



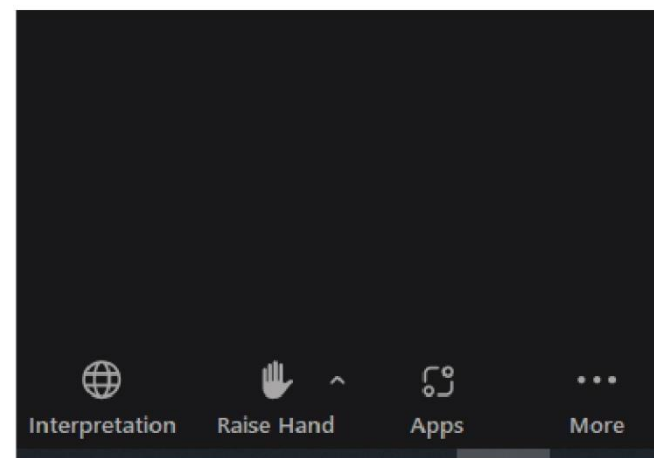
RUSSELL CITY REPARATIVE JUSTICE PROJECT

Town Hall Meeting #3 | August 21, 2024

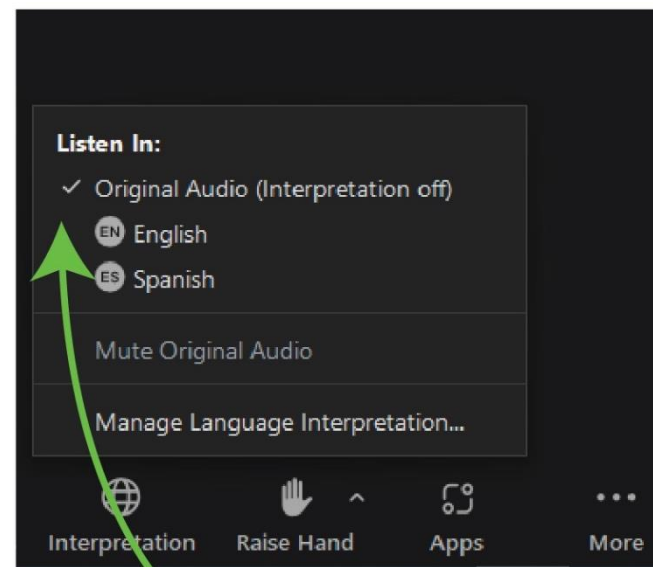
Scholarships & Academic Grants | Pipeline Programs

We will begin shortly. Choose your language to be able to speak later in the meeting. Select “English” or “Spanish.”

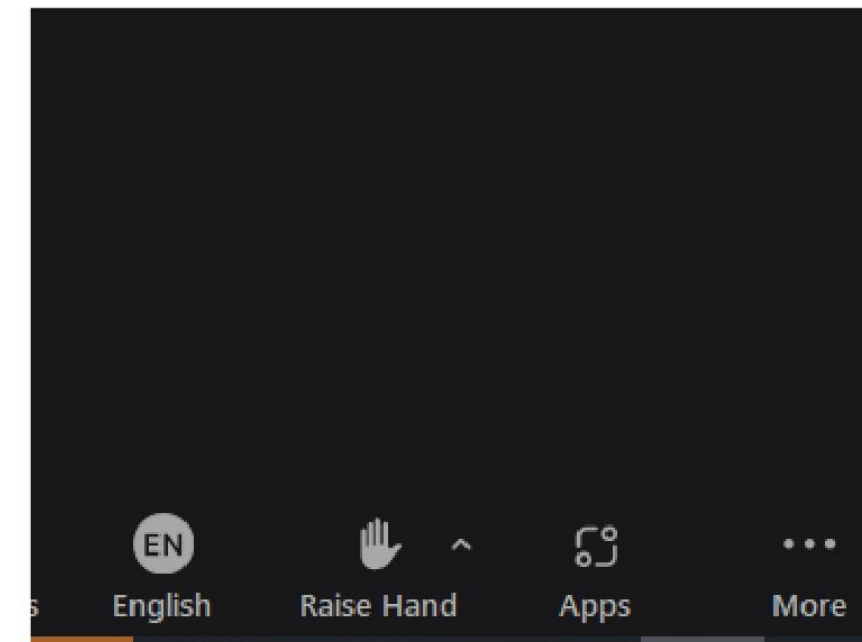
Empezaremos en breve. Elija su canal presionando "Interpretación" y luego "Español".



Click Interpretation at the bottom of your Zoom app. If on a small screen or a phone, it might be under the More button.



You must click either English or Spanish. The default is neither.



After selecting, the button will say either EN (English) or ES (Spanish)



Welcome



AGENDA

Scholarships & Pipeline Programs

- Opening Remarks & Project Background | 20 Minutes
- Introduction Poll | 5 Minutes
- Scholarships & Academic Grants Proposal Background | 15 Minutes
- Polling & Public Comment on Scholarships & Academic Grants Proposal | 50 Minutes
- Pipeline and/or Pathway Programs Proposal Background | 5 Minutes
- Polling & Public Comment on Pipeline and/or Pathway Programs Proposal | 45 Minutes
- Public Comment & Next Steps | 10 Minutes
- Poll: Prioritizing Eligibility Criteria | 5 Minutes
- Closing Remarks | 5 Minutes

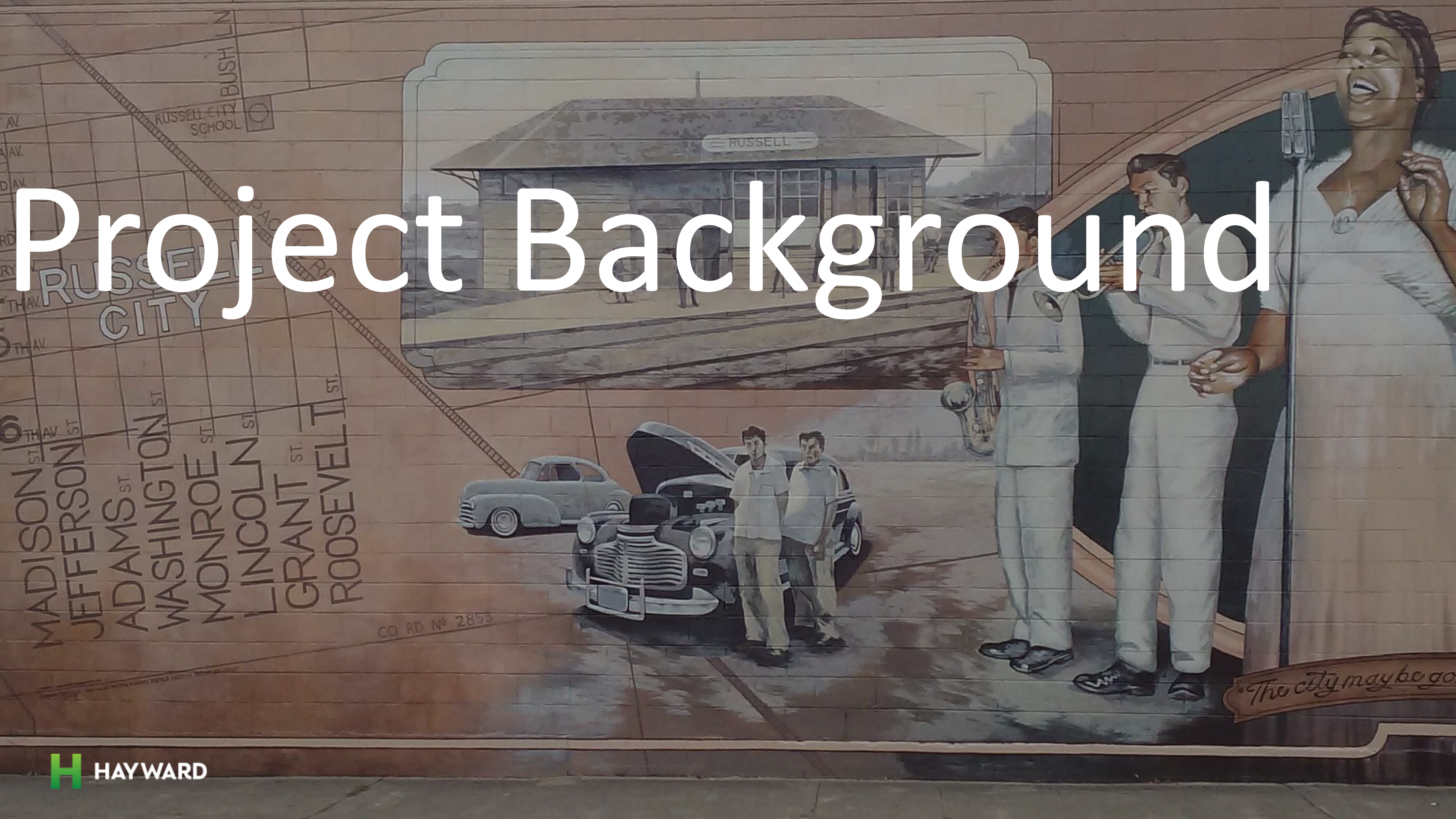
STAFF INTRODUCTIONS

- Regina Youngblood | Assistant City Manager
- Josephine Ayankoya | Equity & Inclusion Officer
- Tim Lohnes | Systems Analyst
- Rachel Quintilla | Sustainability Technician
- Kim Coulthurst | Community Programs Specialist
- Luisa Carrera | Spanish Interpreter

COMMUNITY AGREEMENTS

- Zero Tolerance for Racism, Hate, or Disrespect
- Understanding the Emotional Labor Being Asked of the Community
- Step Up & Step Back. Participate.
- Introduce Yourself if Calling In and Making Public Comment
- Have Compassion and Respect for One Another
- Agree to Recording and Having Feedback Included
- Email russellcity-rjp@hayward-ca.gov with any support needs or questions.

Project Background



PROJECT BACKGROUND

On November 16, 2021:

- Hayward City Council voted unanimously to approve the resolution to apologize to Black, Indigenous, Latinx, and people of color community for the City's implicit and explicit role in perpetuating institutional racism.

PROJECT BACKGROUND

In January 2022:

- During the City of Hayward Strategic Roadmap prioritization session, Council directed staff to work with the survivors and descendants of Russell City (regardless of race) to determine appropriate restitution through a community-led process.

PROJECT BACKGROUND

On March 26, 2024:

- Hayward City Council had a work session to receive 26 draft recommendations and addendums from the Russell City Reparative Justice Project (RCRJP) Steering Committee.
- Council directed staff to narrow down the proposed recommendations, expand community input, and give scalable options for implementing reparative justice recommendations.

ABOUT THE PROJECT & PROPOSALS

- The 26 recommendations were consolidated to 10 topics based on community meetings, RCRJP Steering Committee feedback, and Hayward City Council.
- Implementation proposals will build on feedback to date, by clarifying the goals and scale of what is being proposed for a City Council decision.
- Implementation proposals will be based on input from town hall meetings and public input processes (20 days each).

MEETING GOALS

- Collect community input to inform the development of reparative justice implementation proposals.
- Qualitative data analysis will be used to identify priorities.
 - Your feedback will be analyzed after the meeting to identify priorities, including input that is spoken, put into the polls, and added to the Zoom chat.
 - Feedback (spoken and written) will be analyzed after the meeting.

MEETING GOALS

- There are **2 proposals** being discussed tonight.
 - Scholarships and/or Academic Grants
 - Pipeline Programs and/or Pathway Programs
- We will talk about the:
 - **What & Why**, (Description & Justification)
 - **How**, (Goals & Objectives)
 - **Who**, (Eligibility Criteria)

PROPOSAL TEMPLATE

Reparative Justice Description and Justification: “The What and the Why”

Description of the action, project, and/or service being proposed. This section may include 1-3 options for how the proposal is described, and options will be listed in order of priority as identified by public input.

- What is being recommended?
- Is it a one-time action, or ongoing? If it is ongoing, for how long?
- Why is it helpful or justified?
- Are there any baseline definitions or examples that this recommendation is based on?

Reparative Justice Objectives: “The How”

A breakdown of what needs to happen to implement the recommendation.

- What are the specific steps needed to achieve the bigger goal?
- What actions need to be taken to make the proposal happen?
- How should the proposal to repair harm be implemented, if approved?

Eligibility Criteria: “The Who”

Definition of who should be eligible for the recommended action, project, and/or service.

1. Is this action, project, and/or service something that anyone would qualify for or benefit from?
2. Should one group be eligible or multiple groups?
3. Who is the main group that should be eligible for the proposed benefit?

MEETING LOGISTICS

- We encourage one person per device for the best experience.
- There will be silent polls before each public comment period.
- You will be able to raise hand to speak during public comment.
- Can use the chat to communicate with staff throughout the meeting.

INTRODUCTION POLL

Which group(s) best represents you? Mark all that apply.

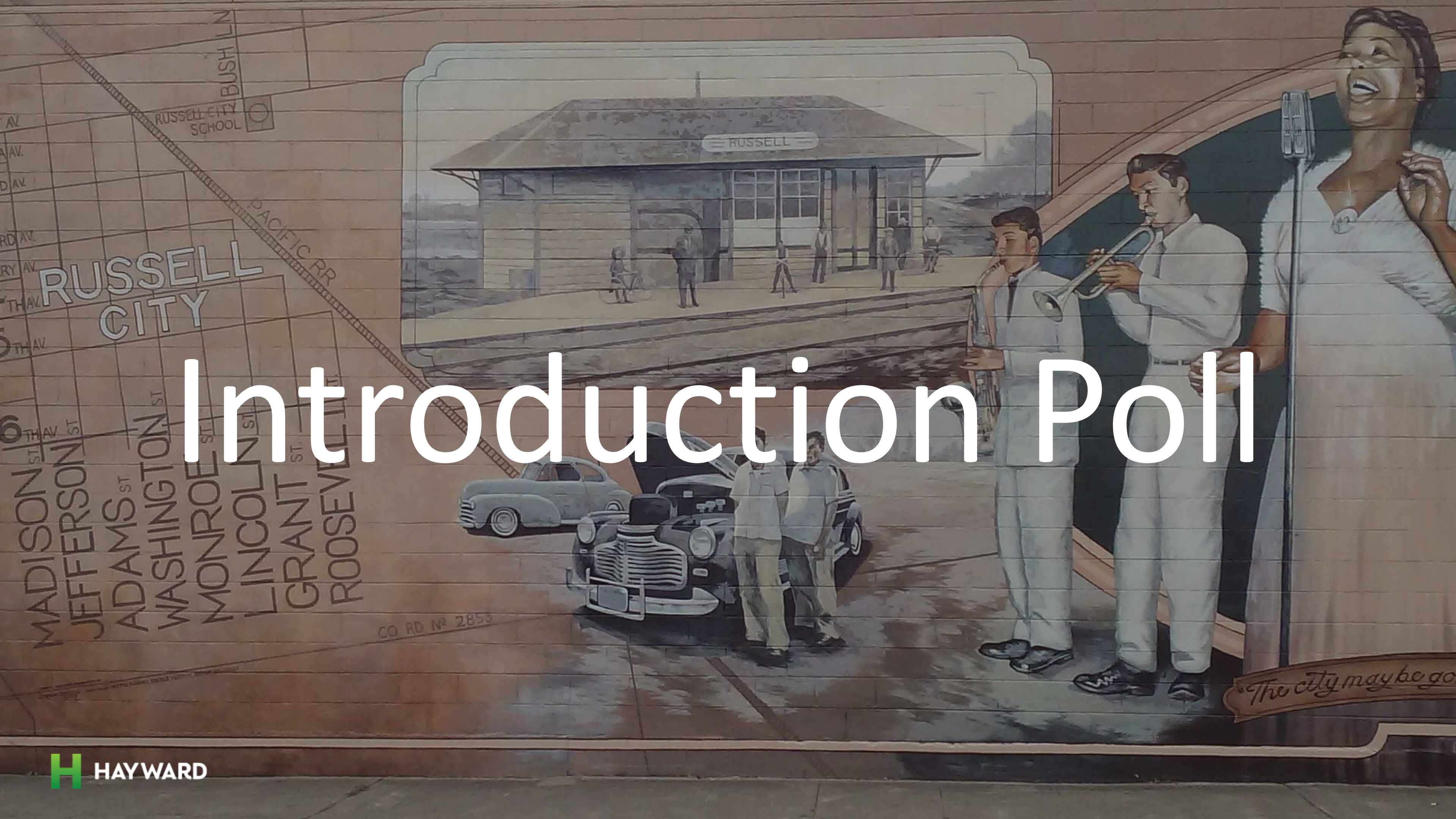
- Former Russell City Resident/Ex residente de la ciudad de Russell
- Descendant of Former Russell City Resident/Descendiente del ex residente de Russell City
- City of Hayward Staff/Personal de la ciudad de Hayward
- City of Hayward Elected or Appointed Official/Funcionario electo o designado
- CSUEB or Chabot student/Estudiante del CSUEB o Chabot
- Hayward Resident/Residente de Hayward
- Other/Otro

How many people are viewing this event with you?

How are you listening today on Zoom?

- English or Spanish





Introduction Poll



Proposal 5

Scholarships & Academic Grants

PROPOSAL 5: SCHOLARSHIPS & ACADEMIC GRANTS

From List of 26 Recommendations

Free Education for Descendants. To rectify past educational discrimination, descendants of Russell City should receive free education, scholarships, and living stipends for academic pursuits.

Educational Scholarships and Support: Scholarships and living stipends for academic pursuits can act as catalysts for community upliftment, breaking cycles of poverty and discrimination.

Establishment of a Community Fund. This fund could provide a continuous financial basis for community programs and infrastructure projects.

PROPOSAL 5: SCHOLARSHIPS & ACADEMIC GRANTS

From RCRJP Steering Committee Addendums

Make available the opportunity for Russell City residents and descendant to have full access to Career and Education funding opportunities. This should be done by the City of Hayward working with Alameda County and State of California representatives, with input from Russell City family representatives.

The Hayward City Council, would support and approve, recommendations that are similar to AB 3121, that would establish the Russell City Office of Education and Social Services which would offer free tuition to the descendants of former residents of Russell City in private K-12 education and academic scholarships to those pursuing higher education in the state.

The Hayward City Council, would support and approve, tuition reimbursement payments (from 1963 forward) to former residents and descendants who pursued and completed their higher education (trade, technical school, college and graduate education).

PROPOSAL TEMPLATE

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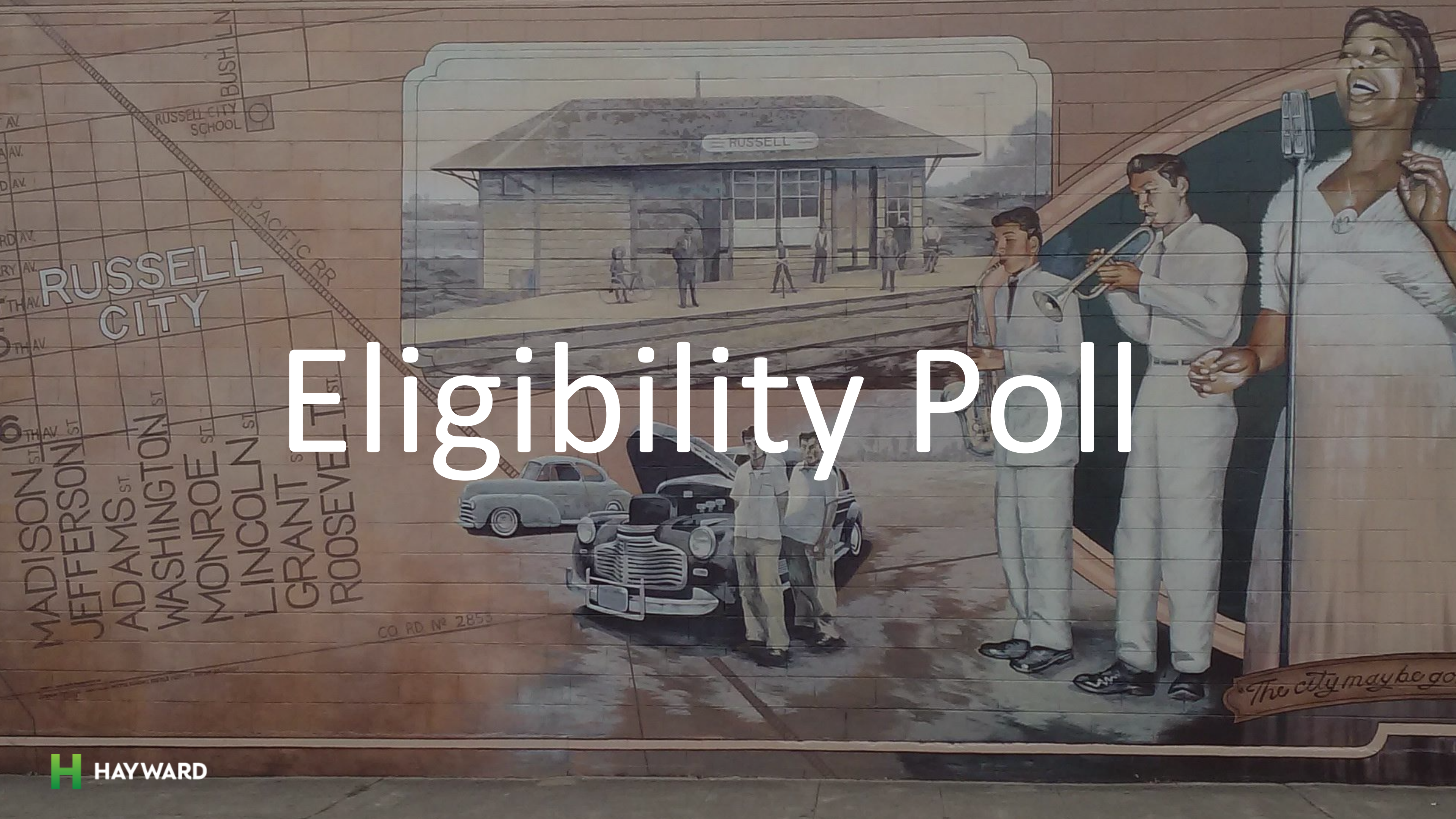
1. Is this action, project, and/or service something that anyone would qualify for or benefit from?
2. Should one group be eligible or multiple groups?
3. Who is the main group that should be eligible for the proposed benefit?

- At past RCRJP public meetings, there were recommendations to consider financial support for trade school, as well as retroactive fiscal support for college debt.
- Scholarships are financial aid awards designed to help students pay for a college degree which don't have to be repaid.
- Sometimes a scholarship comes in a one-time check. Other scholarships are renewable and provide students with money each semester or school year.
- Students might receive scholarship money directly as a check in their name. In other cases, the money is given to the student's school.

In 2 words or less, share who should be eligible?

Do you have a second group to add? If so, whom?





Eligibility Poll

The city maybe go

- **What?** How would you describe the action, project, and/or service being proposed?
- **How?** Is it a one-time action, or ongoing? If it is ongoing, for how long? How should eligibility be verified?
- **Why** is it helpful or justified?
- **Who** should be eligible for the proposed benefit?

Eligibility Criteria &

Description Poll



Public Comment

Proposal 5



PUBLIC COMMENT LOGISTICS

- You can make a max of 2 comments per proposal.
- There is a 2-minute time limit per comment. Staff will alert you when your time is up.
- On the phone, press *6 to unmute and Press *9 to raise hand.
- Public comment is the focus, which is different than questions and answers or community discussion.

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2 Minute Comment Timer

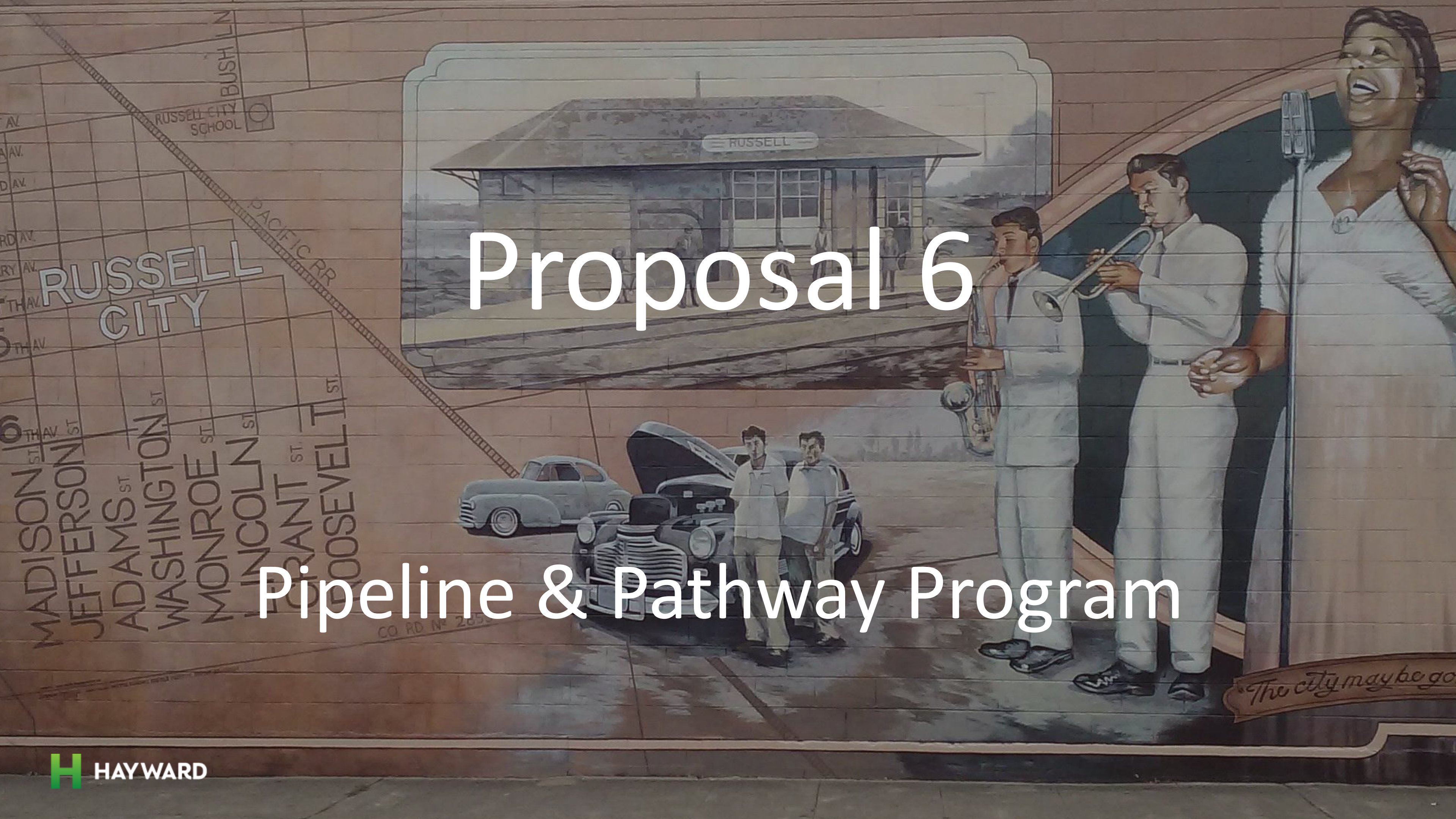
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1:00

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0:10



Proposal 6

Pipeline & Pathway Program

PROPOSAL 6: PIPELINE & PATHWAYS PROGRAMS

From List of Recommendations

Employment and Economic Opportunities: Grants for entrepreneurship should be extended to descendants irrespective of their location. Concurrently, businesses operating in the Industrial Park area of Hayward should be encouraged to create job opportunities specifically for these descendants.

PROPOSAL 6: PIPELINE & PATHWAYS PROGRAMS

From RCRJP Steering Committee Addendums

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The Hayward City Council, would support and approve, recommendations that are similar to AB 3121, that would expand access to career technical education (which combine academic education with occupational training to prepare students for careers in current or emerging professions) for the former residents and descendants of Russell City.

PIPELINE & PATHWAYS PROGRAMS

FOR CONSIDERATION

- Pipeline and pathway programs are similar, but different concepts.
- Career Pathway Programs combine education, training, and services to help an individual enter or advance within a specific occupation.
 - This might include apprenticeships, internships, etc.
- Career Pipeline Programs come in two types:
 - Programs that intentionally prepares graduates of education and training programs to get jobs within a local economy, and
 - Programs within an organization that help entry level staff to develop skills required for higher level/pay jobs.

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Eligibility Criteria: “The Who”

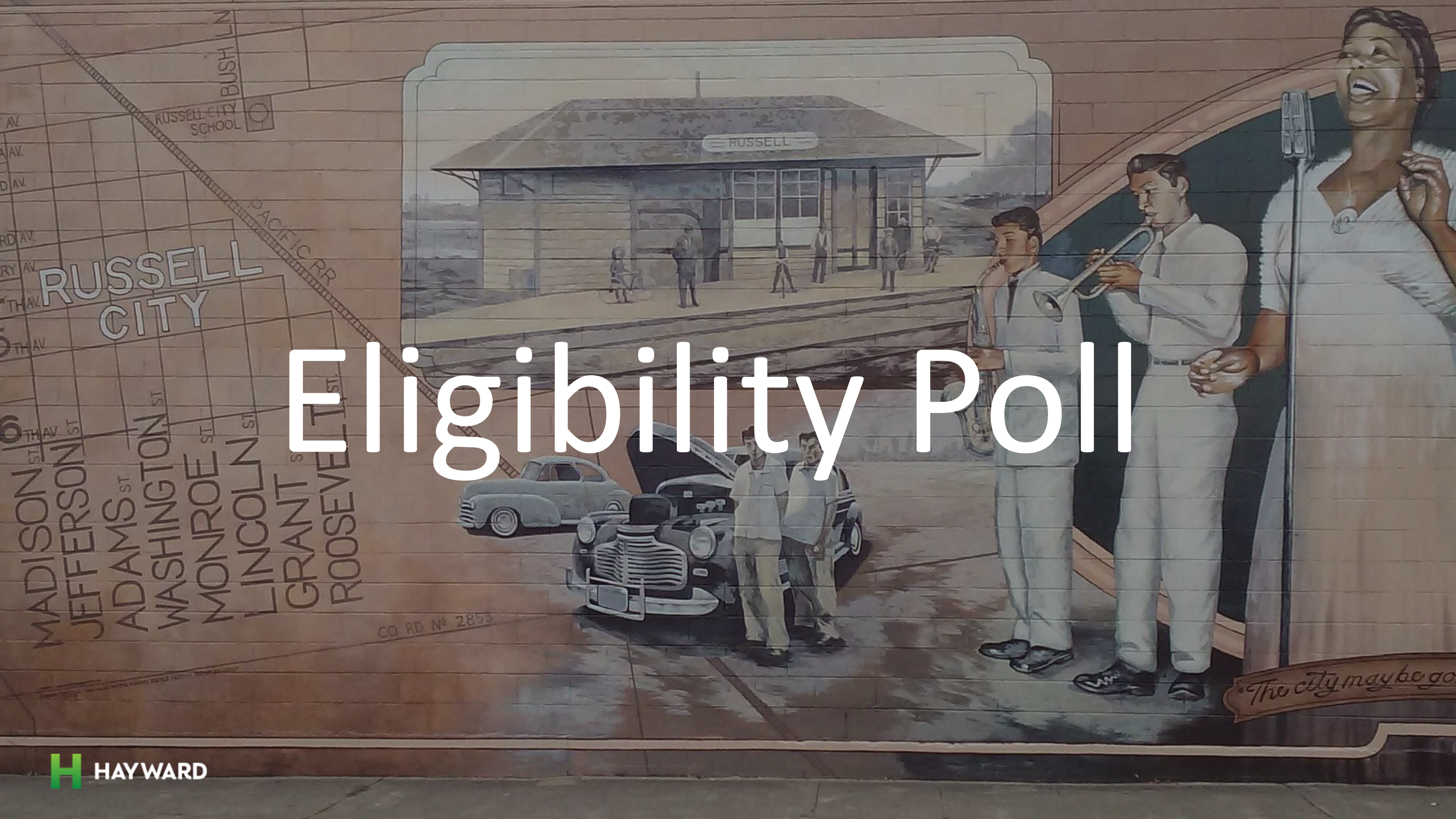
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In 2 words or less, share who should be eligible?

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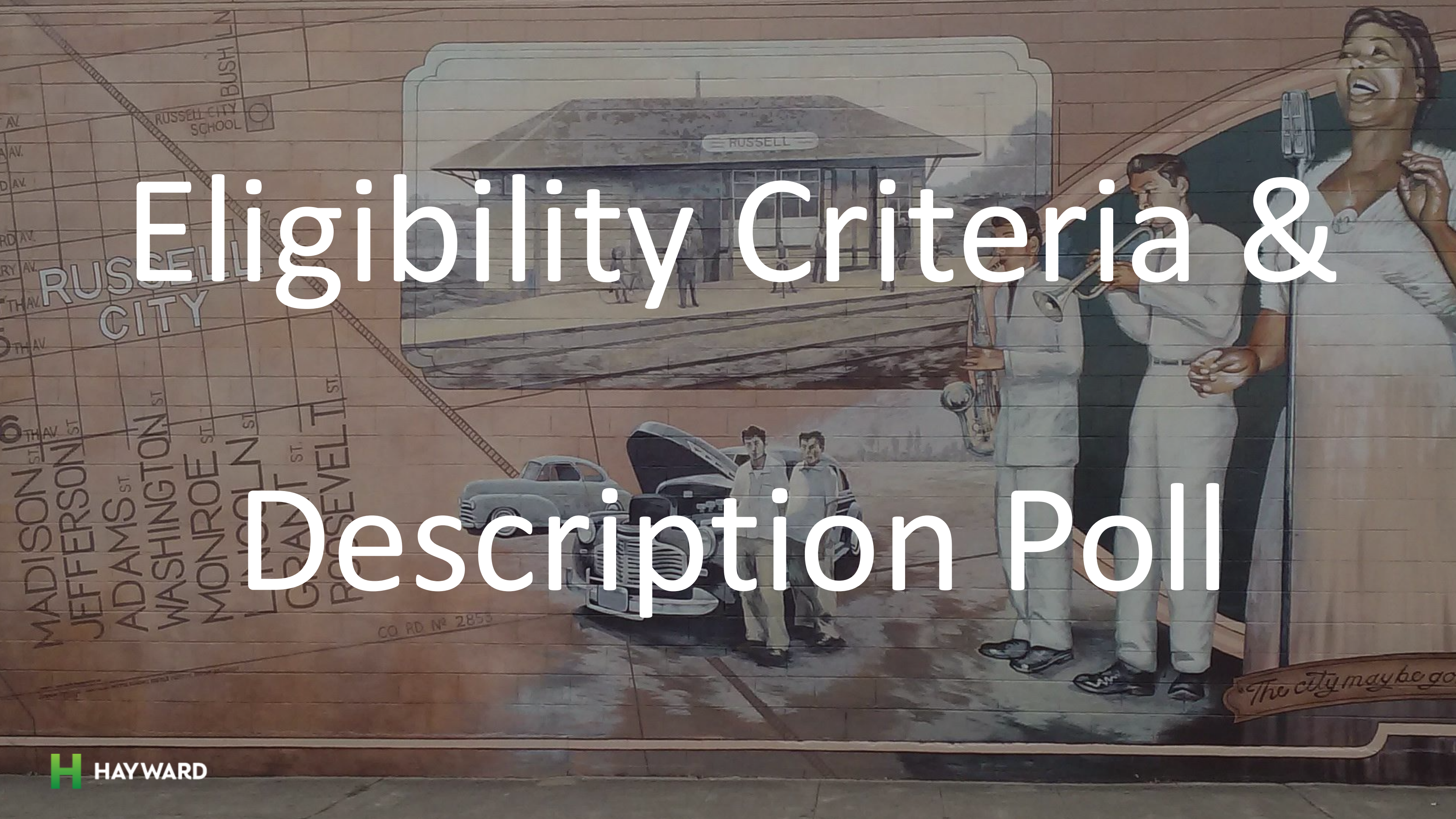
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Eligibility Criteria &

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Public Comment

Proposal 6



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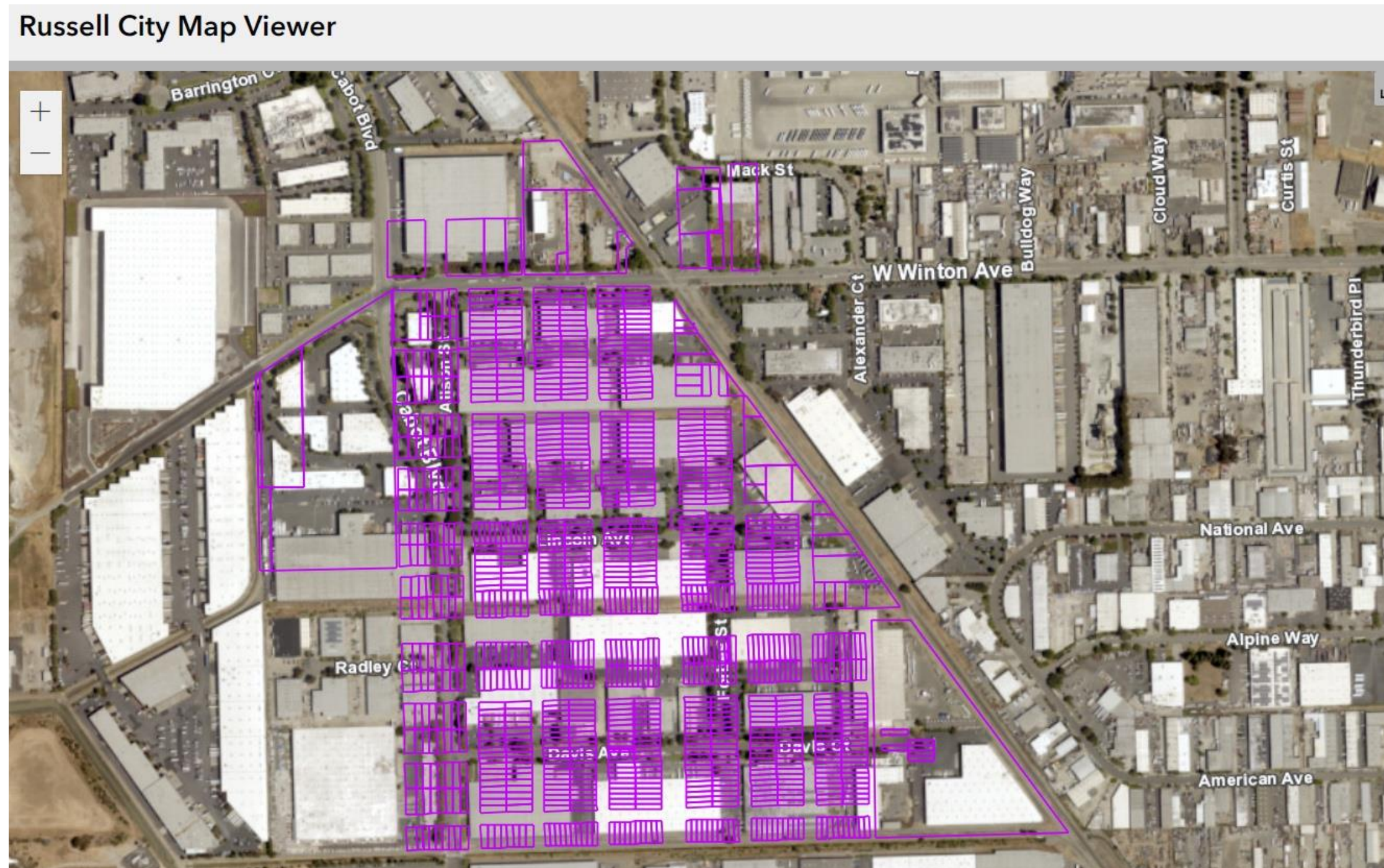
Public Comment & Next

Steps



GIS Mapping Tool Prototype

To opt out, visit <https://www.hayward-ca.gov/rcrjp-portal> and see Historical Property Map.



PUBLIC COMMENT PERIOD

Public comment will launch in 3 to 4 weeks once proposals are drafted.

INSTRUCTIONS:

Visit <https://www.hayward-ca.gov/rcrjp-portal> to complete Public Comment surveys on the proposals discussed today.



NEXT TOWNHALL MEETING

DATE & TIME:

Wednesday, August 28

5:30 p.m. – 8:30 p.m.

PROPOSALS TO BE DISCUSSED:

7. Business Grants and Economic Development Priority

8. Homebuyers Assistance

SCHEDULE

Town Hall	Implementation of Focus	Public Comment (20 Days)
July 24, 2024 5:30 p.m. – 8:30 p.m.	1. General Basic Income 2. Fair Compensation	August 20 2024 – September 17, 2024
July 31, 2024 5:30 p.m. – 8:30 p.m.	3. Property Restoration 4. Affordable Housing	August 20 2024 – September 17, 2024
August 21, 2024 5:30 p.m. – 8:30 p.m.	5. Scholarships & Academic Grants 6. Pipeline & Pathway Programs	3 – 4 Weeks After Town Hall
August 28, 2024 5:30 p.m. – 8:30 p.m.	7. Business Grants & Economic Development 8. Homebuyer’s Assistance	3 – 4 Weeks After Town Hall
September 25, 2024 5:30 p.m. – 8:30 p.m.	9. Heritage Preservation 10. Community Center & Public Benefit Programs	2 – 3 Weeks After Town Hall
<p style="text-align: center;">City Council Meeting Dates November 19, 2024 – Work Session/Public Hearing December 3, 2024 – Consent Item Discussion</p>		



Ranking Eligible

Beneficiaries

SCHOLARSHIPS & ACADEMIC GRANTS

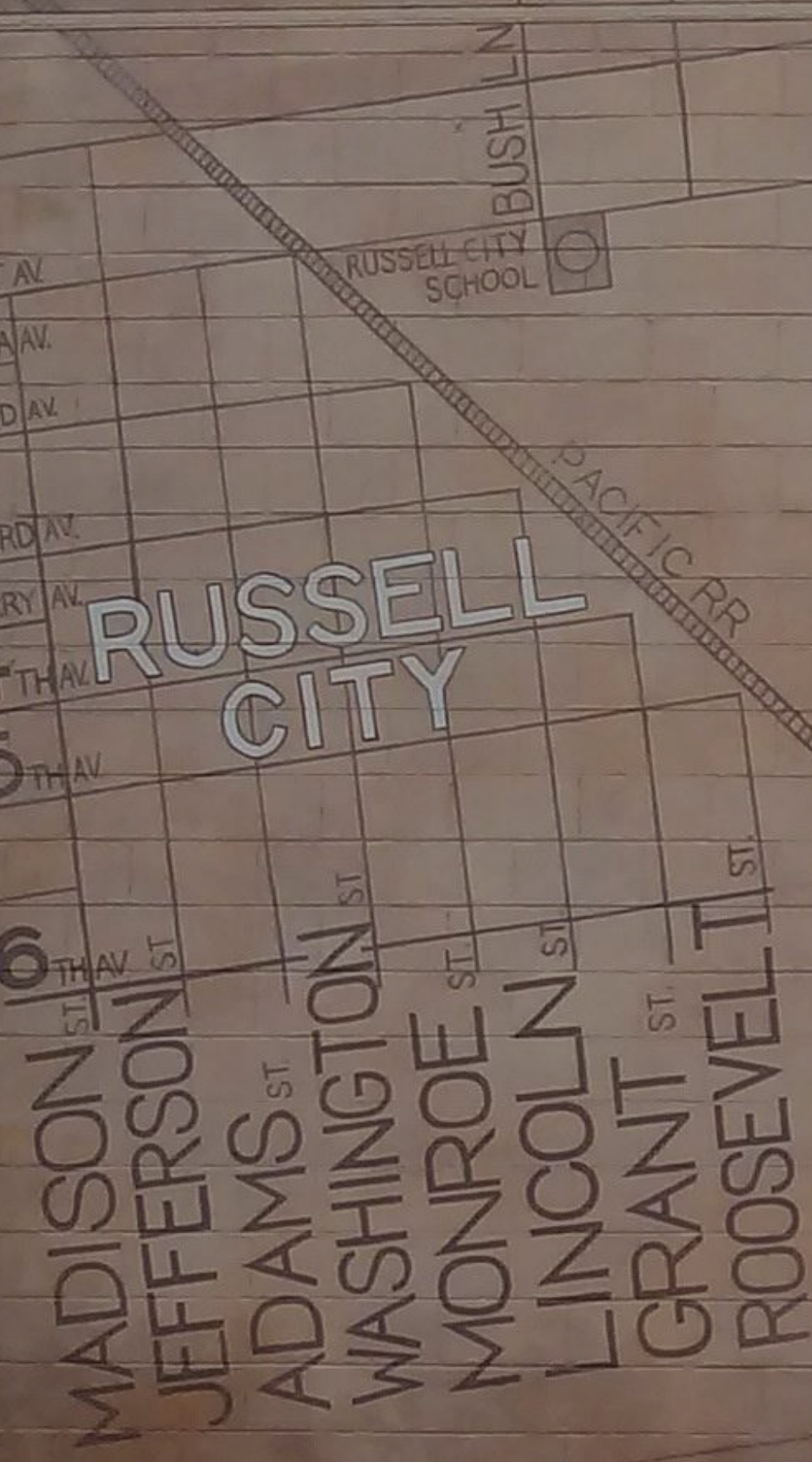
RANKING ELIBILITY POLL

Select up to three (3) groups that should be eligible for the proposed benefit.

RANKING ELIBILITY POLL

PIPELINE & PATHWAY PROGRAMS

Select up to three (3) groups that should be eligible for the proposed benefit.



THANK YOU!



"The city maybe go"