

COMMUNITY TASK FORCE

May 8, 2017

Summary Notes

TASK FORCE MEMBERS PRESENT: Kristal Brister; Sheila Burks; Frank Burton; Kevin Dowling; Mohammed Khan; Dione Lien; Rosaura Mendoza; Galilea Rios; Raj Singh; Veronica Solorio; Randy Wright; Linda Moore; Vivian Phung; Giancarlo Scalise

TASK FORCE MEMBERS ABSENT: Freddy Davis; Myra Feiger; Ria Lancaster; Ruben Martinez; Kari McAlister; Arzo Mehdavi

STAFF: Kelly McAdoo, City Manager; Maria Hurtado, Assistant City Manager; David Korth, Assistant to the City Manager; Colleen Kamai, Executive Assistant; Zach Ebadi, Volunteer Coordinator; Mary Thomas, Management Analyst; Monica Davis, Management Analyst

COUNCIL MEMBERS PRESENT: Mayor Barbara Halliday (Facilitator), Councilmember Francisco Zermeño (audience), Councilmember Al Mendall (audience), Councilmember Elisa Márquez (audience)

PUBLIC ATTENDEES: John Wichman, Frank Crespo, Sheryl McCormick, Corina Vasaura, Aisha Wahab

I. WELCOME AND REVIEW OF AGENDA:

Mayor Barbara Halliday welcomed the Community Taskforce (CTF) members, community members, and staff. She also acknowledged the councilmembers who were in attendance, including Council members: Salinas, Zermeno, Mendall, and Marquez. The Mayor described the last Community Taskforce meeting as an important and emotional one, resulting in a recommendation to the City Council that the City declare itself as a “Sanctuary City”. She indicated that the City Council will be considering this matter at its June 6, 2017 meeting.

Assistant to the City Manager, David Korth, introduced the newly launched Hayward website, demonstrating in real-time the website features and the information it provides. It was mentioned that anyone can access this information by going on line to: <https://www.hayward-ca.gov/residents/undocumented-residents>. Management Analyst, Monica Davis, provided additional information about the Know Your Rights workshops described on the website.

II. PUBLIC COMMENTS:

No Public Comments.

III. REPORT OUT: UPDATE ON COMMUNITY ENGAGEMENT EFFORTS:

The Mayor acknowledged her appreciation of the work done by everyone outside of the Taskforce meetings, including the important element of engaging the community in the process of updating the 1992 Anti-Discrimination Action Plan. .

Mr. Korth then facilitated Taskforce member's reporting out about the information gathered through the various "Community Conversations" that have been conducted over the last couple of months. In this way, Taskforce members have been able to learn first-hand what concerns community members are facing today. He noted that approximately 40 community members responded to the online survey, and demonstrated how Taskforce members could access that information when working on updating the different sections of the Anti-Discrimination Action Plan.

Taskforce Member Veronica Solorio then shared information about the community concerns discussed during the community conversation she conducted with the Hayward Promise Neighborhood Community Advisory Board at California State University – East Bay on April 29th.

Community concerns included: The need to broadly communicate to the Hayward community the work being done by the Community Taskforce, and the need to hold the City accountable for making sure that the actions described in the update to the Anti-Discrimination Action Plan, and that that there needs to be a plan in place to monitor the implementation of the Plan after it is adopted by the City Council. It was also suggested that the City conduct an annual Multicultural festival that promoted and celebrated Hayward's diverse community. It was felt that this would help to remove discrimination amongst community members. It was also suggested that the definition of "accessibility" needed to be expanded to include linguistic, cultural, and racial accessibility, in order to make services and events more inclusive and accommodating. Youth voice was also noted as being important as was better engagement of between the police and community members. It was felt that this would help police officers to get to know community members, and the neighborhoods they patrol. Ms. Solorio also said that community members felt it was important that Hayward's marketing plan include the values and efforts described in the updated Plan; the City's "No Room for Racism" signs were given of an example of the image that Hayward should promote. It was also suggested that a "whistle-blower" policy be established that would protect people who report acts of discrimination or other related problems from retribution. It was also suggested that teachers and City workers receive training to be culturally sensitive.

Taskforce member Galilea Rios mentioned that on May 1, 2017, Chabot College would be conducting an International Worker's Solidarity and Immigrant Rights Day. She said that as part of her work on the Taskforce, she was promoting that Chabot College become a "Sanctuary Campus", and that this policy issue would soon be presented to the Community College District. She indicated that Councilmember Zermeño, who is also a professor at Chabot Community College, would be a spokesperson on this issue.

Mr. Korth encouraged other Taskforce members to enter the information they gathered from the community online via the City's Community Taskforce webpage at:

<https://www.surveymonkey.com/r/CommunityDiscussions>.

IV. ADAP SUB-COMMITTEE UPDATES/DISCUSSION:

Taskforce members then provided updates related to their work on the different sections of the 1992 Anti-Discrimination Action Plan. First to speak was Taskforce member Sheila Burks who serves as the lead of the Guiding Principles Sub-Committee.

Taskforce member Burks reported that the Guiding Principles Sub-committee met twice prior to this meeting. She talked about how she was working to ensure that the updated Guiding Principles are actionable, declarative, and aspirational, and that they provided a vision for the rest of the document to follow. She and her fellow sub-committee members wanted to also ensure that the Guiding Principles are readily accessible, easily understood, translatable, clear, and concise. She mentioned that during the sub-committee meetings, the word "compassion" kept coming up, and that the sub-committee members felt that the Guiding Principles should represent the heart of the Hayward community. The group also felt that the values and principles stated in the plan must be measurable and hold the City and the community accountable, and that the Plan be a living document that is evaluated, updated, and improved continuously. She said that the sub-committee members felt that the name of the document should be changed from stating something that the community doesn't want (i.e., Anti-Discrimination), to what we do want. Positive statements about bridging relationships between people of color and the police, building trust, recognizing and improving implicit bias, replace terms like profiling, mistreatment, and housing displacement. Positive aspirations like housing affordability, creating opportunity for education and jobs, and multi-cultural and celebratory community events be the focus of the updated plan. The notion of having an annual general festival that helped to positively define the City be created, rather than having multiple, separate festivals. She noted that the next sub-committee meeting is scheduled to take place on May 23, at Hayward City Hall at 5:45 pm.

It was noted by fellow Taskforce members that the issue of housing came up many times during community conversations, and so it was agreed equal access to affordable housing should be included in the updated Plan.

Taskforce member Frank Burton also indicated that it is important that there be transparency in how the City conducts its work.

Taskforce member Rosaura Mendoza shared her experience talking to students at Tennyson High School. She said it was an open conversation, and that it was very interesting to hear from them. She stated that we often forget about the youth voice. She then shared that the students mentioned being fearful of the police, of their families being concerned about increasing rents and troubling landlord/tenant relations. Many felt that they were being taken advantage by landlords (i.e., unaddressed mold in their homes) and did not know their rights, or were afraid to say anything out of fear of losing their housing. A transgender student shared that they didn't use bathrooms at

school because there were no bathroom for them to use. Others indicated that gay students had no sense of safety in the high school locker rooms. Other concerns included many students stating that they don't feel safe going to and from their school and homes. Others indicated that gang activity in South Hayward and multiple shootings in the neighborhood added to their feeling unsafe. Many felt that a lot of the City's financial resources have been committed to improving Downtown Hayward, but that their neighborhoods in South Hayward were being neglected. The students also pointed out that the Coffee / Ice Cream with a Cop was a good idea for some people to help improve relations with police officers, but they also felt that the people who really needed to build relationships were not going to put themselves out there. It was also suggested that community-building events should not be limited to police events, but rather events that fostered strengthening relationships with other members of the City as well, like maybe Fire Department, other City leaders. It was also suggested that a Housing Taskforce be created that included tenants, managers, landlords, City officials and local businesses owners where all stakeholders would be held accountable and where coalitions could be built to improve housing in Hayward.

City Manager Kelly McAdoo encouraged Taskforce members to share her contact information with community members who share with them specific incidents or concerns about Hayward Police and/or other City officials.

Taskforce member Randy Wright indicated that, much to his surprise, many community members expressed concerns about Hayward Police Officers. He noted that concerns about police and African American community members kept coming up. Due to this, he indicated that he was motivated him to send an email to the Chief of Police regarding this issue. City Manager McAdoo reinforced that Chief Koller is open to connecting with community members about these matters.

Stopped here.

Other Male Voice (Frank Burton?) says that he made contact with African American man with connections with South Hayward residents who have had difficulties with the HPD. He, along with the help of Mr. David Korth, are working on setting up extra Community Conversations in black churches on Saturdays or Sundays. He also brings up the topic of housing and in lieu fees— in lieu fees does not build the city affordable housing, require that affordable housing be built on significant developments instead of in lieu fees.

(Female voice) says that she's heard that concern regarding in lieu fees, and adds that it causes the displacement of families. The Mayor and CM Kelly McAdoo talk about in lieu fees, and Mayor confirms that it's something the City allows, but says it might be something that needs rethinking. The recession made in lieu fees a little easier because no one would want to build/buy housing. The topic might be brought up in June (for the Council meeting I think?). The City needs to do a better job at communicating services/programs COH has available to residents, i.e. rental inspection program.

Mr. Frank Burton added that he heard the Mervyn's redevelopment chose in lieu fees and were not required building affordable housing. The Mayor mentions the City did get 20% affordable housing units on Maple and Main.

Mr. Kevin Dowling mentions that the Council should look at the developments on Mission and Foothill for affordable housing. Stonebrae while an option, is not the best place for affordable housing because of its inaccessible location. He raises other concerns about trying to get out and meet people... how do you get the word out? How do you let people know about events, programs? That you can report problems to the police?

Veto asks for clarification on what the percentage required for affordable housing is (20%, etc.). CM Kelly McAdoo responds that they can't require fee for rental housing, but for townhouses 7.5% and single homes, 15%.

Two comments regarding ways to get information out on the City's resources were brought up. Ms. Kristal Brister recommended holding City-held workshops about city resources, and getting information out to schools via parent centers. Ms. Linda Moore suggested using billboards and bill cases with current programs/services/resources. She also asked for clarification on Housing percentages.

Mr. Mohammed Khan raised concerns regarding Guiding Principles, and agreed that the City was investing a lot in the downtown area and that was great, but in areas like South Hayward, the roads were terrible. He suggested that we should have a standard for our streets and have a minimum standard for all of Hayward instead of just investing in one area and ignoring others. How can we uplift the community environment?

Mr. Giancarlo Scalise commented on action items for ways to get information out to communities. He states that the City had no subcommittee for marketing/communication and could include/create action items around. The city needed action items regarding accessibility and to also to think about branding.

Mr. David Korth mentions Access Hayward information.

Mr. Frank Burton shared the feedback he was getting and wanted to reinforce that people wanted housing, not in lieu fees.

Ms. Rosaura Mendoza summarized by asking some questions on the main points: How do we let people know about resources? Hayward Collective had conversation about what does a Sanctuary City look like for everyone? People who need most representation are the ones who don't have the resources to represent themselves.

A. Evaluation Metrics to Measure Success Sub-Committee

- a. Mr. David Korth began by talking about the different looking form related to metrics and evaluation. He says they must build from current ADAP and format; it is a balance between increased accountability and pragmatism.

- b. Mr. Giancarlo Scalise updates that the evaluation sub-committee met for the second time w/shift Mr. Korth explained. They reviewed what was in previous ADAP evaluation metrics and Gold Coast cities, and merged them to create something new.
- c. (*Female Voice*) Community Part, Bi yearly progress. The CTF discussed how frequent progress reviews/check-ins should be and the measurements that they needed.

Like to get TF feedback –are sub committees actions measurable - yearly/bi-yearly.

One of the groups recommended that a new permanent group be formed – commission or TF that reviewed the progress of things – and hear back from community.

Mr. Frank Burton thinks bi-yearly is too long, once every two years. The initial date of implementation of recommendation... 1st of October or November? He is opposed to 1 every two years, okay for semi-annual but only for first one. Some discussion on what “bi-yearly vs. semi-annual vs. bi-annually” followed here.

(*Female Voice*) said that the review/check-in frequency on progress depends on the measure. If community policing, if certain things adopted, then checking in every few months is too long. It needs to be flexible enough to address the specific section. She agreed with Vivian, that you can’t be grading yourself.

Mr. Randy Wright said that we must have a level of measurement and structure; it can’t be too flexible because in order to measure, we can’t have it be too fluid. He suggested 6 months and then a year for the frequency.

Mr. David Korth added that they owed Randy about the current plan, and that they’ll get it to him by the end of this week. It should serve as a baseline for what Mr. Wright was talking about.

ACM Maria Hurtado said the plan was adopted in 1992 and they asked departments and leads (some commissions are gone): “since 1992, you said you were going to do this, what have you done since then?”

Ms. Kristal Brister brought up the baseline. Including 1992, seeing what’s established now if any data can be extracted and brought together, that’s good.

Ms. Linda Moore asked how much data do we have and how much data do we have currently? She commented that looking at progress in 6 months, we would have enough data, but all systems might not be in place yet. We have to report what we know even if we don’t capture all of it in 1st or second time.

Mr. Mohammed Khan commented on accessibility of information. He said that communication to community is still at grassroots, and comments on how frequently things should be reviewed.

Mr. Kevin Dowling commented that the City used to have 2 commissions to deal with social services, Citizen's Advisory Committee and Human Services Commission, and that the City converged those two recently. He asked if the current Community Services Commission could handle this? Mr. David Korth responded that from talking with the director, no, they have their hands full with managing all of the programs under one commission. Human relations element is on the side.

Mr. Giancarlo Scalise summed up. As a group, they are open for feedback. Some other recommendations include a Phase 2 which is shift in needs to gather baseline info. They need to observe if people are better off because of this effort. The sub-committee thinks it is beneficial to focus on branding and marketing and creating some action items to get info out to the community.

B. Accessibility Sub-Committee

- a. *(I think they skipped this section)*

C. Community/Police Relations

- a. Mr. Frank Burton updated everyone on Community/Police relations and recapped what they have done since the last meeting. They have established work teams even before last meeting and were doing work. They are working on scheduling a community conversation with a young African American man with contact in community. They established communication with Mohammed and are going through surveys looking for possible implications of community/police relations. In early June, he will be meeting with Chief/HPD. Mr. Burton will be recommending acceleration of the anti-profiling and reporting instead of waiting for the legislation requirement until 2022. Frank mentions de-escalation training and other new ideas for programs/policies like Mental Health First Aid.
- b. Mr. Kevin Dowling brought up his concern with the original ADAP Plan, which had 30 strategies, and recommended narrowing down recommendations. He wanted to discuss this in next agenda.
- c. ACM Maria Hurtado comments that they want the CTF to do a lot of the hands-on work in between meetings; the CTF meetings are for reporting on what the TF did in between and get feedback. She said she doesn't want to stifle the energy; TF will have the opportunity to have the dialogue once the plans start coming
- d. Ms. Veronica Solorio attended the community conversation with Ms. Rosaura Mendoza on what it means for a city to be a Sanctuary City. 80% of conversation was related to community policing, a huge topic of conversation.

We shouldn't limit the amount of recommendations to the police department. We need to actually implement things that do relate to police relations. We should see what the Sanctuary ordinance has and what isn't addressed, and discuss here in this space through ADAP.

- e. Mr. Frank Burton commented that that police body cameras could be tools of injustice. He said thanks *(to the CTF?)* for not wanting to put limits on subcommittees.
- f. ACM Maria Hurtado reminded everyone that the Council tasked the CTF on reading the ADAP, coming up with recommendations and advising Council on what CTF would like to do. There are several opportunities on the path to the ultimate final recommendations for the Council.
- g. Mayor Barbara Halliday added that the Council would like to hear everything, but to combine concepts where possible. Things that were already being done or have action being taken to resolve them don't have to be reported. Keep what is reasonable on the report; it could be good to start with broad ideas and then get to the really specific, meaty things we need to do.
- h. Mr. Frank Burton mentioned that they talk to the Council when recommendation is still in draft form.

D. Discriminatory Values and Attitudes

- a. Ms. Sheila Burks reported that the first meeting is on 5/17 at 5:30pm, Conference Room 1C.
- b. She said there was nothing else to report.
- c. *(CTF member Female Voice)* commented briefly on the "multicultural" part of a Multicultural Festival; she said it will make people feel welcomed and like they belong. She suggested including things in the programs for the festivals that explain resources to help people learn about their rights and services.

E. Illegal Forms of Discrimination

- a. Ms. Rosaura Mendoza informed everyone that she will email subcommittee members in order to schedule a meeting about illegal forms of discrimination. The purpose would be to talk about what they were hearing – and transferring it to action plan.
- b. Mr. Frank Burton brought up a law that requires data to begin being gathered on racial profiling and outlaws racial profiling; Mr. Burton said that because Hayward HPD is small, this wouldn't take effect til 2022. He recommends accelerating it.
- c. *(Female Voice)* raised the concern that a lot of families aren't sure of their rights as tenants when new developers come in and purchase properties. She mentions the issues of rising rent, and the sometimes-unfair time frame tenants are given to move. They may be discriminated against.

- d. (*Female Voice*) brought up collection of data, evaluation metric about loans and grant. She asked if anyone else besides HPD do implicit bias training? Who benefited from programs is a question she always asks.

Mr. David Korth says that you have to start with the current plan as a baseline. What do you like, want to tweak, want to add?

- e. (*Female Voice*) asked for more information about houses.
- f. Ms. Veronica Solorio spoke about the concern of one resident who mentioned feeling discriminated against due to her credit. She again brought up creating a CTF for landlords/community to help tenants bring concerns to light and educate residents about rights.
- g. (*Female Voice*) raised a concern regarding education: Resources were allocated to certain schools. She said that other schools don't have resources to ELA, and that all Hayward High school students were sent to Tennyson high school for this. They don't have resources and how come all the minority students sent to another school that don't have the home school education. The Mayor responded and said that they had channels to meet with school officials to share information; there were definitely a lot of topics regarding the school district. (*Female Voice*) also responded and said that feedback is good. The intention of the program was not to segregate students. It's hard to have resources through all high schools.
- h. (*Same female voice as above*) brought up Community Police Relations and mentions information on how youth can engage with officers. Things not escalating when they don't have to, the relationship and trust that's not there.

(*Another Female Voice*) agreed and says that even lawyers call lawyers when confronted with the police. She talks about the Disconnect between police and "us" who don't know as much about the law and possible abuse of power by police.

- i. CM Kelly McAdoo weighed in and stated that the City Council had several priorities: Safe, Clean, Green and Thrive. This year they identified 3 strategic initiatives: Tennyson Corridor, Complete Streets and Complete Communities which include housing. Staff outreach and developing 2-year work plans, what are things we can do in Tennyson Corridor, etc. Plans coming back to Council in June 13 for consideration. She told everyone that as things start to intersect, to keep that information in mind.
- j. Mr. Frank Burton added that anytime there's a huge power discrepancy (police and POC) it's subject to abuse. There's going to be a minority of those officers who will abuse their power.
- k. (*Female Voice*) said that a good way to get info out is to kids in schools. Police can have presentations, kids can give info out to their parents, and parents out to community.

1. Mr. Kevin Dowling talked about the CALEA Report. Officers in HPD who have been terminated and demoted so thinks there are some work in the HPD being done about sanctioning officers who are using too much force and etc.

(I'm not sure if "j" and "k" are part of Agenda Item IV. or not, but they were right before Agenda Item V)

- j. Corine(?) thanks Ms. Galilea Rios for Chabot College event

How do we info to community, text, emails, news letters?

How do we get police to talk with residents/community members?

Hayward booth at every event that educates public about programs and services.

Power of Language – be intentional and thoughtful. Space where law enforcement talking about immigrants.

Promoting 5/12 6-8 Event Know Your Rights Cherryland/Burch (link of TF page under Resources)

- k. Mayor Barbara Halliday commented that Fire Dept. interested in the lead issue. We need to think about the Fire Dept too. They are great resource in our community for connecting with different parts of our community.

V. Taskforce Discussion Items:

A. Discuss Date Options for Community Taskforce Presentation to City Council

B. Determine if any Additional Taskforce Meeting Dates are Needed Beyond May 31st

- a. ACM Maria Hurtado suggested 3 potential dates to meet: July 11, Sept. 19 or Sept 26. She asked the CTF members to keep some questions in mind: If you finish your first draft by June 16, does that give you enough time? Final recommendations after maybe a month. July 24th second taskforce meeting. When would you like to go back to Council out of 3 dates for presentations?

- b. Mr. Frank Burton: Not July 11, unrealistic.

- c. Other voices agree that May 31 is not enough time. They couldn't agree on a date and added the scheduling on the agenda for the next meeting.

(I think both items A. and B. where discussed at the same time)

VI. Adjournment

(someone) Requests for a picture and a bio for website Community Task Force page.