

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

June 27, 2023
6:00 P.M.

Call To Order & Roll Call

Chair Valverde 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.

Members Present: Carlos Valverde, Chair
Anissa Di Vincente, Vice Chair
Samia Bano, Member
Raven Bradley, Member
Michelle Dennis, Member
London McBride, Member
Jared Morgan, Member*
Rebecca Rona-Tuttle, Member

*Member Morgan arrived at 7:05 P.M.

Absent: Haifaa Moammar, Member

Staff Present: Michelle Hamilton, Senior Human Resources and Equity Manager
Janee Prieto, Human Resources Technician
Lisa Vidra, Assistant City Attorney

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Pledge of Allegiance

Chair Valverde led the Pledge of Allegiance.

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Items from Members/Staff

Michelle Hamilton, Senior Human Resources and Equity Manager, introduced Janee Prieto who was filling in for Josseline Ponce; she thanked Stephanie Condran for her assistance with the agenda; expressed appreciation to EHRAC Members who participated in the City's Juneteenth event; thanked Member Dennis who accepted the Pride Month proclamation from the City Council and made remarks; she reported that new EHRAC Members had been appointed and that CBC (Commission, Board, and Committee) training would be held on June 29; discussed distribution of the Civil Discourse Guidelines to those already signed up for GovDelivery; posting of the guidelines on the City website; outstanding questions from the April EHRAC meeting; she agreed to send a memo previously distributed to the Committee to anyone who had not received it; discussed the current budget balance expiring at the end of the fiscal year; approval of the new budget for the new workplan in July; she reported receipt of no complaints related to the EHRAC; proposed adjournment of the current meeting in honor of outgoing Committee Members; and noted staff appreciation for the time put in by Committee Members throughout the term.

Member Morgan joined the meeting.

Discussion ensued between staff and Committee Members regarding number of people signed up for govdelivery.

Member Dennis discussed the number of LGBTQIA+ elected officials across the United States; the Pride Month proclamation; and flying of the Progress Pride Flag for the month of June.

Member Bradley reported on the successful drag show in honor of Pride Month at school and hoped that there would be another one next year.

Member Rona indicated that she would present the Civil Discourse Guidelines at the July Cultural Affairs Commission meeting; thanked outgoing Committee Members for their service; reported attending the City's Juneteenth celebration; and she noted that the EHRAC needs literature.

Member Bano discussed celebrations in the Muslim community.

Chair Valverde discussed the Historical Context Study being done; he felt that Committee should work to promote the efforts of the study concluding in November; discussed sharing stories of historical context; promoting participation in the study; and he questioned whether there was a place to post photos from the awards ceremony.

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Order of the Agenda

No changes were made.

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Consent Calendar Items

Item C-1

Approval of Minutes for the Regular Meeting of May 23, 2023

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER MORGAN THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF MAY 23, 2023 AS WRITTEN.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, BRADLEY, DENNIS, DI VINCENTE, MCBRIDE,
MORGAN, RONA, VALVERDE
NOES NONE
ABSENT: MOAMMAR

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Action Items

Item A-1

Presentation and Discussion: Equity and Human Relations Advisory Committee (EHRAC) Member and UCPD Officer London McBride Will Give a Presentation on the Integration of Revised Police Officer Training in the State of California in Accordance with the Racial and Identity Profiling Act (RIPA)

Member McBride provided a presentation on the integration of revised police officer training in the state of California in accordance with the Racial and Identity Profiling Act (RIPA);

discussed curriculum; frequency of training; experts on Diversity, Equity, and Inclusion (DEI); discussions on the history of policing; ensuring not to point fingers, but rather to educate; becoming conscious; defining race; implicit and explicit bias; historical context for why people have certain feelings about policing; looking within to examine contributions to those attitudes; ensuring that training is not watered down; allowing sufficient time for discussion; and the mandatory training.

Discussion ensued between staff and Committee Members regarding creation a close relationship with the police; those who defend racial profiling; the culture of the department; appreciation for the training; the importance of dialogue; sharing the program with the Committee; clarification that the training existed before but it was done quickly and did not go in depth; updated training that will be required every two years; expanding the training to other agencies; training for the instructors; attitudes and actions that hurt both sides; breaking down the culture; and realizing when you are part of the problem.

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Item A-2

Ongoing Discussion and Modification of the Bystander Informational Document "Recognizing and Preventing Harassment and Discrimination"

Michelle Hamilton, Senior Human Resources and Equity Manager, discussed legal issues associated with information in the brochure; clarification on the intent of the document; distribution to the public; the current City Harassment, Retaliation, and Discrimination policy for employees the provides instructions on reporting issues; the potential public-facing document; the importance of the wording in the document provided by the City; items that fall under the penal code; and origin of the brochure.

Discussion ensued between staff and Committee Members regarding data from a Los Angeles Human Relations Commission report on hate crimes; building upon information; research into how the subject was being taught; feedback already provided by City staff; existing brochures and documents developed by organizations on bystander intervention; the educational document; feedback from the public and from City

Council Members regarding gaps in the large topic covered in a brochure; identification of the audience; different circumstances depending on location; civil liability vs. criminal liability; hate crimes; micro-aggressions; observed behavior; the feeling that a pamphlet is insufficient to cover the topic; holding an anti-hate crime series of discussions; bringing in a professional trainer; ways to reshape the project; input from the Los Angeles Human Relations Commission; narrowing the scope; crossover; liability concerns; reconstituting the Committee to consider the issue; support for the intention and the focus; a suggestion to post short videos on the City website; virtual training; training provided by UCLA; providing an introduction that links to training; the speed of government; having something in writing as part of the education process; and staff agreement to return with options.

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Item A-3

1) Approval of a Statement Supporting the Jewish Community and Condemning Recent Antisemitic Attacks, 2) Discuss Recommendations for Next Steps; and 3) Provide Direction to Staff as Deemed Appropriate

Member Rona discussed the previous statement; use of the term "recent events"; language about Committee response; the fact that there will be more antisemitic events; anniversaries; creation of a statement for when events happen or for pertinent anniversaries to be read publicly at a City Council meeting; and she read the proposed statement condemning antisemitism.

Discussion ensued between staff and Committee Members regarding a suggestion by the City Manager that the statement be converted to a proclamation to be read at a City Council meeting; public comment received with regard to antisemitism; adopting a global statement; defining antisemitism; racism; the statement encouraging, not requiring, people to reflect on their own perceptions; that fact that people do not think identically; calling out bigotry; making a simple statement that is clear; and precedent with the Pride Proclamation.

Member Dennis moved to transmit the statement to the City Council for possible incorporation into an appropriate proclamation.

Additional discussion ensued between staff and Committee Members regarding the importance of calling out wrongdoing; making a blanket statement that could apply to any group; and agendizing future consideration of drafting a general statement.

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER MCBRIDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: APPROVE A STATEMENT SUPPORTING THE JEWISH COMMUNITY AND CONDEMNING RECENT ANTISEMITIC ATTACKS FOR TRANSMISSION TO THE CITY COUNCIL FOR POSSIBLE INCORPORATION INTO AN APPROPRIATE PROCLAMATION.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, BRADLEY, DENNIS, DI VINCENTE, MCBRIDE,
MORGAN, RONA, VALVERDE
NOES NONE
ABSENT: MOAMMAR

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Item A-4

Discussion of the Equity and Human Relations Advisory Committee (EHRAC) Ad Hoc Subcommittees, Dissolution of Ad Hoc Subcommittees That Have Completed their Purpose, Consolidation of Similar Ad Hoc Subcommittees, and Development of Any Applicable New Ad Hoc Subcommittees

Michelle Hamilton, Senior Human Resources and Equity Manager, introduced the item and discussed consolidation of subcommittees with a similar mission.

Discussion ensued between staff and Committee Members regarding subcommittees that have completed their charge; appreciation for the work done; forming new subcommittees for the next year; consolidation of the Outreach and Communications Subcommittee and the Communications Ad Hoc Subcommittee; support for maintaining the Educational Materials Outreach Subcommittee; agreement to dissolve the Listen and Learn Ad Hoc Subcommittee and rethink it in a different format; maintaining the Diversity Awareness

Projects Ad Hoc Subcommittee; and potentially reconstituting the Community Contributions, the Budget, and the Public Events Ad Hoc Subcommittees during later discussions of the work plan.

MOVED BY MEMBER DENNIS AND SECONDED BY VICE CHAIR DI VICENTE, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE:

1. DISSOLVE THE AD HOC CIVIL DISCOURSE WORKSHOP AD HOC SUBCOMMITTEE, THE EVENT FOCUSING ON SENIOR CITIZENS AD HOC SUBCOMMITTEE, THE COMMUNITY CONTRIBUTIONS AD HOC SUBCOMMITTEE, THE NONVIOLENCE WORKSHOP AD HOC SUBCOMMITTEE, THE LISTEN AND LEARN AD HOC SUBCOMMITTEE, THE PUBLIC EVENTS AD HOC SUBCOMMITTEE, AND THE BUDGET AD HOC SUBCOMMITTEE THAT HAVE COMPLETED THEIR TASK AND PURPOSE OR THAT ARE NO LONGER NEEDED; AND,

2. CONSOLIDATE THE OUTREACH AND COMMUNICATIONS SUBCOMMITTEE AND THE COMMUNICATIONS SUBCOMMITTEE AD HOC SUBCOMMITTEES.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, BRADLEY, DENNIS, DI VINCENTE, MCBRIDE,
MORGAN, RONA, VALVERDE
NOES NONE
ABSENT: MOAMMAR

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Public Comment - Items NOT On the Agenda

Chair Valverde invited public comment.

The following member of the public addressed the Committee:

Denise Neal discussed her experience being verbally abused on the Circulator; lack of action by the driver; the responsibility for Zero Tolerance on public transportation; noted that there was no one to call for help; she indicated that she had reported the incident to Bus Administrator; asserted that the incident was a hate crime; noted the need for practices and policies to address such issues; she asked if there was a way to involve the public in planning for cultural events; she felt that the budget for the Juneteenth event was inadequate and that there was not enough community participation in planning; asked about budget allocation for events; discussed equitable selection of

participants; and allowing those with Juneteenth heritage to have a voice.

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Items from Equity and Human Relations Advisory Committee Members

Member Dennis expressed appreciation for being able to serve and felt that new Members would make major contributions.

Discussion ensued between staff and Committee Members regarding items for the next agenda; consideration of the next work plan; ensuring that Members receive a copy of the current work plan to reference when discussing the new work plan; due date; creation of new ad hoc subcommittees in July; discussion of the Latino Heritage month celebration; discuss the Juneteenth 2023 event and plans for next year; clarification that the Juneteenth celebration is not assigned to the EHRAC; having the City Council lead the Juneteenth event with advice from the EHRAC; the larger budget available to the City Council; the City Council Ad Hoc Equity event; the Special Events Manager; agendizing a discussion on events; understanding issues on public transportation and policies that go along with that; making an inquiry as to whether the City Council Equity Subcommittee wants the EHRAC to handle the Martin Luther King Jr. Celebration event; staff agreement to report back on the July 10 City Council discussion of the Martin Luther King Jr. Celebration; discussion items; and reports.

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE THE FOLLOWING ITEMS:

1. CONSIDER CREATING NEW AD HOC SUBCOMMITTEES; AND
2. CONSIDER CREATING AN ANTI-HATE STATEMENT; AND,
3. CONSIDER ACTIVITIES FOR 2024-2025 AND ESTABLISH AN AD HOC BUDGET SUBCOMMITTEE FOR 2024-2025 NO LATER THAN NOVEMBER 1, 2023; AND,
4. DISCUSS HOW TO IMPROVE EVENTS FROM A LOGISTICAL PERSPECTIVE; AND,

5. PROVIDE MEMBERS WITH A COPY OF THE CURRENT APPROVED WORK PLAN FOR USE IN CONSIDERATION OF THE NEXT WORK PLAN; AND
6. DISCUSS COMMUNITY EVENTS AND HOW THEY RELATE TO BUDGETING INCLUDING JUNETEENTH AND THE LATINO HERITAGE MONTH CELEBRATION; AND,
7. INTRODUCE NEW EHRAC MEMBERS; AND,
8. DISCUSS DIVERSITY AWARENESS PROJECTS AND NEXT STEPS.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, BRADLEY, DENNIS, DI VINCENTE, MCBRIDE,
MORGAN, RONA, VALVERDE
NOES NONE
ABSENT: MOAMMAR

Committee Members expressed best wishes to outgoing Committee Members and thanked them for their efforts.

Member Morgan expressed appreciation for the opportunity to serve on the inaugural committee; discussed the diversity of the group; recognition by the City; specific contributions from Members; he expressed appreciation for the input from all Members; appreciation for advocacy for younger generations; and he thanked staff.

Vice Chair Di Vincente expressed appreciation for being able to serve on the Committee; noted that she had learned a lot; and she felt that the Committee had accomplished much during a short time.

Member Bradley indicated valuing her time on the Committee and expressed appreciation for being able to serve.

Michelle Hamilton, Senior Human Resources and Equity Manager, expressed appreciation for being able to work with outgoing Committee Members; she reported that Vice Chair Di Vincente had received an employee recognition award; and she thanked all Committee Members for their time and commitment on the voluntary committee.

Vice Chair Di Vincente reported that Stephanie Condran had also received employee recognition.

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Adjournment

There being no further business, at 8:01 P.M., the Equity and Human Relations Advisory Committee adjourned in appreciation of outgoing Committee Members.

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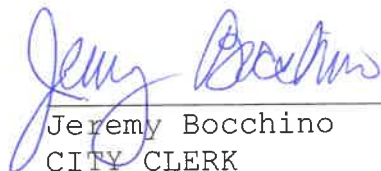
Dana Anderson
SECRETARY of the Culver City Equity and Human Relations
Advisory Committee
Culver City, California

APPROVED



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.



Jeremy Bocchino
CITY CLERK

26 DEC 2023

Date