



DATE: November 16, 2021

TO: Mayor and City Council

FROM: City Manager

SUBJECT: Recommendation from Community Services Commission to Hayward City Council to Adopt a Resolution Apologizing to Black, Indigenous, and People of Color and Latinx Community Members on Behalf of the City of Hayward for Its Implicit and Explicit Role in Perpetuating Historical Institutional Racism in the City of Hayward and Review the Attached Workplan

RECOMMENDATION

That the Council:

- 1) Adopts the attached resolution (Attachment II); and
- 2) Reviews the accompanying workplan (Attachment III) consisting of recommended actions from the Community Services Commission and consider any recommended changes to enhance City staff work currently being implemented to address the City's historical wrongdoings and complicity in institutional racism as part of the annual Strategic Roadmap review.

SUMMARY

At the June 17, 2020 Community Services Commission (CSC) meeting, staff presented on the City's Racial Equity Action Plan and the Government Alliance for Racial Equity (GARE) cohort details. Following this meeting, the CSC drafted a letter of support for the Racial Equity Action Plan and a call for further action by the City of Hayward in its commitment to anti-racism. The letter of support contained three attachments: 1) CSC commitments and intentions regarding the CSC's work as a commission; 2) the Policy and enumerated Powers and Duties of the CSC per the Hayward Municipal Code; and 3) short, near, and long-term recommendations for addressing the City's historical wrongdoings and complicity in institutional racism to the Council for consideration. Listed as a short-term recommendation was for the current Council to issue an apology to the Black Community on behalf of the City for its complicity in institutional racism in the City of Hayward. This

letter and its attachments were shared with the full Council at the July 21, 2020 Council meeting, as a document received after publication.¹

A CSC subcommittee was formed to prepare a draft apology in the form of a resolution. The CSC approved this item on September 18, 2021, and is recommending that the Council adopt the attached resolution (Attachment II) apologizing to Black, Indigenous, and People of Color (BIPOC) and Latinx community members on behalf of the City of Hayward for its implicit and explicit role in perpetuating historical institutional racism in the City of Hayward.

For consideration in conjunction with the resolution, the CSC subcommittee has recommended 11 tangible action steps that the City should undertake to address the City's historical wrongdoings and complicity in institutional racism. Staff have created a "workplan" outlining the 11 CSC recommended action steps supplemented by staff with information on the work that City staff are currently implementing to support these recommendations (Attachment III). The workplan was created to better articulate which recommendations are being implemented and which recommendations require additional effort and resources. At this time, the workplan is only intended for Council review and not intended to direct staff work. The CSC will be meeting in December to review the workplan in greater detail and prepare recommendations to enhance the work that is currently being implemented for Council consideration ahead of the Strategic Roadmap annual review in early 2022.

BACKGROUND

Item History

At the June 17, 2020 CSC meeting, staff presented on the City's Racial Equity Action Plan and the GARE cohort details.² At this meeting, the CSC provided feedback on the plan and a subset of the CSC requested to write a letter of support for the Racial Equity Action Plan and call for further action by the City of Hayward in its commitment to anti-racism. A subcommittee was formed with Commissioner Artavia Berry, Commissioner Varsha Chauhan, Commissioner Arti Garg, Commissioner Saira Guzman, Commissioner Alicia Lawrence, Commissioner Linda Moore, and Commissioner Corina Vasare to draft a letter of support for the full CSC to review.

The letter of support was reviewed and approved by the full CSC at the July 15, 2020 meeting of the CSC.³ The letter of support contained three attachments: 1) CSC

¹ July 20, 2020 Meeting of the Hayward City Council:

<https://hayward.legistar.com/MeetingDetail.aspx?ID=793413&GUID=5BF48901-43A7-4AA0-9181-11C18CA64A37&Options=info|&Search=>

² June 17, 2020 Meeting of the Hayward Community Services Commission:

<https://hayward.legistar.com/LegislationDetail.aspx?ID=4568983&GUID=58090595-B455-499D-85E6-59356E4AEEB5&Options=&Search=>

³ July 15, 2020 Meeting of the Hayward Community Services Commission:

<https://hayward.legistar.com/LegislationDetail.aspx?ID=4590492&GUID=B0148C0F-740C-4D0A-BC0B-14EECDE77EFD&Options=&Search=>

commitments and intentions regarding the CSC's work as a commission; 2) the Policy and enumerated Powers and Duties of the CSC per the Hayward Municipal Code; and 3) short, near, and long-term recommendations for addressing the City's historical wrongdoings and complicity in institutional racism to the Council for consideration. Listed as a short-term recommendation was for the current Council to issue an apology to the Black Community on behalf of the City for its complicity in historical institutional racism in the City of Hayward. This letter and its attachments were shared with the full Council at the July 21, 2020 Council meeting, as a document received after publication.

In response to the CSC letter and the accompanying recommendation for Council to issue an apology on behalf of the City of Hayward to the Black Community for its complicity in historical institutional racism in the City of Hayward, a subcommittee was formed consisting of Commissioners Crystal Arrizon, Commissioner Artavia Berry, Commissioner Arti Garg, Commissioner Linda Moore, and Commissioner Mick Rubio to draft this apology in the form of a resolution. Of note, during the drafting process, the CSC updated the apology to the Black Community to an apology to all BICPOC community members. As part of the resolution, the CSC subcommittee recommended 11 tangible action steps that the City should undertake to address the City's historical wrongdoings and complicity in institutional racism, specifically redlining and the annexation of Russell City.

A draft resolution with recommended action steps was shared at the June 16, 2021 CSC meeting. At this meeting, City Manager McAdoo recommended that the resolution and action steps be separated into two separate, but joint items. Staff created a "workplan" outlining the 11 recommended action steps supplemented by staff with information on the work that is currently being implemented to support these recommendations. The workplan was created to better articulate which recommendations are being implemented and which recommendations require additional effort and resources while not diminishing the importance of the apology itself.

The resolution and workplan were shared with the full CSC at the September 15, 2021 CSC meeting.⁴ At this meeting, the CSC approved the resolution and workplan for recommendation to the Council.

Historical Wrongdoings

The resolution specifically highlights the City of Hayward's historical participation in redlining, along with other jurisdictions throughout the United States and the real estate and banking industries. The resolution also notes the annexation of Russell City. A brief summary of these two issues is outlined below for context. Note that this summary is not intended to be a comprehensive list of all historical wrongdoings. In addition, the long-term impacts of redlining and urban renewal are still being studied, so we recognize that our understanding of these topics will continue to grow and evolve as more data and stories are uncovered.

⁴ September 15, 2021 Meeting of the Hayward Community Services Commissioner:
<https://hayward.legistar.com/LegislationDetail.aspx?ID=5134393&GUID=F9E12BE6-7847-433C-8682-EA47F224909E&Options=&Search=>

Redlining: Redlining is the practice of engaging in housing discrimination by applying stricter requirements and offering less favorable mortgage terms to Black/African-American homebuyers and other people of color. Redlining was an explicitly racist policy created by the Home Owners' Loan Corporation (HOLC), a government-sponsored corporation established by the New Deal, that has been continued by private mortgage lenders through the present day. HOLC developed categories of perceived mortgage risk graded from "Best" to "Hazardous" based on the concentration of immigrants, low-income white residents, and Black residents in the area. Mortgages in neighborhoods that HOLC deemed "Hazardous" had stricter requirements, less favorable terms, and were more difficult to refinance than in the whiter, wealthier neighborhoods labelled "Best" and "Still Desirable."

Racial Steering: A related practice, racial steering, further reinforced the segregation of communities of color. Alongside racist home loan practices, developers and real estate agents actively guided, or "steered" people of color away from housing in white neighborhoods. This was done through explicit policies in the form of restrictive covenants, or prohibitions against the sale of the property to people from non-white racial groups formalized in the deed, through advertisement of "restricted" or "exclusive" developments, and through many other implicit or informal ways.

In Hayward, the City knows redlining and racial steering occurred by steering minority groups to the Kelly Hill neighborhood in nearby unincorporated Fairview⁵ and to Russell City. There are likely additional incidents of these practices in Hayward that have not been documented as well as these two examples. Additional information on redlining and government sponsored segregation can be found in the book, "The Color of Law" by Richard Rothstein.

Impact of Redlining and Racial Steering: Redlining and steering practices resulted in intentionally segregated neighborhoods with unequal distribution of resources and opportunities. Both practices also limited homeownership for many people of color, thus denying them housing stability and the opportunity to build wealth through property ownership and to share that wealth with subsequent generations.

Conversely, white families continued to build wealth through homeownership, which is subsidized by the government through significant tax incentives. Redlining artificially inflated property values in white neighborhoods and depressed property values in neighborhoods where people of color lived. Schools, funded by local property tax dollars, had fewer resources in neighborhoods where people of color lived, further eroding property values, and more resources in areas where white people lived, boosting property values and wealth held by white families.

Russell City: Russell City was an unincorporated area of what is now Hayward in Alameda County. Established in 1853, the community was located off the Hayward Shoreline and would be the present-day area between Chabot College and the Hayward Airport. During and

⁵ <https://www.eastbaytimes.com/2008/01/22/kelly-hill-a-haven-for-blacks-in-60s/>

after World War II, Russell City had its largest growth period, with significant numbers of Black/African Americans moving there and a large Latinx community.⁶ There is evidence that, as Black and Latinx families immigrated to the Bay Area, they sought homes in incorporated Hayward and were instead steered or forced to buy property in Russell City due to discriminatory housing practices.

Urban Renewal and Annexation: Oral histories indicate that Russell City received little to no financial support from Alameda County or Hayward. While Russell City was never an incorporated entity, it provided some of its own civic services and had a strong community. In the 1950s, Hayward leaders considered Russell City a “blight” to the surrounding area and sought to rebuild it as an industrial park for the benefit of incorporated Hayward. This goal was reinforced by the federally sponsored policies of “urban renewal.” Additional information on the national impact of urban renewal on family displacement can be found on the University of Richmond’s interactive website “Renewing Inequality.”⁷

In 1963, Alameda County and Hayward began the forced relocation of its predominately Black/African American and Latinx tenants, bulldozed the entire community, and rezoned the land into industrial use only (Wilkinson, 2002). Additional information on Russell City can be found “Russell City: Images of America” by Maria Ochoa with the Hayward Area Historical Society and “What Ever Happened to Russell City” by Megan Wilkinson.

Ongoing Impacts: The impacts of these government-led policies and practices remain visible and relevant today. The most recent 2016 data show that white households have the highest levels of wealth in the country, with a median wealth of \$171,000 compared to Black families’ median wealth of \$17,600. When looking at average wealth, Black families only own 2.6% of the nation’s wealth, though they are 13% of the population.^{8,9} In the Bay Area, 63% of white households own their homes, compared to 34% of Black households and 40% Latinx households. This disparity has gotten worse over the past two decades. Increases in homeownership for Black households in the 1980s and 1990s were lost, due in large part to predatory housing practices, the foreclosure crisis, and stagnant wages.¹⁰

In Hayward, American Community Survey data shows that 13% of Black residents live below the federal poverty line, compared to 7% of white households. Further, Black households experience significant displacement pressures in Hayward. They are the only non-white racial group in the City of Hayward to decrease in population size from 2010 to

⁶ <https://www.hayward-ca.gov/discover/news/feb17/russell-city-and-blues>

⁷ University of Richmond’s Digital Scholarship Lab. Renewing Inequality. Retrieved from: <https://dsl.richmond.edu/panorama/renewal/#view=0/0/1&viz=cartogram>

⁸ Darity, W.A. & Mullen, K. (2020). Black reparations and the racial wealth gap. Brookings Up Front. Retrieved from: <https://www.brookings.edu/blog/up-front/2020/06/15/black-reparations-and-the-racial-wealth-gap/>

⁹ Darity Jr, W.A. (2019). Running the numbers on closing the racial wealth gap. Durham, NC: The Samuel DuBois Cook Center on Social Equity at Duke University. Retrieved from: <https://socialequity.duke.edu/wp-content/uploads/2019/10/Running-the-Numbers-8.4.19-FINAL.pdf>

¹⁰ Bay Area Equity Atlas. Homeownership is Unattainable for Most Bay Area Black, Latinx, Cambodian, and Pacific Islander Households. Retrieved from: <https://bayareaequityatlas.org/node/65531>

2019, with a decrease of 10% in all Black households and 31% in the lowest income Black households earning less than \$35,000 a year.

Commitment to Equity and Acknowledgement of Past Inequities and Injustices

The City is committed to providing equitable services that improve the lives of all residents and take into consideration past inequities and injustices. The City recognizes that achieving that vision takes continuous listening, learning, and improvement. The City of Hayward has a history of building a culture of equity to work towards ensuring that the City is meeting the needs of all residents, including:

- **1992:** Adopting the original 1992 Anti-Discrimination Action Plan (ADAP)
- **2017:** Establishing a limited term Community Task Force to update the ADAP and address increasing community concerns about nationwide discrimination
- **2017:** Council Adoption of the Sanctuary City Resolution
- **2017:** Council Adoption of the Commitment for an Equitable, Inclusive, and Compassionate Community
- **2019:** City joins the Government Alliance on Race and Equity
- **2020:** Staff presents the Racial Equity Action Plan to Council
- **2021:** Council adoption of a resolution establishing a City business closure day in observance of Juneteenth

While the City has a strong history of commitment to advancing racial equity, the City has also historically participated in perpetuating institutional racism, both implicitly and explicitly. In acknowledging this, the City as an institution would take accountability for past discrimination and harms done to BIPOC community members and reaffirm its commitment to being an inclusive, equitable, and compassionate community for all.

DISCUSSION

Resolution Apologizing to BIPOC and Latinx Community Members for Complicity in Institutional Racism in the City of Hayward

The CSC recommends that the current Council issue an apology on behalf of the City of Hayward to BIPOC and Latinx community members for its implicit and explicit role in perpetuating historical institutional racism in the City. A CSC subcommittee was formed to draft this apology in the form of a resolution, which was approved by the full CSC at the September 15, 2021 meeting of the CSC. Specifically noted in the resolution is the City of Hayward's, along with other jurisdictions and the real estate and banking industries, participation in redlining and the annexation of Russell City. The resolution is provided in Attachment II.

Recommended Action Steps

As part of the resolution, the CSC has recommended 11 tangible actions for the City to take to address the City's wrongdoings and complicity in historical institutional racism. Staff created a "workplan" outlining the 11 recommended action steps supplemented by staff with information on the work that is currently being implemented to support these recommendations. The workplan was created to better articulate which recommendations

are being implemented and which recommendations require additional effort and resources.

At this time, the workplan is only intended for Council review and not to direct staff work. The CSC will be meeting in December to review the workplan in greater detail and prepare recommendations to enhance the work that is currently being implemented for Council consideration ahead of the Strategic Roadmap annual review in early 2022.

The City recognizes that racial equity and anti-racism work is ongoing and iterative, and that the articulation of work currently being implemented does not constitute completion of this item.

A summary of the 11 action steps and discussion of how this work is currently being supported is outlined below. The recommendations in full can be found in Attachment III.

1) Utilizing a racial equity lens in developing and applying policies and procedures, such as those articulated in City of Hayward's 2021-23 Strategic Roadmap.

This is formally being done through Strategic Roadmap Organizational Health Project 3. Each Department in the City has selected a project from the Strategic Roadmap for racial equity analysis. Additionally, other projects, policies, and procedures are being developed and implemented using a racial equity lens.

2) Continuing and expanding the Government Alliance on Race and Equity (GARE) team and Racial Equity Action Plan.

The City has been a member of GARE since 2019. Since joining, 28 employees from across the City's Departments have participated in GARE's ten-month training on communicating about race, tracking data, and using a racial equity toolkit to evaluate and design City programs. These team members are now training other City staff and conducting workshops for the City's Boards and Commissions.

3) Working with BIPOC community members to create new systems of public safety that places the highest priority upon protecting human life.

In the Summer of 2020, Council directed staff to implement a public safety community engagement project to gather information and experiences throughout the Hayward community to inform future policy discussions. The first phase of this project focused on hearing community concerns. The second phase focused on researching and testing possible policy alternatives. On May 18, 2021, the Council adopted a resolution authorizing funding for the workshop project recommendations. The implementation of these recommendations is ongoing.

4) Working with local, state, and regional partners to support and implement anti-racist policies and actions.

The Hayward Legislative Program outlines the legislative priorities and stances of the City of Hayward with the intent to inform residents, representatives, and policymakers of the City's stances on the myriad of public policies that intersect with City priorities, programs, and services. Staff are currently updating the City's Legislative Program with recommended legislative priorities. In December 2021, staff will recommend that the City add an active position of support for legislation, policies, and programs that are explicitly designed to address racial disparities by advancing racial equity and anti-racism.

This recommendation could additionally be implemented through working with Alameda County to adopt a similar resolution and acknowledging their role in the annexation of Russell City.

- 5) For homeownership and loss mitigation assistance, target populations with limited access to homeownership opportunities (where people who are BIPOC are overrepresented) and who have experienced disparate impacts related to homeownership retention during times of crisis and implement outreach efforts that furthers affirmative fair housing by identifying and targeting populations that have been typically underserved.**

On July 13, 2021, Hayward City Council allocated \$4.25M in American Rescue Plan Act (ARPA) funding to housing programs and services to support target populations with limited access to homeownership opportunities. The federal stimulus housing programs were identified based on multiple factors including Hayward housing needs, anticipated foreclosures, existing protections, impacts of the history of systemic racism, and disparate impacts of COVID-19.

Additionally, as part of the Affordable Housing Ordinance, developers are required to target marketing efforts to populations traditionally underserved.

- 6) Prioritizing business ownership assistance for people who are BIPOC whenever such funding is available.**

All Economic Development Division programs utilize an equity lens that emphasizes serving minority-owned businesses. The City's Small Business Assistance Grant program provides grants to support the purchase of equipment, inventory, marketing material, e-commerce platforms, and interior/exterior improvements of commercial space. Staff will continue to direct funding to traditionally BIPOC-owned business sectors such as personal services, childcare, restaurants, and retail. Funding for this program will be increased using ARPA funds for FY 22. The expanded program will feature enhanced engagement of Black-owned businesses to drive participation in the program.

- 7) Prioritizing funding and contracts for organizations, artists, musicians, businesses and contractors who are BIPOC.**

The Community Services Division and CSC use a racial equity lens in determining funding for organizations, including Arts and Music organizations, as distributed through the annual Community Agency Funding (CAF) process. As part of the CAF process, the CSC requests demographic information of populations served, agency staff, and agency leadership.

Additional ways this work could be implemented is through the City's purchasing and procurement policy.

8) Ensuring that literacy and other educational services as well as the Youth Commission and other leadership development opportunities facilitate positive identity for BIPOC youth.

The City's Family Education Program serves Hayward's at-risk population and partners with community stakeholders to close the education and literacy gap in Hayward. The Family Education Program focuses on community building to holistically address and strategically align the collective impact in the community. Key initiatives include: hiring staff that is representative of the Hayward community; working strategically with Hayward Unified School District (HUSD) to utilize race and ethnicity when allocating resources; working to meet the needs of historically marginalized students through reducing barriers to literacy, such as creating a Tech Lending Library, removing late fees, providing e-resources for every HUSD student, launching the Hayward Bookmobile; and launching the Book to Action program.

9) Working with the survivors and descendants of Russell City to determine appropriate restitution.

While staff are not explicitly working with survivors and descendants of Russell City to determine appropriate restitution, staff are working with survivors and descendants of Russell City in other ways, as well as exploring a wealth-building program for the City. Staff are currently working with survivors and descendants of Russell City to design and create culturally competent ways to honor the history and legacy of Russell City. This group has also been consulted on the development of this resolution and workplan, as discussed in the Public Contact section below. Additionally, staff are exploring development of a First-Time Homebuyer Down Payment Assistance/Wealth-Building program.

Restitution and/or reparations programs are being considered by a small, but growing, number of municipalities across the country. These programs intend to acknowledge the harm done by local governments to Black residents through historical practices such as redlining and others that prevented Black residents from home ownership opportunities and assert an intent to make amends for that harm. If the Council supports a restitution and/or reparations program for survivors and descendants of Russell City, staff would recommend developing the program through an extensive community engagement and City review process.

10) Supporting the work of community partners to design and create culturally competent ways to recognize the contributions of BIPOC Hayward residents and incorporate those recognitions into mural, signage, roadway improvements, and grants as such projects/opportunities are developed. Such recognitions may include a Welcome to Russell City Gateway, a Russell City Walk of Fame, Juneteenth events, Teach Ins, and/or other public art installations honoring the history and legacy of Russell City.

City staff are currently working on three public art pieces at Heritage Plaza in recognition of the Muwekma Ohlone Tribe, interned/imprisoned Japanese Americans, and survivors and descendants of Russell City in unincorporated Hayward. The art pieces are set to be installed at Heritage Plaza in FY21-22. Staff will continue to explore ways to work with BIPOC community members to create public art that celebrates the diversity of the Hayward community.

Additionally, the City has historically supported the Russell City Blues Festival and this year awarded \$20,000 to this event as part the Juneteenth Freedom Celebration.

11) Promoting accountability for these commitments through systematic updates and reporting.

The CSC will review the attached workplan at the December 15, 2021 meeting of the CSC to provide recommended enhancements for Council consideration as part of the Strategic Roadmap annual review process in early 2022. Staff recommends that the Council discuss the prioritization of these items as part of the City's adopted Strategic Roadmap update process to increase reporting efficiencies and limit the creation of a new workplan. Progress on Strategic Roadmap projects are reported on annually.

Community Engagement

On July 15, 2021, the CSC subcommittee met with a group of survivors, descendants, and historians of Russell City in unincorporated Hayward to present and seek feedback on the resolution and workplan. This group, referred to as the Russell City Committee, was originally formed to provide feedback on the Heritage Plaza art project in recognition of Russell City in unincorporated Hayward.

A complete roster of the Russell City Committee can be found in Table 1.

TABLE 1: HERITAGE PLAZA RUSSELL CITY COMMITTEE ROSTER

Name	Organization
Ishmael Arellano	Previous resident of Russell City
Sam Arellano	Previous resident of Russell City
Diane Curry	Executive Director and Curator, Hayward Area Historical Society
Priscilla Figueroa	Previous resident of Russell City
Nehmias Moran	Previous resident of Russell City
Joseph Moran	Previous resident of Russell City
Sam Nava	Russell City Picnic organizer
Maria Ochoa	Author – <i>“Russell City (Images of America)”</i> Art Commission
Anika Patterson	Hayward Library Commission
Kativa Sagra	Hayward Public Library, member of GARE
Liz Sanchez	Descendent of Russell City
Ronnie Stewart	Russell City Blues Festival
Megan Wilkinson	Author – <i>“What ever happened to Russell City?”</i>

The draft resolution and workplan was shared with the full committee via email. The following members were present at the July 15, 2021 virtual meeting: Diane Curry, Priscilla Figueroa, Anika Patterson, Kativa Sagra, Ronnie Stewart, and Megan Wilkinson. At this meeting, it was recommended to specifically call out Latinx community members in addition to BIPOC community members, as members of the Latinx community may not always identify as BIPOC. Additional substantive feedback was to clarify that Russell City was never officially incorporated as a City and that it was part of unincorporated Alameda County.

This item was presented at the September 15, 2021 CSC meeting, wherein a public comment was made by Alameda County Board of Education Area 4 Trustee Aisha Knowles, a descendent of Russell City in unincorporated Hayward. Ms. Knowles requested additional detail for future reports, including listing members of the CSC subcommittees and dates and frequency of meetings with community members.

Staff additionally met with Ms. Knowles on September 21, 2021 to discuss this item further. During this meeting, Ms. Knowles and staff discussed: how better to reach survivors and descendants of Russell City in unincorporated Hayward; Alameda County’s role in the annexation of Russell City; and the importance and significance of archiving this process. The survivors and descents of unincorporated Russell City were historically silenced, and as such this is an opportunity for the City of Hayward to recognize all those involved in the creation of this resolution.

ECONOMIC IMPACT

Advancing racial equity has a positive economic impact and could result in improved socioeconomic status of the entire community and new and increased opportunities for participation in the economy.

FISCAL IMPACT

Continuing the City's diversity, equity, and inclusion work will require continued investment of City resources, most importantly staff time into training, staffing, and infrastructure.

STRATEGIC ROADMAP

This item supports several Strategic Roadmap projects, including:

- Improve Organization Health,
 - o Project 2: Develop and implement a racial equity action plan to best serve our community and support our employees (follow up action from the Committee for an Inclusive, Equitable, and Compassionate Community) and
 - o Project 3: Work across Strategic Roadmap priorities to include racial equity lens.
 - o Project 4: Continue city participation in the Government Alliance for Racial Equity.
- Support Quality of Life
 - o Project 16: Implement Solutions to Increase Community Safety
- Preserve, Protect, and Produce Housing for All
 - o Project 8: Pursue State Housing Funding Opportunities (this included application for homeownership assistance funds)

PUBLIC CONTACT

This item has been discussed at the June 16, 2021 and September 15, 2021 meetings of the CSC. A detailed community engagement section is included above in the Discussion section.

NEXT STEPS

The CSC will review their 11 recommended action steps at the December 15, 2021 CSC meeting to provide recommended enhancements for Council consideration as part of the Strategic Roadmap annual review process in early 2022. Should Council direct additional work, staff time, and/or resources towards addressing these recommendations, staff recommends that this be part of the Strategic Roadmap review and prioritization process.

Prepared By: Jessica Lobedan, Acting Community Services Manager
Laurel James, Management Analyst II
Mary Thomas, Management Analyst II

Recommended By: Jennifer Ott, Assistant City Manager

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', written over a horizontal line.

Kelly McAdoo, City Manager