



# RUSSELL CITY REPARATIVE JUSTICE PROJECT

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## Academic & Professional Development Stipends for Former Residents & Descendants

**Summary of the Reparative Justice Recommendation:** Provide a variety of academic and professional development opportunities for former Russell City residents and their descendants. On an annual basis until funding is exhausted, award academic stipends to support the costs of college (including community college), trade school, and/or universities, as well as professional development programs. The stipends for former residents and descendants could potentially be between \$500 and \$5,000. The exact amount depends on how many people qualify and how much money is available from the City of Hayward. Hire staff and consultants to make a list of former residents and their descendants. This list will help check who is eligible for the grants.

**Reparative Justice Description and Justification:** On an annual basis, award one-time stipends to support former residents and/or their descendants in attending trade school, college (including community/junior college), universities, and/or professional development programs to support upward mobility. First, former residents will be surveyed to assess interest in academic or professional development stipends. Following, descendants (born by December 31, 2024) will be surveyed. A list of interested persons will be generated for consideration of stipends between Fiscal Year 2025 – 2026 to Fiscal Year 2029 – 2030.

The City of Hayward will identify the maximum number of stipends that can be awarded within a 5-year timeframe. Annually, the list of interested persons will be used to randomly select awardees. Those selected will be asked to confirm where they will be in school or training, so that stipends can be sent directly to the school or training program.

Finally, the City of Hayward will seek out external funding to expand the number of stipends that can be awarded. If successful, external funding can be used to increase the number of stipends awarded by Fiscal Year 2029 – 2030, and/or to provide more stipends beyond Fiscal Year 2029 – 2030.

**Eligibility Criteria:** To qualify for the academic or training grants from the Russell City Reparative Justice Project, beneficiaries must:

1. Be a former resident of Russell City who can prove they lived there between 1950 and 1967 with valid documentation<sup>i</sup>, or



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1. Be a descendant (born by December 31, 2024) who has at least one ancestor who lived in Russell City between 1950 and 1967. You must provide proof of your ancestor's residency and show that you are related to them. <sup>ii</sup>

## Reparative Justice Objectives

- **Objective 1:** Make a list of living Russell City former residents using City of Hayward records, County of Alameda documents, and research with the Russell City community.
- **Objective 2:** Hire professional genealogists to create family trees of Russell City former residents and descendants. They will also help find the public records needed to make the list of former residents and descendants.
- **Objective 3:** Initiate partnerships with academic departments at California State University, East Bay and Chabot College to get student support with researching relevant public records held by the County of Alameda, Hayward Unified School District, and City of Hayward (e.g. Birth certificates, school records, marriage records, tax documents, etc.).
- **Objective 4:** Identify thresholds (quantity and duration) for academic and professional development stipends to determine the maximum number of eligible beneficiaries within five (5) fiscal years.
- **Objective 5:** Conduct outreach to the Russell City community to identify former residents and descendants who might be interested in stipends.
- **Objective 6:** Create of list of former residents and descendants interested in receiving stipends and attending college, trade school, or development programs between Fiscal Year 2025 – 2026 and Fiscal Year 2029 – 2030.
- **Objective 7:** Procure a community-based provider to administer academic and development stipends for approximately five (5) years.
- **Objective 8:** On an annual basis until funds expire, award one-time stipends to support former residents and/or their descendants.
- **Objective 9:** Look for and apply for additional grants to provide stipends to more Russell City former residents and descendants.



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*<sup>i</sup> Documentation to verify eligibility may include, but is not limited to, deeds, leases, rental agreements, tax documents, birth certificates, marriage certificates, school records, utility bills, bank statements, and/or insurance documents.*

*<sup>ii</sup> Documentation to verify eligibility may include, but is not limited to, deeds, leases, rental agreements, tax documents, birth certificates, marriage certificates, school records, utility bills, bank statements, and/or insurance documents. Birth certificates will be required to verify familial connections.*