan for working toward a Restorative Justice Public Safety Model in Hayward	
25	Evaluate the Community Advisory Panel and explore other community oversight models, such as a Civilian Auditing & Investigations Office	<ul style="list-style-type: none"> <li>• There is support for this to be explored further.</li> <li>• There are community members that would like to see this proposal incorporate an external consultant to audit the department.</li> </ul>