



# Hayward Community Taskforce

## COMMUNITY CONVERSATION QUESTIONS

|                              |                  |
|------------------------------|------------------|
| <b>Date of Conversation:</b> | <b>Location:</b> |
| <b>Facilitator:</b>          | <b>Recorder:</b> |
| <b># of participants:</b>    | <b>Group:</b>    |
| <b>Other information:</b>    |                  |

### **FACILITATOR'S OPENING STATEMENT: (3 - 5 minutes)**

(This is a sample introductory statement that you can use. It is important that you are comfortable in sharing this information, so please use your own words as appropriate.)

Thank you so much for coming! My name is \_\_\_\_\_. I am serving on the recently established Hayward Community Task Force to partner with community members who represent the diversity of the Hayward community.

My associate is \_\_\_\_\_ who will be serving as today's recorder. Her/his goal is capture the main words and concepts that you share today, and not to write every word that is spoken. If something is written that needs correction, please speak up.

We are convening this conversation today to address the increased concerns of our residents about human and civil rights, and about increased tensions between community members based on Hayward's residents' political affiliation, economic status, place of origin, immigration status, religion, race, ethnicity, gender, gender identity, sexual orientation, and other personal characteristics.

The conversation we are conducting today will help shape recommended updates to the City of Hayward's Anti-Discrimination Action Plan, initially created in 1992, so that it addresses the issues that are of concern to Hayward community members today. Your ideas are important to this process and I/we appreciate your being here.



# Hayward Community Taskforce

## Sample Introduction / Ice-breaker questions: (4 - 10 minutes)

- A. **If group participants know each other already, ask the group:** What motivated you to come to this meeting today?
- B. **If group participants do not know each other:** Please pair up with someone you don't know. Interview each other for 2 minutes to learn more about one another and your motivation for coming to this meeting. In 4 minutes, we will come back together and ask you to introduce your partner to the group.

**Note:** If your group is very large, the paired conversations are sufficient ice breakers without everyone reporting out after 4 minutes. You can ask a few people to share if they have a compelling interest they want to share.

- C. **If a one-to-one conversation, ask:** What motivated you to participate in this conversation?



# Hayward Community Taskforce

## GROUND RULE SETTING: (3 - 10 minutes)

**FACILITATOR'S OPENING REMARKS:** When we discuss topics like discrimination, people may have strong feelings and can be very passionate. We want to have a respectful and productive conversation, and so it is important that we agree on the ground rules for today's conversation. We are providing some rules that were previously recommended by similar groups. What do these rules mean to you? What else would you like to add?

**FACILITATOR NOTE:** *If time is short, come with prepared ground rules already written on a flip chart paper, review them, and ask if there are changes or additions that the group would like to make.*

*You can share some or all the following examples, if needed:*

- Listen deeply;
- Try on new ideas and perspectives;
- Be respectful;
- Talk one at a time;
- Everyone has an opportunity to speak;
- Speak from an "I" perspective;
- Speak about your experience;
- All views are welcomed;
- Stick to the issue;
- Personal stories stay in the group unless someone agrees to share their own story outside of the group;
- "Step up, Step back"

**RECORDER'S NOTE:** *On a large paper, write Discussion Ground Rules at the top, and record all the ground rules shared by the group participant's.*

After the list is complete, ask the group to confirm that they agree to adhere the Ground Rules.

## QUESTIONS: (17 – 55 minutes)

**FACILITATOR REMARKS:** We have eight questions for you today, which cover 1) attitudes and behaviors, 2) equitable access to goods and services, 3) education discrimination, 4) employment discrimination, 5) housing discrimination, 6) hate crimes and violence, 7) community and police relations, and 8) current social issues. Your answers today will help the Taskforce Members update each section of the Anti-Discrimination Action Plan (ADAP for short).



# Hayward Community Taskforce

## QUESTION 1 : ATTITUDES AND BEHAVIORS

### **OPTIONAL INTRO (If there is time and it makes sense for your group):**

I am going to read the current ADAP language on this topic. Given that the ADAP plan was created in 1992, we welcome feedback on the content and language of each of the sections to ensure that we are as inclusive as possible.

**SECTION II C: Addressing Discriminatory Attitudes and Behaviors:** While it is not possible to legislate attitudes and behaviors that build community in Hayward, there are actions that can be taken to improve relationships between people of differing backgrounds.

Hayward takes pride in and celebrates being the third most diverse community in California.

- A.** How would you describe your day-to-day experience in Hayward interacting with people from different backgrounds, cultures, and identities? How does this impact you?
  
  
  
  
  
  
  
  
  
  
- B.** What ideas do you have for increasing trust, understanding, and respect across different groups in Hayward?
  
  
  
  
  
  
  
  
  
  
- C.** Who do you trust to help address any social challenges we face as a community? Who needs to be at the table?
  
  
  
  
  
  
  
  
  
  
- D.** Would you attend community forums to learn about cultures, religions, etc. that are different from your own? If so, what areas interest you?



# Hayward Community Taskforce

## QUESTION 2: ACCESS TO GOODS AND SERVICES

There are situations where there may be barriers for an individual to access goods, services, or opportunities based on their language, culture, religion, disability status, or other personal characteristics.

**OPTIONAL INTRO (If there is time and it makes sense for your group):**

I'm going to read the current ADAP language on this topic. We welcome feedback on this language.

**SECTION II B: Equitable Access:** The Americans with Disabilities Act (ADA) is a federal civil rights law that requires that in specified circumstances reasonable accommodations be made for persons living with disabilities so that they have access to the same opportunities as those without a disability. There are other situations where there may be barriers to equitable access to goods, services, or opportunities based on a person’s language, culture, religion, or other personal characteristics which are not currently addressed by law.

- A.** Have you or someone you know ever experienced inequitable access in Hayward? If you are comfortable, would you describe that experience? How did you feel about this then? How do you feel about this now? Did someone report the issue? Why or why not?
- B.** What is your general impression of unfair access to goods and services in Hayward? How prevalent do you feel this problem is?
- C.** What ideas do you have for addressing inequitable access here in Hayward?



# Hayward Community Taskforce

## QUESTION 3: DISCRIMINATION IN EDUCATION

### **OPTIONAL INTRO (If there is time and it makes sense for your group):**

I'm going to read the current ADAP language on this topic. We welcome feedback on this language.

**SECTION II A: Discrimination in Education:** There are various state and federal laws which prohibit discrimination by publicly supported education institutions. Hayward's preschools; primary, middle, and high schools; Chabot Community College, and California State University-East Bay are governed by other agencies. The City of Hayward is committed to working with these public institutions to ensure that Hayward students and their families are not discriminated against.

- A. Have you or someone you know experienced discrimination at a school or in an educational setting in Hayward? If you are comfortable, would you describe that experience? How did you feel about this then? How do you feel about this now? Did someone report this discrimination? Why or why not?
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
- B. What is your general impression of discrimination in education in Hayward? How prevalent do you feel this problem is?
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
  
- C. What ideas do you have for addressing discrimination in education here in Hayward?





## Hayward Community Taskforce

### QUESTION 5: HOUSING DISCRIMINATION

**OPTIONAL INTRO (If there is time and it makes sense for your group):**

I'm going to read the current ADAP language on this topic. We welcome feedback on this language.

**Section II A: Housing Discrimination:** California State Law prohibits discrimination in renting, leasing, and selling housing based on race, ancestry, sex, national origin, color, religion, marital status, age (or presence of children in a household), or physical handicap (including AIDS). Individuals are also protected by law from retaliation for filing complaints

- A. Have you or someone you know ever experienced housing discrimination in Hayward? If you are comfortable, would you describe that experience? How did you feel about this then? How do you feel about this now? Did someone report this discrimination? Why or why not?
  
- B. What is your general impression of housing discrimination in Hayward? How prevalent do you feel this problem is?
  
- C. What ideas do you have for addressing housing discrimination here in Hayward?







# Hayward Community Taskforce

## QUESTION 7: COMMUNITY AND POLICE RELATIONS

### OPTIONAL INTRO (If there is time and it makes sense for your group):

There is no current section in the ADAP that addresses this topic. The Community Taskforce members recognized the importance of adding a section to the revised ADAP that included details around community and police relations.

A. When have you or anyone you know had an interaction with the Hayward Police Department? How was that experience?

B. What is your general impression of the Hayward Police Department?

C. What ideas do you have about ways to foster positive relationship between community members and the Hayward Police Department?



# Hayward Community Taskforce

## QUESTION 8: CURRENT SOCIAL ISSUES

We want to make sure that we include all relevant updates to the ADAP. We talked about attitudes and behaviors, equitable access, education, employment, housing, hate crimes and violence, and community and police relations. There may be other community issues related to human and civil rights, and the way that people with differing backgrounds and characteristics live with and treat one another.

**Is there anything else you would like to add?**

### **CLOSING REMARKS: (3 – 10 minutes)**

**FACILITATOR NOTE:** Thank you so much for your input – this was an incredibly valuable community conversation. We will be incorporating your feedback into our revisions of ADAP. Please review our website for upcoming meetings and invite your friends to participate in this conversation. We want to hear from you.