

RUSSELL CITY REPARATIVE JUSTICE PROJECT

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Russell City Preference for Pathways Programs (Apprenticeships, Fellowships, Internships, and On-the-Job Training Programs)

Summary of the Reparative Justice Recommendation: Develop and fund a comprehensive set of City of Hayward pathway programs for people of all ages, including internships, fellowships, apprenticeships, and on-the-job training programs across all City of Hayward departments. Within the competitive, screening and selection process, establish a Russell City preference to prioritize former residents and their descendants (like Veteran's preference points). The exact amount of fellowship, internship, apprentice, and trainee opportunities will depend on how much money is available for the City of Hayward to expand its job offerings. Hire staff and consultants to make a list of former residents and their descendants. This list will help check who is eligible for the Russell City preference points.

Reparative Justice Description and Justification: Evaluate funding needed to create permanent internship, fellowship, apprenticeship and/or on-the-job training programs with appointments for one (1), two (2), and/or three (3) years. This will include assessments of existing pathway programs that do not require additional funding. Make budget requests to add permanent internship, fellowship, apprenticeship and/or on-the-job training appointments to department budgets for staff. Confirm the sequence and timing in which proposed pathway programs will launch. Develop application, selection, and screening procedures for indicating and verifying a Russell City preference to prioritize former residents and their descendants for hire within the context of the competitive hiring process.

Conduct outreach to develop a preference list of qualifying Russell City former residents and descendants who could receive Russell City preference points when applying to proposed pathway programs. Educate Russell City former residents and descendants and how to apply to new programs.

Eligibility Criteria: To qualify for Russell City preference points for pathway programs, beneficiaries must:

1. Be a former resident of Russell City who can prove they lived there between 1950 and 1967 with valid documentationⁱ, or

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2. 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. ⁱⁱ

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 pathway program appointments to determine the maximum number of eligible beneficiaries within ten (10) fiscal years.
- **Objective 5:** Collaborate with City of Hayward departments to identify how existing pathway programs could be updated to include a Russell City preference in the selection and screening process.
- **Objective 6:** Collaborate with City of Hayward departments to identify the various internship, fellowship, apprenticeship, and on-the-job trainee opportunities that should be included in a comprehensive set of pathway programs cover people in early career, mid-career, and later-career stages of life.
- **Objective 7:** Approve the proposed internship, fellowship, apprenticeship, and on-the-job trainee job descriptions with the City of Hayward, Human Resources Department, including approval of minimum qualifications and job titles.
- **Objective 8:** Request funding to new internship, fellowship, apprenticeship, and on-the-job trainee opportunities across all City of Hayward Departments.
- **Objective 9:** Educate Russell City former residents and their descendants on pathway program policies and procedures related to the Russell City preference points.

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- **Objective 10:** Make a preference list of qualifying Russell City former residents and descendants using City of Hayward records, County of Alameda documents, and outreach with the Russell City community.
- **Objective 11:** Notify Russell City former residents and their descendants of established lists regarding pathway program preference points.

ii 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.

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