

# Policy Innovation Workshop on Community Safety

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Session 1: February 18, 2021

Online via Zoom





# Welcome

**Kelly McAdoo, City Manager**

# Introductions



- Tiffany Hoang, CircleUp Education
- Heather Hiscox, Pause for Change
- City Staff team:
  - Terence Candell, Management Fellow, Office of the City Manager (CMO)
  - Monica Davis, Community Services Division Manager, CMO
  - Laurel James, Management Analyst, CMO
  - Bryan Matthews, Captain, Hayward Police Department
  - Daniel Mao, Policy Fellow, CMO
  - Nicholas Mullins, Management Analyst, Finance
  - Rosalinda Romero, Executive Assistant, CMO
  - Mary Thomas, Management Analyst, CMO

# Agenda For Today



1. Welcome and Getting Acquainted
2. Summary of the Process
3. Values Exploration
4. Break
5. Identifying Policy Innovation Topics
6. Break
7. Next Steps & Reflection

# Zoom Etiquette

- Email [haywardsafe@gmail.com](mailto:haywardsafe@gmail.com) if you run into issues
- If you lose connection, log back on
- Please keep your camera on, if possible
- Keep yourself muted unless you are speaking
- Use the chat if you have questions
- Change your name and your pronouns
- Zoom Features
  - Raise Hand
  - Chat Box
  - Breakout Rooms

# Breakout 1:

## Small Group Introductions (5 mins)

- Name
- Occupation
- One thing that made you smile today

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# Policy Workshop: What to Expect



- 4 workshop sessions (like this one)
- After Session 1, we will send a **survey** to determine interest areas
- **4-6 teams**, each focused on a different topic area
- Teams will be expected to **meet between sessions** to make progress
- We can handle **tech support** and zoom meeting
- Each team will have **staff coaches** to help troubleshoot between sessions

# P.A.U.S.E

Five transformative skills to address diverse challenges

Package your Challenge

- Session 2

Assess Uncertainty

- Session 2

Understand Stakeholders

- Homework

Solution Testing

- Session 3 and Homework

Evidence-Informed Decision Making

- Session 4





Policy Workshop: What to Expect

Questions?





# Get to Know Miro

Heather Hiscox, Pause for Change





# Values Exploration

Tiffany Hoang, CircleUp Education



# Breakout 2, Part 1:

## Small Group Discussion (5 mins)

### Question

- What inspired you to be a part of this process?

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# Breakout 2, Part 2:

## Small Group Discussion (10 mins)

### Question

- What is a fear or concern about this process?

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# Breakout 2, Part 3:

## Small Group Discussion (10 mins)

### Question

- What do you need to fully participate in this process?
- What I need is...
- What this means to me is...

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# Things you're excited about:

- **Communication**
  - Share knowledge, experiences, and expertise
- **Change**
  - Contribute to something important to serve the Hayward community
  - Work on something actionable and tangible
- **Connecting**
  - Building relationships with a variety of people
  - Passing on valuable experiences to decision makers

# Things you're concerned about:

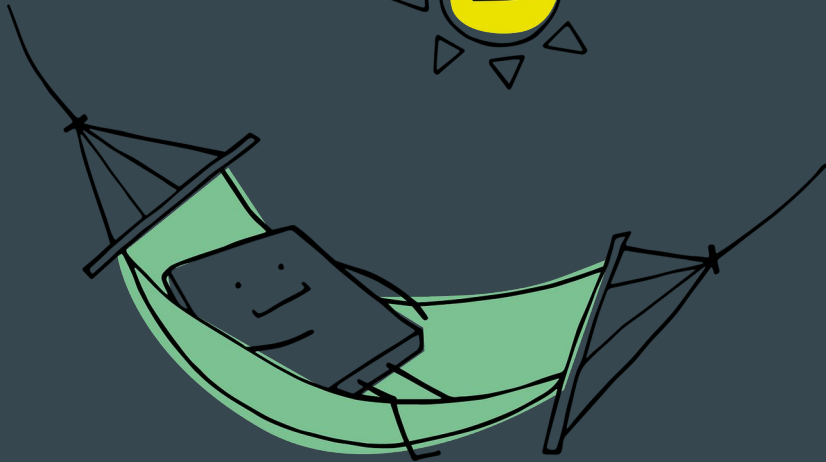
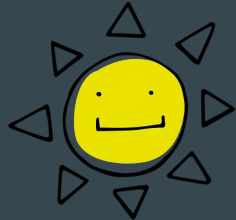
- Lack of diverse community involvement or accurate representation of the Hayward community
- **Lack of open-mindedness**, conflicting opinions, and personal bias
- Completing the workshop remotely
- **Not making progress towards concrete solutions** during the workshop
- A lack of knowledge-sharing and education amongst participants
- Imbalanced **group power dynamics**
- Fast timeline
- Having the sessions be recorded and **receiving personal attacks** from fellow community members or peers



# Values Exploration Summary



# 10 Minute Break




# Identifying Policy Topics



# Community Conversations Recap



- Quiet Review of City Staff Report from 10/27/2020
  - [https://drive.google.com/file/d/1HRnO1IEfsinRIPnEi1nqEzw\\_pZsygtrdX/view?usp=sharing](https://drive.google.com/file/d/1HRnO1IEfsinRIPnEi1nqEzw_pZsygtrdX/view?usp=sharing)
  - Review the Themes from Community Conversations on page 9-16
  - We will share out in small groups after
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# Breakout 3, Part 1:

## Small Group Discussion (15 mins)

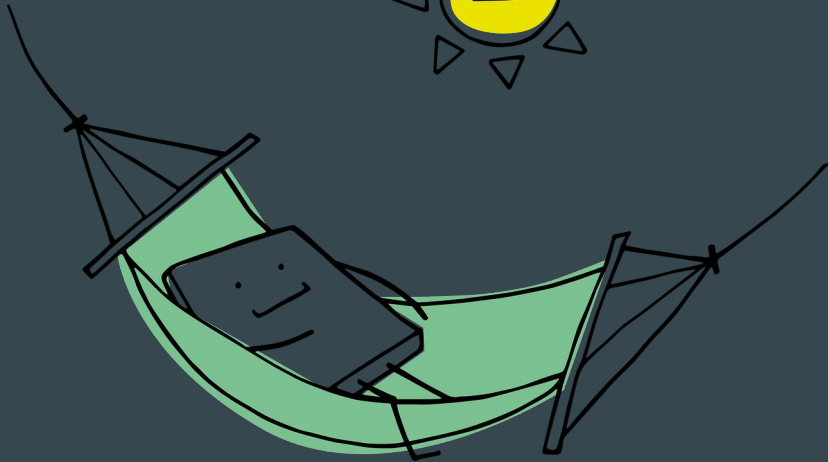
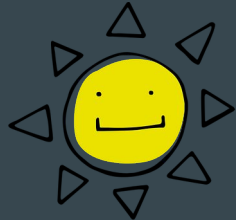
## Questions

- What are the most pressing challenges identified by the community?

One idea per post-it

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# 10 Minute Break





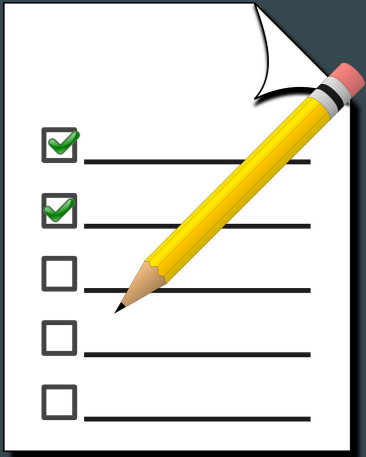
Breakout 3, Part 2:  
Identifying Policy Topics  
Dot Voting

# Identifying Policy Topics Summary





# Homework & Next Steps



# Thank you!

