

Attachment IV: Recommended Approach to Incorporating Community Services Commission Recommended Work Plan

#	Project	TOTAL	Priority	Project
9	Working with the survivors and descendants of Russell City to determine appropriate restitution.	8	Enhance Community Safety & Quality of Life	Q25 (New project)
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.	5	Preserve, Protect, and Produce Housing for All	H1-11 (Existing and new projects)
3	Working with BIPOC community members to create new systems of public safety that places the highest priority upon protecting human life.	3	Enhance Community Safety & Quality of Life	Q1-Q6 (Existing projects)
6	Prioritizing business ownership assistance for people who are BIPOC whenever such funding is available.	3	Grow the Economy	E7 (New projects)
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.	2	Enhance Community Safety & Quality of Life	Q21 (Existing project)
4	Working with local, state, and regional partners to support and implement anti-racist policies and actions	2	Not explicitly in the Roadmap - part of ongoing GARE efforts	
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.	2	Enhance Community Safety & Quality of Life	Q19e (Added to existing project)
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.	2	Enhance Community Safety & Quality of Life	Q25 & Q26 (New projects)
2	Continuing and expanding the GARE team and Racial Equity Action Plan.	0	Enhance Community Safety & Quality of Life	Q22 (Existing project)
7	Prioritizing funding and contracts for organizations, artists, musicians, businesses, and contractors who are BIPOC	0	Not explicitly in the Roadmap - part of Community Services Commission Funding Process	
11	Promoting accountability for these commitments through systematic updates and reporting.	0	Not explicitly in the Roadmap - part of Annual Strategic Roadmap and Budget processes	