

# COMMUNITY TASK FORCE

May 31, 2017

## Summary Notes

**TASK FORCE MEMBERS PRESENT:** Sheila Burks; Freddy Davis; Frank Burton; Kevin Dowling; Dione Lien; Rosaura Mendoza; Raj Singh; Veronica Solorio; Randy Wright; Linda Moore; Vivian Phung; Myra Feiger; Ria Lancaster

**TASK FORCE MEMBERS ABSENT:** Kristal Brister; Mohammed Khan; Ruben Martinez; Kari McAlister; Arzo Mehdavi; Galilea Rios; Giancarlo Scalise

**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; Monica Davis, Management Analyst; Sally Thomas, Supervising Librarian

**COUNCIL MEMBERS PRESENT:** Mayor Barbara Halliday (Facilitator), Councilmember Mark Salinas (audience), Councilmember Elisa Márquez (audience)

**PUBLIC ATTENDEES:** (*Sign-in sheet on record, available upon request*)

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## I. WELCOME/REVIEW OF AGENDA

*Mayor Halliday:* The Mayor welcomed the Community Taskforce (CTF), community members, staff, and members of the public. Those in then attendance introduced themselves. Mayor Halliday then reviewed the meeting agenda, and noted important upcoming meeting including: the June 6, 2017 City Council Meeting where the recommendation by the Taskforce that the City declare itself a Sanctuary City will be discussed. (Later in the evening, Taskforce member Randy Wright shared something he heard on Youth Radio featuring Hayward teenager Paulina Ortega. In this piece, Ms. Ortega spoke about living and growing up as an undocumented immigrant living in Hayward. She said that even though Hayward had not [yet] declared itself a sanctuary city, she felt safe living here and that Hayward does have an Anti-Discrimination Action Plan which made her feel proud of her community.)

Mayor Halliday also encouraged Taskforce members to attend the June 13, 2017 City Council Meeting where the Council will review and comment on proposed Strategic Initiative Two-Year Action Plans. She shared other important dates noting that the City is co-sponsoring Know Your Rights Workshops in June and July, and that the City was hosting its annual U.S. Citizenship Assistance event on Saturday, June 10<sup>th</sup> at Hayward City Hall.

## II. PUBLIC COMMENTS

No Public Comments.

## III. TASKFORCE DISCUSSION ITEMS:

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- A. Date Options for Community Taskforce Presentation to the City Council:** Assistant City Manager Maria Hurtado indicated that, based on input received from Taskforce members, the date that seemed to work best for presenting the Taskforce's recommendations to the City Council regarding the update to the 1992 Anti-Discrimination Action Plan is September 19, 2017.
- B. Determine Additional Taskforce Meeting Dates:** A timeline was shared proposing that two additional Taskforce meeting dates be scheduled: June 26<sup>th</sup> and July 17<sup>th</sup>. This was designed to provide the Taskforce enough time to complete their written recommendations and prepare for the presentation to the City Council on September 19<sup>th</sup>. The proposed timeline included dates by which Taskforce members were asked to submit drafts of the Sub-Committees' respective written recommendations. The first deadline was June 19<sup>th</sup>, so that staff could compile the information for review by all Taskforce members at its June 26<sup>th</sup> meeting. Following this, the Sub-Committees would have until July 10<sup>th</sup> to make any needed adjustments to their written recommendations based on the feedback received, and for staff to prepare the final DRAFT of the updated document for review at the July 17<sup>th</sup> Taskforce meeting. Taskforce members agreed to work with the proposed timeline. It was also proposed that August be the time period when one or more practice sessions are scheduled in the Council Chambers for the Taskforce. The Taskforce members agreed. Staff indicated that it will send out a "Doodle" scheduling poll to determine which date(s) work best for the Taskforce members to practice the presentation.

#### IV. UPDATE ON COMMUNITY ENGAGEMENT EFFORTS:

Taskforce members shared additional community input they received from the community engagement activities they conducted since the May 8<sup>th</sup> Taskforce meeting. Taskforce member Randy Wright shared that he spoke with individuals attending the Off-the-Grid events on Monday nights in Downtown Hayward, as well as with members of the Skyview Homeowners Association. Some of the themes that came from these discussions included: people's experience with discrimination in Hayward, differing views about whether the City should proclaim itself as a Sanctuary City, concerns about affordable housing, and both positive and negative experiences people had engaging with Hayward police officers.

David Korth reported on behalf of Taskforce member Mohammed Kahn who was unable to be in attendance. Mr. Kahn connected with members of his mosque who shared concerns about interactions with Hayward police officers, and about immigration laws, and concerns about affordable housing. Mr. Kahn also shared some concerns about his congregation's experience working with the City to build a new Mosque in South Hayward. Mr. Korth indicated that he is working with Mr. Kahn to address the concerns related to Mosque construction project.

Taskforce members Rosaura Mendoza and Linda Moore, and Kevin Dowling shared information about their connecting with approximately 30 high school students from

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Moreau Catholic High School. Ms. Mendoza reported that students expressed concerns about misogyny, racism, liberal vs. Trump supporters, sexual molestation, and no space to speak about these concerns. Students shared stories of unfair treatment in the community for non-English speaking community members, African Americans, and other minorities. Students also expressed concerns about relations with the police, and about other students that use of "n" word and "fag" on campus. Changing law enforcement procedures (nonlethal bullets) and increasing connections with the community to build trust and understanding of one another's experience were recommended. The students asked questions about how best to we build trust between youth and police. They suggested that education and diversity training (of police officers) were possible answers. One student indicated fear about trusting cops because of what he sees on social media. Taskforce member Linda Moore added that much of the student's conversation focused on interactions with police. Some students described instances of walking home and being pulled over and questioned by police for no reason. (Mayor Halliday and HPD Sgt. Jose Banuelos, who was in the audience, responded by suggesting that if the students were walking at a time that they should be in school, that this would be likely a reason for stopping the students.) Ms. Moore added that a student expressed concerns about incidents of female sexual harassment, and that there was no safe place to go, or justice received, when this happens. She noted how impressed she was that the students were open and willing to share their concerns.

Taskforce member Frank Burton indicated that his attempts to convene a series of community meetings in South Hayward focusing on community and police relations, with the assistance of community member Etienne Bowie, resulted in no one showing up to any of the sessions. Mr. Burton also noted that his community conversation sessions with members of the Hayward Area Democratic Club and the Star King Unitarian Universal Church resulted in reports of no negative interactions with Hayward police; he also noted that most, if not all, of the participants were Caucasian.

Taskforce member Freddy Davis spoke with a few NAACP groups and met with many young people who are associated with the NAACP. She reported that many of the youth she spoke with expressed that they felt comfortable talking with the police, but others also expressed fear and concern. Some reported having been stopped by police for, what they felt, had been for no apparent reason other than their race. Ms. Davis indicated that racism is on the rise in this city, as well as in nearby cities such as: Dublin, San Ramon, and San Leandro. She indicated that she is working with HUSD to try to address these issues. She indicated that she felt that President Trump has made so that many people with racist values are feeling that they can express their negative views more freely. As an example, she described an incident where a school principal took no action after learning about an incident where boys followed some girls into a bathroom to harass them.

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Taskforce member Sheila Burks attended a community convening at Muller's Barber shop on Main Street that was hosted by KTVU's Paul Chambers. The topic of discussion was community policing. She mentioned that Interim HPD Chief Koller was there (as was Sgt. Jose Banuelos and other HPD representatives) representing the Hayward Police Department. Other law enforcement agencies in the County were also present. At least 60 community members attended this community discussion, and there was a lot of energy and open conversation about difficulties experienced by community members when interacting with the police (in Hayward and elsewhere in the County). The host tried to steer the discussion toward "What can we do now?" instead of just venting. Ms. Burks also commented that other HPD efforts to reach-out to the community (via Coffee with a Cop events, etc.) felt forced and not effective while the event at Muller's Barber Shop was more open to honest expressions of concern; she noted that it's being facilitated by someone outside of law enforcement helped the conversation to be more open and genuine. For example, Ms. Burks shared that a woman from the West Indies indicated that whenever she sees a white male cop she gets activated, breaks-out in sweats, and her heart beats fast. She also found it concerning when two Latino men who were military veterans indicated that they were thinking of pursuing a career in law enforcement because they thought being a cop was similar to being in the military. HPD Sgt. Banuelos spoke from the audience. He indicated that when officers attend these community events they purposefully don't wear their uniforms, they simply dress in regular clothes and share their personal experiences as a way to help break down barriers to communication and create a mutual understanding of one another as human beings. Sgt. Banuelos also shared a little of his background, indicating that as a child his family entered the United States without documentation, and that his brother was murdered at a young age; he indicated that these experiences help to shape how he operates with sensitivity and understanding as a police officer. He said that when officers engage and share personal experiences like this during public conversation events, the community can see the officer's humanity, and not just assume the worse based on their uniform and their role as police officers. He also talked about what school resource officers do when stopping students, and how they encourage the student community to engage with officers in conversations.

Taskforce member Ria Lancaster shared that she had a Community Conversation with a support group for moms with children who have disabilities. Issues that came from that conversation revolved around the need for more sensibility for the special needs of children who have disabilities, and their families. She indicated that Hayward has one of the better school districts in terms of serving students with special needs. She also noticed that the City of Hayward tends to provide more accommodations for people with disabilities; something that she noted is lacking elsewhere. Ms. Lancaster indicated that she will seek additional input from a group of parents whose children live with Autism in the near future.

Taskforce member Myra Feiger asked Taskforce member Freddy Davis if, when she noted that racism is on the rise, whether the racism she was referring to was aimed equally toward

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African Americans, Muslims, and Hispanics. Ms. Davis indicated that through her work with the NAACP, she hears more about the racism aimed at African Americans, but noted that the NAACP works with all groups, and that therefore gets complaints from other ethnic groups as well.

Taskforce member Raj Singh indicated that he attempted to conduct a Community Conversation with members of the Hayward Hindu temple, but no one attended the meeting. He said that he would attempt to reach out to the congregation again.

Mr. Burton asked Ms. Burks to please document the information described and share it with the Taskforce committee on Community/Police Relations. Mr. Korth followed by encouraging all of the Taskforce members to input the results of their respective contacts with the community on the Taskforce webpage (at: <https://www.hayward-ca.gov/your-government/boards-commissions/community-task-force>).

Mayor Halliday recognized the arrival of Councilmember Elisa Marquez and Councilmember Mark Salinas who were in attendance, and asked other community members who arrived after the opening of the meeting to introduce themselves.

### Public Comments:

Community member John Wichman commended the Taskforce for its work that led to the recommendation to the City Council that the City declare itself a Sanctuary City. He expressed concern, however, that such a declaration is not enough. He asked that the Taskforce also make specific recommendations about how the community can partner with the City to support the values expressed in the Sanctuary City resolution that will be considered by the City Council at its June 6, 2017 meeting.

Community member Etienne Bowie said he recently learned about work of the Taskforce from Taskforce members Frank Burton and Dione Lien. He shared his negative experiences interacting with police departments in the various cities he has grown up in, just for being a person of color in neighborhoods and areas where he might stand out as a black person. He made the point that rather than being scared of the police, many people of color are tired, and angry. This is based on the assumptions made, and the treatment they received, by police based on their real or perceived race, religion, and/or immigration status. He said that each community experiences discrimination in unique ways, and that there is not one simple answer to addressing the basis for these different experiences. Racism, classism, and sexism are all different forms of discrimination that require different strategies which will address the underlying problems that lead to these experiences. He pointed out that there is often cross-over between these issues, and that it is a complex social problem. He indicated that we as a community need to do more outreach, and branching out to other communities and cities, and come together, noting that the problem doesn't stop at border of Hayward. One strategy he shared was for police to volunteer as athletic coaches, etc., like he experienced in the City of Palo Alto when he lived there. In

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this way kids of color got to meet officers and connect with them. He also said that economics plays a big role. When people of color can't get legitimate, well-paying jobs, they often turn to dealing drugs. He also noted that racism is not just whites against people of color, and shared that his daughter, who is half Hispanic and half white, was called "white trash" by Hispanic classmates. He said that it is bad when everyone is finding reasons to hate one another, pointing to social media and economic issues as contributors to the problem. He encouraged the Taskforce and the community to work together and stop pointing fingers at one another; he encouraged that the Taskforce to bring people to the table so that together we can come up with solutions. Taskforce members and City staff expressed their appreciation for what Mr. Bowie shared, and encouraged his ongoing participation in the work of the Taskforce.

### V. ADAP SUB-COMMITTEE UPDATES / DISCUSSION

ACM Hurtado introduced this portion of the meeting by sharing an overview of the next steps that Taskforce Sub-Committees should focus on next. All were encouraged to start by "red lining" or editing the original ADAP document. Staff agreed to send a Google Doc link to the Taskforce members to help manage the editing process, and will provide guidelines to the Taskforce members to help them create performance measures for each action statement that they develop. The Sub-Committee leads then reported what they have been working on, as follows:

**A. Guiding Principles Sub-Committee:** Taskforce member Sheila Burks handed out draft copies of the work accomplished to-date by this Sub-Committee. Staff indicated that a link to an editable version of the handout would be sent to the Taskforce members. Ms. Burks indicated that the Sub-Committee narrowed down the original 11 guiding principles to 8 principles, and added some thoughts about evaluation. Feedback from the other Taskforce members was encouraged. She indicated that the goal of this sub-committee was to create a revised document that includes clear, concise, and specific language that is easily accessible, readily understood, and translates well. Additionally, the goal was to help guide the development of a plan that is declarative, actionable, visionary, and aspirational. The sub-committee also recommended that the document should be evaluated periodically, and adjusted as needed. The Sub-Committee also recommended alternative titles for the new document, focusing more on what we as a community want, versus what we don't want. The suggested titles were shared with the Taskforce, and additional alternatives were encouraged. Staff agreed to send a survey to the Taskforce members so that they could share their respective views and provide suggestions. The Taskforce agreed to decide on the title of the revised document at its next meeting on June 26<sup>th</sup>.

**B. Evaluation Metrics to Measure Success Sub-Committee:** Neither of the Sub-Committee Co-Chairs, Taskforce members Giancarlo Scalise and Kari McAllister, were in attendance. Consequently, Mr. Korth reported on their behalf. It was noted that the staff encouraged that the evaluation system created by the Taskforce attempt to strike a balance

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between ensuring accountability for carrying out the Plan, that metrics be used to evaluate if and how well action items are implemented, and that the data to be collected is reasonable and practicable to obtain. The evaluation framework discussed by the Sub-Committee was shared with the Taskforce. The sample presented described quantitative and qualitative performance measures, as well as data that measures impact (i.e., whether the desired outcomes are achieved). Staff agreed to provide the recommended framework with the Taskforce members as part of the editable version of the original document.

**C. Accessibility Sub-Committee:** Taskforce member Vivian Phung reported that the Sub-Committee meet a few times, and that they are still in the process of assembling the work of the sub-committee members. Their work should be ready to share by the next Taskforce meeting.

**D. Community /Police Relations:** Co-chairs, Frank Burton and Freddy Davis reported for this group. Mr. Burton indicated that the sub-committee members are still reviewing the many reference documents that he shared with the group, and are beginning to craft recommended action items based on these documents. He indicated that they will first be focusing on developing action statements, and then will focus on evaluation metrics for each one. Taskforce member Burks asked about whether the proposed timeline will be met given the amount of work assigned to sub-committee members. Mr. Burton thought that this was achievable. Ms. Davis indicated that the group will need to limit the number of action items that are created, and may need to prioritize which items are most important to start with. Mr. Burton indicated that this will need to be worked out by the sub-committee. Staff noted that there was the added recommended step of sharing draft action statements with HPD Chief Koller prior to sharing them with the Taskforce. ACM Hurtado asked if help was needed with calendaring the meeting with Chief Koller; Mr. Burton indicated that that would not be necessary.

**E. Discriminatory Values and Attitudes:** Taskforce member Sheila Burks provided handouts as samples of the work conducted to-date by the sub-committee focusing on addressing discriminatory values and attitudes. She emphasized that their focus was to create and use aspirational language to replace the language in the 1992 document. The group attempted to describe opportunities, and looked for existing activities and programs, such as National Night Out, Neighborhood Watch, the Neighborhood Partnership Program, and the Hayward Local Agencies Committee (HLAC), as well as programs and activities conducted by HUSD and HARD, to build upon. They talked about utilizing these already existing opportunities that bring people together to expand their work and further facilitate these as opportunities for people to learn about one another. The notion of moving events and activities that do this around the City was discussed, as opposed to creating a single location or cultural center, so that all areas of the community can be easily reached. Staff agreed to send out an editable version of the documents distributed by Ms. Burks to all Taskforce members, so that editorial input can easily be shared.

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Ms. Burks asked Taskforce member Linda Moore to share the story that she shared with the other sub-committee members about an experience she had in Hayward that ultimately presented itself as a learning opportunity for her and others regarding about real and perceived racism. Linda shared how she immediately jumped to thinking about the incident as being racially driven, only to learn years later that it wasn't. She cautioned that sometimes our responses are not accurate to what is actually going on. Taskforce members expressed appreciation to Ms. Moore for sharing her story.

**F. Illegal Forms of Discrimination:** Taskforce members Freddy Davis and Rosaura Mendoza presented. While the sub-committee had not yet met, both Ms. Davis and Ms. Mendoza have worked on this section of the 1992 ADAP. Both thought that the title, "Addressing Illegal Forms of Discrimination" should be changed, in part because it suggests that there are legal forms of discrimination. Ms. Mendoza also suggested that the groups listed in the current plan should be expanded to include prohibiting violence against others based characteristics that include immigration status and social class to the list.

Mr. Korth responded by sharing that the term "illegal discrimination" in the current plan refers to laws that are in place which legally protect the named "protected classes", and that this section focused on actions to be taken which help people who experience the type of discrimination that is prohibited by law (ex. housing and employment discrimination).

Ms. Burks noted that there are in fact legal forms of discrimination that even involve the statutory protected classes; for example: It is legal for an airline to not hire people who are blind as pilots. She also noted that there are acts of discrimination that do not rise to the level of a crime, but that can still be harmful. It was actions to combat these types of discriminatory acts would fall under another section of the Plan which addresses discriminatory values and attitudes.

Ms. Davis and Ms. Mendoza indicated that they would be convening their sub-committee members as soon as possible so that they could submit their recommendations in time for the Taskforce to consider them at the next Taskforce meeting on June 26<sup>th</sup>.

### VI. PRESENTATION: COMMUNITY TASKFORCE VIDEO

Mr. Korth indicated that the City recently applied for a Civic Engagement Award to the International Hispanic / Latino Network, and that the work of the Community Taskforce was featured in the application. He also noted that the application required that a brief video be created and submitted, and that he wanted to share that video with the Taskforce members. All were pleased with the presentation. Mayor Halliday indicated that she thought that whether the City wins the award or not, it is nice to have the video available for Hayward. Mr. Korth indicated that the video is now posted on the City's website, located on the Community Taskforce webpage at: <https://www.hayward-ca.gov/your-government/boards-commissions/community-task-force>.



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ACM Hurtado mentioned that even though she has only been with the City of Hayward for a few months, she is very impressed by the way the City Council has engaged the community, and commended the Taskforce for its willingness to engage with the City, offering the members' valuable perspectives. She felt that Hayward can serve as model for other cities.

Mayor added that she thinks Hayward, with its diversity, is a model for what the world is becoming. She added that our community's diversity is its strength. She added her gratitude and appreciation of the work that the Taskforce is doing.

### **VI. ADJOURNMENT 7:40 pm.**