



CITY OF HAYWARD

Hayward City Hall
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Cover Memo

File #: WS 20-022, **Version:** 1

DATE: May 26, 2020

TO: Mayor and City Council

FROM: City Manager

SUBJECT

Racial Equity Action Plan: Report on the City of Hayward's Diversity, Equity, and Inclusion Work and Racial Equity Action Plan

RECOMMENDATION

That Council receives this report on the City's diversity, equity, and inclusion work and reviews and comments on the City's organizational Racial Equity Action Plan.

SUMMARY

At the recommendation of a Community Task Force member, the City joined the Government Alliance on Race and Equity (GARE), a network of local governments working to achieve racial justice and advance opportunities for their community members. Concurrently, the City began working with a diversity, equity, and inclusion consultant team to work with both the GARE team and the City's Executive Team. As a result of this work, staff has created a Racial Equity Action Plan for the City of Hayward (Attachment II).

The Racial Equity Action Plan is an aspirational roadmap for effecting organizational change and improving services to the community in the City of Hayward. The plan focuses on building capacity to advance racial equity in three key areas - Organizational Change; Hiring, Retention, and Promotion; and Service Provision. This first plan is intended to establish a foundation for sustained and meaningful racial equity work in the City through training, creating organizational infrastructure, making changes to policies and practices, and increasing access to City services.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Racial Equity Action Plan