

Date: May 29, 2020

To: Hayward Families

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Subject: A Statement Regarding Officer Involved Incidents in Hayward

There was an officer involved shooting this week in Hayward. Our hearts ache for the Rosalia Family. Incidents like these devastate families involved. For Hayward this incident reminds us about two other cases that occurred over the last two years. As Hayward City Council Members, we cannot comment on these cases because they are still under investigation. However, we can respond with policies.

We have supported and voted for community policing programs because they work and they strengthen police and neighborhood relationships. The Hayward City Council established a task force to review and update the city's anti-discrimination action plan. And, in November 2017, we voted for "The Commitment for an Inclusive, Equitable, and Compassionate Community." In January 2019, the City Council directed staff to move forward with plans to implement the Hayward Police Department Advisory Panel and in June 2019 the City Manager announced the members of the newly formed community advisory panel to the Chief of Police. In 2019, we voted for and adopted an ordinance that requires an independent investigation on all officer involved shootings that end in fatality. And, this week, the City Council gave staff feedback on the Racial Equity Plan that will be adopted once city staff, city boards and commissions, and neighbors have a chance to review it and give feedback. There is a deliberate attempt to recruit and hire police officers who are culturally proficient and mirror the diverse experiences and demographics of Haywards. Today, we are directing staff to enact next steps to convene the advisory panel.

Thank you for partnering with us. We know there is more work to be done. Let's work together and make sure we have these policies in place that support all families and at the same time make our neighborhood the safest possible place for all.

In community,

Hayward Mayor Pro Tempore Mark Salinas
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