



# CITY OF HAYWARD

Hayward City Hall  
777 B Street  
Hayward, CA 94541  
www.Hayward-CA.gov

## Cover Memo

---

**File #:** WS 20-023, **Version:** 1

---

**DATE:** June 11, 2020

**TO:** Planning Commission

**FROM:** Planning Manager

**SUBJECT**

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

**RECOMMENDATION**

That the Planning Commission receive 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 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.

The Racial Equity Action Plan is an aspirational roadmap for effecting organizational change and improving service 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