

THESE MINUTES ARE NOT OFFICIAL UNTIL APPROVED BY THE  
CULVER CITY EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE

REGULAR MEETING OF THE  
CULVER CITY EQUITY AND  
HUMAN RELATIONS ADVISORY COMMITTEE  
CULVER CITY, CALIFORNIA

July 23, 2024  
6:00 P.M.

**Call To Order & Roll Call**

Chair Valverde called the regular meeting of the Culver City Equity and Human Relations Advisory Committee to order at 6:00 P.M. in the Dan Patacchia Room at Culver City Hall.

**Members Present:** Carlos Valverde, Chair  
Samia Bano, Vice Chair  
London McBride, Member  
Haifaa Moammar, Member  
Ifunanyachukwu Nweke, Member\*  
Denice Renteria, Member  
Rebecca Rona-Tuttle, Member

\*Member Nweke arrived at 6:20 p.m.

**Absent:** Jezenia Aguirre, Member

**Staff Present:** Michelle Hamilton, Senior Human Resources and  
Equity Manager  
Jeannine Houchen, Human Resources Equity  
Analyst  
Monica Kilaita, Deputy City Attorney  
Josseline Ponce, Human Resources Technician

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**Pledge of Allegiance**

Chair Valverde led the Pledge of Allegiance.

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**Items from Members/Staff**

Member Rona reminded everyone that the Equity and Human Relations Awards would be presented in Council Chambers on August 12, 2024 and she asked everyone to come noting all Committee Members were welcome to attend, but other than the Subcommittee Members, Members should not sit together; she discussed award recipients; and the award process.

Vice Chair Bano discussed attending the Parks Plan meeting; solicitation of feedback; and she encouraged everyone to participate.

Chair Valverde explained procedures for Members to provide comment and welcomed new Committee Member Benicio Mora-Fattorini.

Member Moammar welcomed Member Mora.

Jeannine Houchen, Human Resources Equity Analyst, provided an update on the kiosks noting that additional information was available as part of the City Council update.

Discussion ensued between staff and Committee Members regarding the number of kiosks and work being done on content.

Michelle Hamilton, Senior Human Resources and Equity Manager, indicated that information on the Land Acknowledgement statement had gone out to Committee Members; she noted that the item would be on the August 27 agenda; discussed the need to provide a response to the City Council by September 23; response to questions from the ad hoc subcommittee; and flexibility added to the work plan if there is direction from the City Council for the EHRAC to participate in the women and girls item.

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**Presentations**

Item P-1

**Presentation from Keen Independent Research Regarding the City of Culver City Racial Equity Action Plan (REAP) Project Overview, Approach, Progress to Date, and Next Steps**

Jeannine Houchen, Human Resources Equity Analyst, introduced the item noting that the EHRAC would be a part of the community engagement portion of the item.

Dr. Nicole Yates, Keen Independent Research, provided a presentation on the Racial Equity Action Plan (REAP); discussed the importance of ensuring an inclusive process; prior work; current and upcoming tasks; EHRAC involvement; questions to consider; and she provided her contact information noting that she was looking forward to working with Committee Members.

Member Nweke joined the meeting.

Discussion ensued between Dr. Yates, staff, and Committee Members regarding the workforce analysis; identification of race and gender disparities; the experience of Santa Clara; the racial composition of subcontractors; disparity studies; timing for internal and external engagement; clarification on Diversity, Equity and Inclusion (DEI); the Government Alliance on Race and Equity (GARE); resources for government entities; promotions; protocol; identification of demographic shifts; the standard five year period that data is examined; uplifting women and girls; recommendations for steps to take to address disparities; employment data; recommendations made as part of an examination in another jurisdiction to address disparities in promotions for women and People of Color; determining what drives differences; setting people up for success; foregrounding race and ethnicity in the plan; barriers to achieving racial equity; what is currently being done vs. what they would like to see done; addressing issues for individual employees; transparency; the process to resolve complaints; the Culver City Discrimination, Harassment and Retaliation Policy; providing the same opportunity for complaints for the public and for employees; comfort level about speaking out; the internal focus of Phase 1; employee interviews; confidentiality; procedures; and demographics.

Additional discussion ensued between staff and Committee Members regarding outreach to minority language groups; the public virtual workshop; getting people to participate; public engagement; talking points; the fact sheet; a community member who had an issue with the Culver City Unified School District (CCUSD) and had difficulty figuring out who to reach out to; study scope; being a partner; serving

residents; and staff agreement to get a copy of the slide presentation to Committee Members.

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**Public Comment - Items NOT On the Agenda**

Chair Valverde invited public comment.

No requests to speak were received.

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**Receipt of Correspondence**

No correspondence was received.

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**Order of the Agenda**

Item A-3 was considered before Item A-2 and after Item A-4.

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**Consent Calendar Items**

Item C-1

**Approval of Minutes for the Special Meeting Held on June 25, 2024**

Chair Valverde explained procedures for minutes to the new Committee Member.

Member Rona clarified that the conversation on page 6 about the inability of Committee Members to make nominations for the Equity and Human Relations Awards was referring to a request to add information to the webpage and she indicated that it was more than a clarification, it was specifically a rule that was asked to be added as part of the report that she read aloud in the meeting.

Michelle Hamilton, Senior Human Resources and Equity Manager, noted that the minutes were not verbatim, but rather captured the tone or spirit of the conversation.

Discussion ensued between staff and Committee Members regarding key points captured by the minutes; context; and the videotaped record of the minutes.

MOVED BY MEMBER RONA AND SECONDED BY MEMBER RENTERIA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE SPECIAL MEETING HELD ON JUNE 25, 2024.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, NWEKE, RENTERIA, RONA, VALVERDE  
NOES: NONE  
ABSENT: AGUIRRE  
ABSTAIN: MCBRIDE, MOAMMAR

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### Action Items

Item A-1

**(1) Observe the Administration of the Oath of Office to Reappointed or Newly Appointed Equity and Human Relations Advisory Committee Members, as deemed necessary by direction of the City Clerk; and (2) Select by a Majority Vote a Chairperson (Chair) and a Vice Chairperson (Vice Chair) to serve in those capacities until the next reorganization in July 2025 or thereafter**

Chair Valverde introduced the item.

Michelle Hamilton, Senior Human Resources and Equity Manager, explained procedures and administered the Oath of Office to Carlos Valverde, Samia Bano, Benicio Mora-Fattorini and Rebecca Rona.

Michelle Hamilton, Senior Human Resources and Equity Manager, noted that the bylaws encouraged everyone to get a chance to serve in a leadership position.

Member Rona nominated Vice Chair Bano to serve as Chair.

Michelle Hamilton, Senior Human Resources and Equity Manager, noted that Vice Chair Bano had already held a leadership position.

Discussion ensued between staff and Committee Members regarding rotating leadership positions; the role of the Chair and the Vice Chair; Brown Act training; the handbook; Section 3 of the bylaws indicating that the Committee shall elect officers who shall serve at the pleasure of the Committee; the natural progression of the Vice Chair to serve as Chair; absence of language in the bylaws indicating that the Vice Chair should or should not progress to Chair; language in EHRAC documents stating that the roles should allow opportunities for leadership; should vs. must; the nomination made; eligibility; the importance of hearing from everyone; reiterating language; allowing others to have leadership experience; juggling between the same two people; whether the handbook is meant to be guidance or rules; and whether the handbook is binding.

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**Recess/Reconvene**

Chair Valverde called a recess from 7:31 P.M. to 8:07 P.M. to allow staff to retrieve a copy of the handbook for further discussion.

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Item A-1  
(Continued)

**(1) Observe the Administration of the Oath of Office to Reappointed or Newly Appointed Equity and Human Relations Advisory Committee Members, as deemed necessary by direction of the City Clerk; and (2) Select by a Majority Vote a Chairperson (Chair) and a Vice Chairperson (Vice Chair) to serve in those capacities until the next reorganization in July 2025 or thereafter**

Michelle Hamilton, Senior Human Resources and Equity Manager, indicated that she had not been able to locate the passage, but had highlighted it and shown it to Human Resources Equity Analyst Jeannine Houchen at the time; she discussed the importance of sharing opportunities for leadership; indicated that she would respect the decision of the Committee; discussed additional responsibilities being given to the Committee which mean increased work for staff; the importance of being available to staff when contacted;

confirming attendance; concern with bypassing staff; the need for more partnership; and she asked that all Members be considered when making the decision.

Discussion ensued between staff and Committee Members regarding the issue that will come up again next year; preparing now for this year; transparency; critical issues coming up; the need for a Chair and Vice Chair who will rise to the occasion and be present and responsive; the importance of checking City email; community engagement for the REAP; and openness to nominating a different person.

Member Nweke nominated Member Renteria to serve as Chair of the EHRAC.

Additional discussion ensued between staff and Committee Members regarding willingness to serve and procedures for handling multiple motions.

MOVED BY MEMBER RONA AND SECONDED BY MEMBER RENTERIA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPOINT VICE CHAIR SAMIA BANO TO SERVE AS CHAIR OF THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE UNTIL THE NEXT REORGANIZATION IN JULY 2025 OR THEREAFTER.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MCBRIDE, MOAMMAR, MORA, NWEKE, RENTERIA, RONA,  
VALVERDE  
NOES: NONE  
ABSENT: AGUIRRE

MOVED BY MEMBER NWEKE AND SECONDED BY VICE CHAIR BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPOINT MEMBER DENICE RENTERIA TO SERVE AS VICE CHAIR OF THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE UNTIL THE NEXT REORGANIZATION IN JULY 2025 OR THEREAFTER.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MCBRIDE, MOAMMAR, MORA, NWEKE, RENTERIA, RONA  
NOES: VALVERDE  
ABSENT: AGUIRRE

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**Review of the Equity and Human Relations Advisory Committee's (EHRAC's) Current Ad Hoc Subcommittees as of the June 25, 2024, Special Meeting; and (1) Dissolve Existing Ad Hoc Subcommittees Whose Objectives Have Been Met; (2) Appoint Additional EHRAC Members to Existing Ad Hoc Subcommittees, as Deemed Necessary; (3) Form New Ad Hoc Subcommittees for Specific Tasks, Projects and/or Events for Fiscal Year 2024-2025, as Deemed Appropriate; and (4) Appoint Members Thereto**

Discussion ensued between staff and Committee Members regarding the status of current ad hoc subcommittees; the Equity Awards Ad Hoc Subcommittee; dissolution of the Courageous Conversations Ad Hoc Subcommittee; potential dissolution of the Outreach and Communications Ad Hoc Subcommittee; ensuring that specific goals are met; the need for literature about the EHRAC; the Bystander Intervention document; dissolution of the Educational Materials Ad Hoc Subcommittee and creation of a new one with a very specific product and goal; the need to dissolve subcommittees once their mission has been completed; the Indigenous Peoples' Day Ad Hoc Subcommittee; creation of a Latino Heritage Month Ad Hoc Subcommittee to plan a speaker for the meeting in September; creation of a Bystander Intervention Resource Materials Ad Hoc Subcommittee to provide resources that were highlighted at the Bystander Intervention Training event; redefining the scope of the Educational Materials Ad Hoc Subcommittee to include those materials; setting a date for completion; creation of an EHRAC Promotion Ad Hoc Subcommittee; marketing the Committee vs. marketing events; the goal to have materials to hand out at the Martin Luther King Jr. Day event; the need to complete some items and conclude some committees before starting new ones; marketing the Awards earlier in the year; collaboration between the EHRAC and the DAC (Disability Advisory Committee); giving a voice to residents and business owners with disabilities; communication between Committees; clarification from staff; Brown Act rules; making general recommendations that the City Council direct other bodies to look into other things; sharing events; holding a joint meeting of two Committees; the ability for Members to attend other meetings and speak during the Public Comment portion of the meeting; support for creation of a Youth Advisory Board Ad Hoc Subcommittee; moving forward with a subcommittee vs. an agenda item;



formulating a recommendation to the City Council; being clear with the scope of ad hoc subcommittees; and support for creation of a Youth Advisory Ad Hoc subcommittee to bring specifics to the EHRAC for a recommendation to the City Council about forming a Youth Advisory Board.

Additional discussion ensued between staff and Committee Members regarding direction for the women and girls item; the recommendation that was not approved to create a women and girls committee; providing flexibility if the EHRAC is involved; and the need for a directive in regard to scope.

Chair Valverde proposed a motion to dissolve the Outreach and Communications Ad Hoc Subcommittee, the Educational Materials Ad Hoc Subcommittee, and the Courageous Conversations Ad Hoc Subcommittee; and to create the Latino Heritage Speakers Ad Hoc Subcommittee, the Bystander Intervention Materials Ad Hoc Subcommittee, the EHRAC Promotional Ad Hoc Subcommittee, and the Youth Advisory Board Recommendation Ad Hoc Subcommittee.

MOVED BY MEMBER MOAMMAR AND SECONDED BY MEMBER MORA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE:

(1) DISSOLVE THE EDUCATIONAL MATERIALS AD HOC SUBCOMMITTEE, THE COURAGEOUS CONVERSATIONS AD HOC SUBCOMMITTEE, AND THE OUTREACH AND COMMUNICATIONS AD HOC SUBCOMMITTEE WHOSE OBJECTIVES HAVE BEEN MET; AND,

(2) CREATE THE LATINO HERITAGE SPEAKERS AD HOC SUBCOMMITTEE, THE BYSTANDER INTERVENTION MATERIALS AD HOC SUBCOMMITTEE, THE EHRAC PROMOTIONAL AD HOC SUBCOMMITTEE, AND THE YOUTH ADVISORY BOARD RECOMMENDATION AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MCBRIDE, MOAMMAR, MORA, NWEKE, RENTERIA, RONA,  
VALVERDE

NOES: NONE

ABSENT: AGUIRRE

Further discussion ensued between staff and Committee Members regarding the Soccer Prohibition Signage Ad Hoc Subcommittee; the Latino Heritage Speakers Ad Hoc Subcommittee; clarification that Member Nweke is already on the Diversity Awareness Projects Ad Hoc Subcommittee; and the intent to

have a speaker at an EHRAC meeting rather than having an event for Latino Heritage Month.

Chair Valverde proposed a motion to (1) Add Member Mora to the Soccer Prohibition Signage Ad Hoc Subcommittees; and, (2) Add Member Nweke to the Diversity Awareness Project Ad Hoc Subcommittee; and, (3) Appoint Members Moammar and Rona, and Chair Valverde, to the Latino Heritage Month Speakers Ad Hoc Subcommittee; and, (4) Appoint Vice Chair Bano, and Members McBride, Nweke, and Renteria to the Bystander Intervention Materials Ad Hoc Subcommittee; and, (5) Appoint Vice Chair Bano and Member Rona to the EHRAC Promotional Materials Ad Hoc Subcommittee; and, (6) Appoint Chair Valverde and Members Moammar, Mora, and Renteria to the Youth Advisory Board Recommendation Ad Hoc Subcommittee.

Member Mora seconded the motion and the discussion continued.

Member Rona noted the need for a subcommittee to work on the planned Transgender Day of Remembrance in November.

Discussion ensued between staff and Committee Members regarding procedures.

MOVED BY MEMBER MOAMMAR AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE STRIKE THE MOTION TO POPULATE AD HOC SUBCOMMITTEES.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MCBRIDE, MOAMMAR, MORA, NWEKE, RENTERIA, RONA,  
VALVERDE

NOES: NONE

ABSENT: AGUIRRE

Additional discussion ensued between staff and Committee Members regarding adding the Indigenous Peoples' Day Celebration Ad Hoc Subcommittee; the Public Events Plan, the bi-annual report; project-based ad hoc subcommittees vs. events-based ad hoc subcommittees; the number of items already planned; hope for an Indigenous Peoples' Day Celebration; the Land Acknowledgement Subcommittee; timing of the celebrations; people willing to serve on the Transgender Day of Remembrance Ad Hoc Subcommittee; number of people per ad hoc subcommittee; and an absent member who might be willing to serve.

MOVED BY CHAIR VALVERDE AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: CREATE THE TRANSGENDER DAY OF REMEMBRANCE AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MCBRIDE, MOAMMAR, MORA, RENTERIA, RONA  
NOES: VALVERDE  
ABSENT: AGUIRRE  
ABSTAIN: NWEKE

MOVED BY VICE CHAIR BANO AND SECONDED BY MEMBER RENTERIA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE:

(1) ADD MEMBER MORA TO THE SOCCER PROHIBITION SIGNAGE AD HOC SUBCOMMITTEES; AND,

(2) ADD MEMBER NWEKE TO THE DIVERSITY AWARENESS PROJECT AD HOC SUBCOMMITTEE; AND,

(3) APPOINT MEMBERS MOAMMAR AND RONA, AND CHAIR VALVERDE, TO THE LATINO HERITAGE MONTH SPEAKERS AD HOC SUBCOMMITTEE; AND,

(4) APPOINT VICE CHAIR BANO, AND MEMBERS MCBRIDE, NWEKE, AND RENTERIA TO THE BYSTANDER INTERVENTION MATERIALS AD HOC SUBCOMMITTEE; AND,

(5) APPOINT VICE CHAIR BANO AND MEMBER RONA TO THE EHRAC PROMOTIONAL MATERIALS AD HOC SUBCOMMITTEE; AND,

(6) APPOINT CHAIR VALVERDE AND MEMBERS MOAMMAR, MORA, AND RENTERIA TO THE YOUTH ADVISORY BOARD RECOMMENDATION AD HOC SUBCOMMITTEE.

(7) APPOINT MEMBER RONA TO THE TRANSGENDER DAY OF REMEMBRANCE AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MCBRIDE, MOAMMAR, MORA, NWEKE, RENTERIA, RONA,  
VALVERDE  
NOES: NONE  
ABSENT: AGUIRRE

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Item A-2

**(1) Discuss Feasibility and Potential for Hosting an Indigenous Peoples' Day Activity/Event; and (2) If So Desired, Determine Next Steps**

Discussion ensued between staff and Committee Members regarding clarification that there are many subcommittees and dates already on the calendar; the bi-annual report; other projects; caution to take everything into consideration; the amount of work to put on the Latino Heritage Month event last year; the choice to honor Latino Heritage Month this year with a presentation at a meeting rather than a dedicated event; the speaker scheduled for September 17 for Latino Heritage Month; the Race Relations presentation; the inability to collaborate between subcommittees; Member overlap; the concept of equity; the inability to make up for what has been taken from Indigenous Peoples; the importance of listening to voices and showing respect; the Land Acknowledgement; lifting up indigenous people who live in the area; type of event; using information learned during communication with people as part of the Land Acknowledgement; Member availability; understanding the time commitment; a suggestion to have the event as part of the regular October EHRAC meeting; ad hoc subcommittees and events that have already been voted on; defined scope of the subcommittees; the event planned for September; proclamations vs. events; interaction with other staff in the City to pull events together; staff workload; the importance of being mindful and specific; commemorating something at a regular meeting; renting items; inviting the public; impacts to staff; looking at everything wholistically; marking Transgender Day of Remembrance with a City Council proclamation; the City Council event on October 14; the major event in September; creation of the Public Events Calendar; determining the type of event for items listed on the work plan; fairness; determining priorities; looking at output; commemorating things that fall within the scope of EHRAC; back to back events; the need to rebound after events; other equity initiatives; the REAP; and concern with being able to meet deliverables.

Additional discussion ensued between staff and Committee Members regarding determining the scope of the subcommittees and timelines; the number of ad hoc subcommittees; the Land Acknowledgement that will be due soon and must be considered

by the full body; combining the Land Acknowledgement with Indigenous Peoples' Day; the advisory nature of the EHRAC; events that have been previously held but do not need to be held each year; all that goes into holding an event; looking at ways to better the City; long-term effects of events; advice provided to the City; the budget; the fact that the EHRAC is not an event committee; other things the EHRAC can be doing; past events that have been far more than parties; Courageous Conversations; value of events held; having a 20-30 minute presentation at the October EHRAC meeting for Indigenous Peoples' Day; fitting into existing agendas; consideration of constraints; looking at other ways to do things; making use of social media; subcommittee consideration of alternatives; the importance of allowing indigenous people an opportunity to be heard; and a woman who attended a meeting several months back who was unhappy and wanted to be heard.

Further discussion ensued between staff and Committee Members regarding expanding recognition of Latino Heritage to high school students; holding an essay contest or a community poetry contest; having people read their essay during the event time; opportunity with social media; and storytelling.

MOVED BY MEMBER NWEKE AND SECONDED BY VICE CHAIR BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE CREATE AN INDIGENOUS PEOPLES' DAY ACTIVITY AD HOC SUBCOMMITTEE AND APPOINT MEMBERS MOAMMAR, NEWKE AND RONA THERETO.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MCBRIDE, MOAMMAR, MORA, NWEKE, RENTERIA, RONA, VALVERDE

NOES: NONE

ABSENT: AGUIRRE

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Item A-4

**(1) Receive a Report from the Diversity Awareness Projects Ad Hoc Subcommittee; (2) If So Desired, Discuss and Consider Approval of the Report's Recommendations; and (3) Determine Next Steps as Deemed Necessary**

Chair Valverde provided a report on the Diversity Awareness Ad Hoc Subcommittee; discussed creation of a microsite to help people learn about the diversity of Culver City; examination of other sites; accessibility of the site; the Arcana Institute site; inclusion of a living history video; potential filmmakers; volunteers; City staff; the timeline; and finalization of content.

Discussion ensued between staff and Committee Members regarding anticipation of the kiosks; creation of content for the microsite on the Equity page and/or kiosks; making the IT (Information Technology) Director aware; the ability to invite the IT Director to an EHRAC meeting; examination of a sample kiosk; providing a link to the microsite on the kiosk; approval of content; pages that can be built within the City; annual maintenance; and the need to collaborate with City staff.

MOVED BY VICE CHAIR BANO AND SECONDED BY MEMBER RENTERIA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECEIVE A REPORT FROM THE DIVERSITY AWARENESS AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MCBRIDE, MOAMMAR, MORA, NWEKE, RENTERIA, RONA, VALVERDE

NOES: NONE

ABSENT: AGUIRRE

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Item A-5

**(1) Receive a Report from the Race Relations Ad Hoc Subcommittee; (2) If So Desired, Discuss and Consider Approval of the Report's Recommendations; and (3) Determine Next Steps as Deemed Necessary**

Vice Chair Bano provided an update from the Race Relations Ad Hoc Subcommittee; discussed continuing work to secure speakers; the complex process to provide honorariums; the budget request for refreshments; location; promotional flyers; the link for the consent form; the updated QR Code; and she requested feedback for potential adjustments to the proposed flyers.

Discussion ensued between staff and Committee Members regarding the focus on youth; inclusion of adults in the speaker panel; the invitation to the Mayor to speak; the event geared to Culver City youth; input on questions to be asked; concern that parents of those who sign up know what the youth are going to be speaking about; having adults moderate the discussion; the importance of being aware of ageism in how things are being worded; ensuring that people are not overlooked or offended; lack of diversity in the photo; concern with making a loaded statement on the flyer; finding a better way to phrase the intent; potential speakers; having Mayor McMorris discuss ways to get into civic service; the focus of the event on race relations; creating a space to learn; positive change through civic engagement; looking at what Culver City is doing right; Little League; incentives to engage students to participate; service hours; extra credit; recognition; staff agreement to research City Council policy; and student extra credit given for other events.

Additional discussion ensued between staff and Committee Members regarding a suggestion to have Member Mora serve on the Committee; Member Moammar offered to give up her spot; the need to agendaize consideration of changing ad hoc subcommittee membership at the next meeting; a suggestion that Member Mora be one of the student speakers; procedures; agreement to re-open Item A-3; staff agreement to share the Culver City style guide with ad hoc subcommittee members; the importance of hearing from students; allowing a portion of the meeting to receive audience feedback; the waiver; the title of the flyer; adding more specifics; creating an outline of the event to allow time for feedback; the opportunity to educate youth; the REAP project; community engagement; the Historical Context Study; touchpoints to round out the conversation; promoting EHRAC meetings; adults learning from youth; the way the world has evolved or not evolved; and tools the EHRAC has to share.

MOVED BY MEMBER MOAMMAR AND SECONDED BY MEMBER MORA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECEIVE A REPORT FROM THE RACE RELATIONS AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MCBRIDE, MOAMMAR, MORA, NWEKE, RENTERIA, RONA,  
VALVERDE  
NOES: NONE  
ABSENT: AGUIRRE

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Item A-3  
(Continued)

**Review of the Equity and Human Relations Advisory Committee's (EHRAC's) Current Ad Hoc Subcommittees as of the June 25, 2024, Special Meeting; and (1) Dissolve Existing Ad Hoc Subcommittees Whose Objectives Have Been Met; (2) Appoint Additional EHRAC Members to Existing Ad Hoc Subcommittees, as Deemed Necessary; (3) Form New Ad Hoc Subcommittees for Specific Tasks, Projects and/or Events for Fiscal Year 2024-2025, as Deemed Appropriate; and (4) Appoint Members Thereto**

MOVED BY MEMBER RENTERIA AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE REOPEN ITEM A-3 TO REPLACE MEMBER MOAMMAR WITH MEMBER MORA ON THE RACE RELATIONS AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MCBRIDE, MOAMMAR, MORA, NWEKE, RENTERIA, RONA, VALVERDE

NOES: NONE

ABSENT: AGUIRRE

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Item A-6

**(1) Receive a Report from the Soccer Prohibition Signage Ad Hoc Subcommittee; (2) If So Desired, Discuss and Consider Approval of the Report's Recommendations; and (3) Determine Next Steps as Deemed Necessary**

Chair Valverde reported that research into the history of the signs was continuing; he discussed efforts to find the best ways to include more input from the community; work to formulate a recommendation to the City Council; the new Member added to the ad hoc subcommittee; and, responding to inquiry, he discussed creation of the soccer signage in 1994.

MOVED BY MEMBER MOAMMAR ABD SECONDED BY VICE CHAIR BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECEIVE A REPORT FROM THE RACE RELATIONS AD HOC SUBCOMMITTEE.



THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MCBRIDE, MOAMMAR, MORA, NWEKE, RENTERIA, RONA,  
VALVERDE

NOES: NONE

ABSENT: AGUIRRE

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**Public Comment - Items NOT On the Agenda (Continued)**

Chair Valverde invited public comment.

No requests to speak were received.

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**Items from Equity and Human Relations Advisory Committee  
Members/Staff**

Discussion ensued between staff and Committee Members regarding dissolution and reconstitution of the Awards Committee; receipt of a report from the Race Relations Event Ad Hoc Subcommittee; receipt of an update on the Land Acknowledgement; a discussion of the plan for Indigenous Peoples' Day; receipt of a report from the EHRAC Promotional Materials Ad Hoc Subcommittee; receipt of a report from the Transgender Day of Remembrance Ad Hoc Subcommittee; a reminder for ad hoc subcommittees to commit to meeting so that they can make a report; agreement to hold off on the report from the Transgender Day of Remembrance Ad Hoc Subcommittee; the importance of communication with staff to let them know in advance if a report will not be made; and receipt of a report from the Soccer Signage Ad Hoc Subcommittee and the Latino Heritage Speakers Ad Hoc Subcommittee.

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**Adjournment**

There being no further business, at 10:00 P.M., the Equity and Human Relations Advisory Committee adjourned to August 27, 2024.

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Dana Anderson  
SECRETARY of the Culver City Equity and  
Human Relations Advisory Committee  
Culver City, California

APPROVED

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Carlos Valverde  
CHAIR of the Culver City Equity and Human Relations  
Advisory Committee  
Culver City, California

I declare under penalty of perjury under the laws of the State of California that, on the date below written, these minutes were filed in the Office of the City Clerk, Culver City, California and constitute the Official Minutes of said meeting.

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Jeremy Bocchino  
CITY CLERK

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Date