

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

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

November 19, 2024
6:00 P.M.

Call To Order & Roll Call

Chair Bano called the special 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: Samia Bano, Chair
Denice Renteria, Vice Chair
London McBride, Member
Benicio Mora-Fattorini, Member*
Ifunanyachukwu Nweke, Member**
Rebecca Rona-Tuttle, Member
Carlos Valverde, Member

*Member Mora exited the meeting at 8:43 P.M.

**Member Nweke exited the meeting at 8:22 P.M.

Absent: Jezenia Aguirre, Member
Haifaa Moammar, Member

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

o0o

Pledge of Allegiance

Chair Bano led the Pledge of Allegiance.

o0o

Items from Members/Staff

Member Rona proposed having a future program focused on ways to be an ally.

Member Nweke announced that Jazz Hands for Autism would be having an event on November 23 and she indicated that she would be sending an email with information about it.

Michelle Hamilton, Senior Human Resources and Equity Manager, reported that the minutes for the October 22, 2024 meeting were still under review and would be available at the next meeting; indicated that funding for the Racial Equity Action Plan (REAP) had been approved at the November 11, 2024 City Council meeting; discussed community involvement included in Phase 2; she asked Committee Members to complete the survey distributed by staff; expressed appreciation to the City Attorney's Office for providing Brown Act training; discussed policies as they relate to public meetings; comments made regarding bringing two attorneys to the meeting and clarification that the intent was not to intimidate; ensuring that Brown Act rules and the role of the Chair are understood; the attorney assigned to fill in for Monica Kilaita at the October 22 meeting; and encouragement for anyone with concerns to reach out to staff.

Jeannine Houchen, Human Resources Equity Analyst, discussed review of the Bystander Intervention Training flyer by the Right to Be graphic and legal team.

Chair Bano thanked the public for sharing comments at the previous meeting; reminded everyone of guidelines for making public comment noting that copies were available; and she expressed appreciation to staff for their support and guidance.

o0o

Public Comment – Items NOT On the Agenda

Chair Bano invited public comment.

Jeannine Houchen, Human Resources Equity Analyst, indicated that no requests to make public comment had been received.

o0o

Receipt of Correspondence

Jeannine Houchen, Human Resources Equity Analyst, discussed correspondence received and distributed to Committee Members.

MOVED BY VICE CHAIR RENTERIA AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECEIVE AND FILE CORRESPONDENCE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

NOES: NONE

ABSENT: AGUIRRE, MOAMMAR

o0o

Consent Calendar

Item C-1

Approval of Minutes of the Special Meeting Held on September 17, 2024

Member Rona received clarification that the synopses of public comment were not included in the minutes due to sound issues.

Chair Bano encouraged everyone to review the minutes in advance of the meeting so as not to take time out of the meeting for review.

MOVED BY MEMBER RONA AND SECONDED BY MEMBER VALVERDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE SPECIAL MEETING HELD ON SEPTEMBER 17, 2024.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

NOES: NONE
ABSENT: AGUIRRE, MOAMMAR
ABSTAIN: RENTERIA

o0o

Order of the Agenda

Items A-5 and A-2 were considered before Item A-1.

o0o

Action Items

Item A-5
(Out of Sequence)

(1) Discuss the Logistics of a Potential Community Conversation to Give Individuals of all Backgrounds a Safe Space and be Heard on the Topic of Events Occurring Overseas; and (2) Determine Next Steps As Deemed Appropriate

Chair Bano invited public comment.

The following members of the public addressed the Committee:

Jessica Albers expressed support for conversation; discussed concern with finding the right moderator for the complicated topic; hearing from residents to share their perspective; negotiating policy; addressing conflict in the community; concern with just having people voice their frustrations; being realistic about changing minds; coming to an understanding about how to move forward with compromise; and how to conduct themselves in Culver City.

Andrew Lachman discussed focusing the conversation on how the community gets along with each other; treating each other with respect; understanding everyone's experience; the great opportunity for the Committee to move discussions in a way that has not happened yet; taking advantage of the diverse community; hearing mainstream voices on each side; not focusing on outside groups; and making the community safe for children.

Discussion ensued between staff and Committee Members regarding appreciation for the public comment made;

clarification on the inability of the Committee to engage with public comment due to Brown Act Rules; providing a clear vision and sense of purpose for the event; the request that the City Council allow the EHRAC to hold the conversation at an earlier date; limited time available during the public comment period; allowing sufficient time for consideration of the proposal; event purpose and vision; clarification that the conversation would not be to discuss specifics of a ceasefire; event details; interested facilitators; creating conditions to help community members better engage with each other; allowing deeper understanding for all stakeholders; event details; use of volunteers to ensure there are no budget issues; and lack of support from the City Council.

Additional discussion ensued between staff and Committee Members regarding clarification that the item has been agendaized for January 13; the likelihood that the event would be held in February; organizing the community conversation to create a safe space with productive outcomes; rules and guidelines for participants to facilitate civil discourse and a courageous conversation; having the facilitators engage in a conversation to model; research by the facilitators into previous public comment made at City meetings; allowing participants the opportunity to engage with each other; possible questions; and solutions for creating more equity.

Jessica Albers expressed concern that the report had not been available for public review.

Further discussion ensued between staff and Committee Members regarding clarification that the ideas presented by Chair Bano were not an official report; the ability of the Chair to allow for additional public comment; logistics; the staff report for the January City Council meeting; clarification on what the EHRAC is seeking for the meeting; creation of an ad hoc subcommittee to work on planning the event; timing; determining details; appreciation for the report; collaboration by the facilitators; an email from the City regarding people who asked to participate; agreement that the event would not be educational with a panel; allowing those interested to participate; unknowns; keeping the request to the City Council broad; determining how to frame the meeting; focusing on safety, healing and communication; policy; concern with causing more rifts within the community; framing the conversation away from policy; agreement on healing, safety and determining what can be done as a community;

elimination of bias; recognition and confrontation of bias; and the need for specific feedback to staff on what the EHRAC is seeking from the City Council.

Additional discussion ensued between staff and Committee Members regarding the feeling that debates are unproductive; building a relationship and trust; facilitating a sense of safety; healing dialogue; trusting the facilitators to create a context for engagement where people are listening to each other; the inability to engage in dialogue with Members of the public as the EHRAC; tools the facilitators use to allow people to say what they want to say and to hear what they are saying; receipt of a detailed plan from the facilitators; and providing a handout with definitions of key terms relevant to the conversation.

Further discussion ensued between staff and Committee Members regarding compassion; helping people find a way to move forward and participate in the healing; facts; dynamics of the event depending on the number of attendees; breaking into smaller groups; having Committee Members play a support role in facilitating small groups; keeping the group on task; pulling in facilitators to reestablish order if need be; experience with conflict resolution; the public nature of the meeting that precludes establishing maximum number of participants; concern with having Committee Members playing a supportive role without training; having an RSVP process to gauge the number of participants; defining goals; time constraints with hearing from a large number of people; providing training and breakout sessions to discuss relevant topics at the heart of the conversation; coming to terms with implicit bias; the tone of comments received; perception of implicit bias on both sides; whether having people express how they feel provides enough; providing tools; the sensitive topic; and resiliency training.

Additional discussion ensued between staff and Committee Members regarding creating a structure and a format where everyone gets an opportunity to speak, at least in the context of small groups; time taken with combining a teaching or training element; proposed length of the event; accomplishing goals through the facilitator modeling process; Members who may not feel comfortable facilitating; recruitment of facilitators; engaging in exercises or dialogue before going into small groups to help people recognize their own biases; going into conversations with an open mind; concern with

members of the public leaving frustrated because they were expecting a different experience; and communicating intentions and vision in the outreach process.

Further discussion ensued between staff and Committee Members regarding providing a description of the event during the RSVP process; shared humanity; community; determining the purpose and objective of the event; creating more compassion for each other; reducing and confronting biases; increasing awareness of bias; providing a safe space for people to engage in conversation; starting a healing process; being in community together; providing tools and resources; training time; ensuring people with differing views are invited; helping each other recognize shared humanity; a suggestion to call the conversation a healing conversation rather than a courageous conversation; providing a worksheet to help navigate bias; learning how to speak in the "I"; the importance of listening; repeating back what was just said; creating the opportunity for multiple back and forth cycles with small groups; making the topic more specific; the courageous act of confronting bias; clarifying the subtitle for the Courageous Conversation; having the ad hoc subcommittee work on the title; clarification on exactly what will be discussed for the City Council; placing the focus on understanding the impacts of what is happening in the Middle East to equity and human relations in Culver City and what can be done to help; purpose vs. objective; community healing, compassion, shared humanity as related to the Middle East; tools and resources; providing a civil discourse guide; community agreement; adding conduct to the waiver required to participate; hate speech and decorum; getting City Council approval; and subcommittee recommendations.

Further discussion ensued between staff and Committee Members regarding understanding the mindset of the City Council; presenting a complete proposal; affects to individuals; the personal nature of issues; a suggestion to title the event: Healing through Discussion, How the Middle East Crisis Affects Me; timing of a subcommittee report to the EHRAC; framing by the facilitators at the start of the meeting; and adding clarification to the City Council report that a waiver and guidelines would be included in the meeting process.

Chair Bano invited public comment.

The following members of the public addressed the City Council:

Jessica Albers expressed appreciation for the thought and intent going into creating the event; discussed allowing handouts to be available in advance; thinking about what comes after the event; next steps; moving toward healing; the deeply rooted, personal issue; concern with putting too many boundaries on the event; over-engineering the event vs. providing structure; the need for the community to be able to provide input to the subcommittee; and she asserted that the facilitators were not neutral and do not represent the Jewish community in Culver City.

Mara Landay, Jewish Federation Los Angeles, reported reaching out via email; indicated they would love to partner with Culver City; discussed the experience of other cities; appreciation to Culver City for working on the issue; the importance of providing a positive outlet; ensuring things are done right; comments that the community is losing trust and does not know what to do; the importance of involving stakeholders; bringing in different organizations to ensure that there is no bias; involvement of community leaders; having the community and government work together to build trust; being clear about ground rules, expectations, and public safety; involvement of an interfaith council; deliberative democracy; and she offered to be a resource to help think things through.

Discussion ensued between staff and Council Members regarding a reminder to members of the public not to speak out after they have had their chance for public comment; the inability of the Committee and the public to have a dialogue; support for involving faith leaders and other community organizations; scope of the event; the importance of establishing community and stakeholder trust; the limit to what can be accomplished in one evening; ideas that may come out of the event; support for bringing in the interfaith community and for the suggestion to consider what comes next; offering other kinds of events and activities to build upon what they are doing; existing organizations; sharing resources; people who are not interested in building skills, but prefer to get straight to work; and intended audience.

Additional discussion ensued between staff and Committee Members regarding creation of an ad hoc subcommittee to work

out details with staff; Member willingness to serve; the proposed budget; finding funding to provide a stipend to the facilitators; providing budgetary requests with the proposal; available funds; concern with some people getting paid and not others; providing a short training session; the need for guidelines in order to facilitate; the statement about neutrality; the Community Conflict Resolution Unit of the State of California Civil Rights Department that provides community conflict resolution services at no charge including training; the goal to not exceed 50% of the remaining fiscal year budget; providing an honorarium; Member willingness to support facilitators; concern with expanding the role of support people; clarification that the event would not be part of a regular meeting; Committee agreement that the total honorarium would not exceed \$3,000; and clarification that the purpose of the ad hoc subcommittee would be to work on the February event.

MOVED BY MEMBER RONA AND SECONDED BY MEMBER MCBRIDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: FORM THE FEBRUARY COMMUNITY CONVERSATION AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

MOVED BY MEMBER VALVERDE AND SECONDED BY VICE CHAIR RENTERIA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: APPOINT CHAIR BANO AND MEMBERS MCBRIDE AND RONA TO THE FEBRUARY COMMUNITY CONVERSATION AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Discussion ensued between staff and Committee Members regarding the need to communicate details of the event as discussed by the Committee to the City Council regarding purpose, objective, intended audience, formation of the ad

hoc subcommittee, and the total budget to the City Council along with information about the RSVP process.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: DIRECT STAFF TO REPORT AGREED UPON PURPOSE, OBJECTIVE, AND INTENDED AUDIENCE ALONG WITH THE PROPOSED BUDGET TO THE CITY COUNCIL.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

o0o

Recess/Reconvene

Chair Bano called a brief recess from 8:21 P.M. to 8:36 P.M.

Member Nweke exited the meeting at 8:22 P.M.

o0o

Chair Bano indicated that Item A-2 would be heard before Item A-1.

Item A-2
(Out of Sequence)

(2) Receive and File a Report from the Youth Advisory Committee Ad Hoc Subcommittee; (2) If So Desired, Discuss and Consider Approval of the Report's Recommendations; and (3) Determine Next Steps, As Deemed Necessary

Member Bano provided a report from the Youth Advisory Committee Ad Hoc Subcommittee; discussed support for creation of the proposed Youth Advisory Committee; other cities with similar committees; effectiveness; potential issues to be a part of such a council or committee; and potential benefits.

Discussion ensued between staff and Committee Members regarding support for the creation of a Youth Advisory Committee; interest voiced after the Race Relations event; people willing to be involved; creating something with lasting impact; concern with performative actions; working

with staff to understand the process to create a new CBC (Committee, Board, or Commission); the amount of time and work involved; gathering information to understand whether to move forward; cities with official bodies; the Youth Leadership Board in Santa Monica; and differences between CBCs.

MOVED BY VICE CHAIR RENTERIA AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: RECEIVE AND FILE A REPORT FROM THE YOUTH ADVISORY COMMITTEE AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Member Mora exited the meeting.

o0o

Item A-1

(3) Receive and File a Report from the EHRAC Promotional Materials Ad Hoc Subcommittee; (2) Discuss and Consider Approval of the Proposed Text and Design of the Trifold and, If So Desired, Approve of The Draft EHRAC Promotional Trifold; and (3) Determine Next Steps, As Deemed Appropriate

Chair Bano provided a report on the EHRAC Promotional Materials Ad Hoc Subcommittee; discussed development of materials to promote the EHRAC; creation of a trifold brochure; content; information taken from the webpage; distribution of the brochure; achievements; providing the link to the webpage; the awards; the online form to report discrimination; and use of a QR Code.

Discussion ensued between staff and Committee Members regarding agreement to highlight the role of the Committee to recommend policies, programs and activities under Objectives; removing the date for the awards; using a picture of the actual medal; distribution of the brochures at the Martin Luther King Jr. Celebration Event; clarification of what EHRAC stands for on the first panel; pixelated graphics; the logo; timing for finalizing the brochure; work with staff to

get better quality images; putting dates next to the events; agreement to remove the Bystander Intervention Training; a suggestion to bold the word recommend but not the word programs under Objectives; changing the word hold to facilitate; references to the City's email list and to clicking on a button to subscribe; agreement that the subcommittee would work on changes as discussed with staff to finalize the design; and next steps.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER MCBRIDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: APPROVE THE PROPOSED TEXT AND DESIGN OF THE TRIFOLD WITH CHANGES AS DISCUSSED AND AGREEMENT THAT THE ITEM RETURN TO THE COMMITTEE FOR FINAL APPROVAL AFTER CHANGES ARE MADE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

o0o

Item A-3

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

Member Valverde reported that the original vision for a micro-site with artwork and videos would be cost prohibitive; discussed usage of similar webpages as are currently used on the Culver City website; work of the subcommittee on content for Committee approval before submitting to staff for posting; and the proposed timeline.

Discussion ensued between staff and Committee Members regarding the process; the separate discussion of signage; and clarification that Tongva should be broadened to Gabrielino.

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

1. RECEIVE AND FILE A REPORT FROM THE EHRAC PROMOTIONAL MATERIALS AD HOC SUBCOMMITTEE; AND,
2. DISCUSS AND CONSIDER THE PROPOSED TEXT AND DESIGN OF THE TRIFOLD.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MCBRIDE, RENTERIA, RONA, VALVERDE

NOES: NONE

ABSENT: AGUIRRE, MOAMMAR, MORA, NWEKE

oOo

Item A-4

(5) Receive and File a Report from the 2024-2025 Equity and Human Relations Awards Ad Hoc Subcommittee; (2) Discuss and Consider Approval of the Report's Recommendations; and (3) Determine Next Steps, as Deemed Necessary

Member Rona provided a report on the 2024-2025 Equity and Human Relations Awards Ad Hoc Subcommittee; indicated that she, Chair Bano, and Member Moammar serve on the subcommittee; discussed the timeline; marketing; the deadline; the subcommittee recommendation to support the original recommendation that awards be presented to people not businesses; the determination that the student category would be broadened from previous years to include private and parochial schools; revised language to indicate that no more than one award would be presented in each category; repositioning award guidelines to the first page; the feeling that the guidelines could influence who is nominated; clarification that a rubric would be used to evaluate nominations; adding to the rules that EHRAC Members may not make nominations; indicating that additional information would be helpful and encouraging nominators to check all boxes that apply to the nominee and provide a brief explanation for each; effects of providing additional information to the use of the rubric; recipients; and collaboration with staff on revisions.

Discussion ensued between staff and Committee Members regarding the allowable age range; inclusion of any student attending Culver City schools; Committee agreement to add language to include home schooled students; flyer design; ensuring that any changes are made to both the English and

Spanish language versions; language used from the previous flyer; adding a Spanish-speaking Member to the subcommittee; clarification that Culver City does not have a designee to translate; staff investigation of who could help if there is no one on the Committee who can approve the language; clarification that Member Aguirre and Vice Chair Renteria had declined membership on the subcommittee; and the open position.

Additional discussion ensued between staff and Committee Members regarding support for the star version of the flyer; text color; the white box needed to make the red text stand out; clarification on the intended point of focus; spacing changes; ensuring the name of the Committee is not broken up; highlighting the deadline for submission; color matching; and agreement to indicate that the awards would be presented in late spring.

MOVED BY VICE CHAIR RENTERIA AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: RECEIVE AND FILE A REPORT FROM THE EHRAC PROMOTIONAL MATERIALS AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

o0o

Item A-6
(Out of Sequence)

Review of the Equity and Human Relations Advisory Committee's (EHRAC's) Current Ad Hoc Subcommittees as of the September 17, 2024, Special Meeting; (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 in Accordance with the July 2023 Biannual Workplan and the 2024-2025 EHRAC Approved Public Events and Budget Ad Hoc Subcommittee Report, with Specific Tasks, Projects, Events, and Deadlines for Fiscal Year 2024-2025, as Deemed Appropriate; and (4) Appoint Members Thereto

Jeannine Houchen, Human Resources Equity Analyst, indicated that she would correct and update subcommittee membership.

MOVED BY MEMBER VALVERDE AND SECONDED BY VICE CHAIR RENTERIA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: DISSOLVE THE INDIGENOUS PEOPLE'S DAY, LAND ACKNOWLEDGEMENT, LATINO HERITAGE MONTH, AND RACE RELATIONS AD HOC SUBCOMMITTEES.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Discussion ensued between staff and Committee Members regarding agreement from Member Valverde to serve on the Human Relations Awards Ad Hoc Subcommittee.

MOVED BY MEMBER RONA AND SECONDED BY VICE CHAIR RENTERIA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: APPOINT MEMBER VALVERDE TO SERVE ON THE EQUITY AND HUMAN RELATIONS AWARDS AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

o0o

Public Comment – Items NOT On the Agenda

Chair Bano invited public comment.

The following member of the public addressed the Committee:

Member Moammar indicated not being able to receive any email from Culver City in Saudi Arabia; was pleased that Member Valverde would be joining the Equity and Human Relations Awards Ad Hoc Subcommittee; and she thanked Member Rona for changing the rules.

o0o

Items from Members and Staff

Member Valverde expressed appreciation to the security guard at the meeting.

o0o

Member Requests to Agendize Future Items

Discussion ensued between staff and Committee Members regarding the date of the next meeting; receipt of a report from the ad hoc subcommittee on the Community Conversation; the biannual report; the proposed work plan; the plan from the Public Events and Budget Ad Hoc Subcommittee; receipt of updates from the Equity and Human Relations Awards Ad Hoc Subcommittee and the EHRAC Promotional Materials Ad Hoc Subcommittee; distribution of materials at the Martin Luther King Jr. Celebration event; feedback on the graphic from Right to Be; report deadlines for the January meeting; consideration of content for the Diversity Awareness Project; receipt of an update on soccer signage; and clarification that the women's initiative had not been officially requested for consideration by the EHRAC.

o0o

Adjournment

There being no further business, at 9:56 P.M., the Equity and Human Relations Advisory Committee adjourned to January 28, 2025.

o0o

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

APPROVED

Samia Bano
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.

Jeremy Bocchino
CITY CLERK

Date