



CITY OF HAYWARD

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Cover Memo

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DATE: January 15, 2019

TO: Mayor and City Council

FROM: City Manager

SUBJECT

Update on the Commitment for an Inclusive, Equitable, and Compassionate City and the Hayward Police Department Community Advisory Panel

RECOMMENDATION

That the City Council receives and comments on this report.

SUMMARY

At the November 28, 2017 Council meeting, the City Council accepted the Commitment for an Inclusive, Equitable, and Compassionate Community (the CIECC, or the Commitment) created by the 21-person Community Task Force charged with reviewing and updating the City's 1992 Anti-Discrimination Action Plan. During that meeting, Councilmembers requested that staff return with an update on the implementation of the Commitment work plan in the Fall of 2018.

Following the November 28th Council meeting and per Council's direction, staff took the following actions:

1. Reconvened the Community Task Force Subcommittee on Community-Police Relations to address outstanding concerns about Section V of the Commitment (Enhancing Community/Police Relations);
2. Created an interdepartmental staff team to begin implementation of the CIECC workplan accepted by Council, and
3. Reconvened volunteers from the 21-member Community Task Force to discuss structure options for the interested Community Taskforce members to address the Community-Led Action Items outlined in the appendix to the Commitment.

As a result of this work:

- HPD staff and the Subcommittee on Community-Police Relations developed a shared vision for the HPD Community Advisory Panel through a document outlining the advisory panel's membership, roles, and responsibilities. (Attachment II)
- City staff began implementation of the action items outlined in the Commitment, clarified the intent of the action items listed in the work plan, linked similar/duplicative items, and identified

known resource needs. (Attachment III)

- The volunteers from the original 21-member Community Task Force who attended the discussions determined that the establishment of a 501(c)(3) non-profit organization is the best structure for continuing their work to implement the community-led action items moving forward.

Moving forward, City staff and Community Task Force members plan to pursue the following tasks:

City Staff will:

- *Continue Implementation of the Commitment Work Plan:* Staff will continue to implement the Commitment work plan focusing on creating culture and process changes that support the guiding principles of the Commitment. In order to support the implementation of the spirit of the Commitment, the City has recently joined the Government Alliance on Race and Equity (GARE) where staff members will participate in the 2019 cohort of GARE’s racial equity curriculum. Staff will continue to provide the Council updates on the implementation progress on an annual basis.
- *HPD Community Advisory Panel:* The Hayward Police Department will create a Community Advisory Panel to strengthen the relationship between HPD and the Hayward community by providing the Chief of Police with direct community input on department policies and practices and providing community members with direct access to the Chief.

Volunteers from the Community Taskforce will:

- *Form a community non-profit:* Volunteers from the Community Task Force committed to continuing their work to advance inclusiveness, equity, and compassion in the Hayward community by forming a 510(c)(3) non-profit organization dedicated to “working together to advance the Hayward community built on compassion and inclusiveness.” They will continue this work as an independent group and plan to recruit other community members dedicated to their purpose to join them.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Police Community Advisory Panel Membership, Roles, and Responsibilities
Attachment III	Updated Commitment Work Plan