

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

August 27, 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
Jezenia Aguirre, Member
Haifaa Moammar, Member
Ifunanyachukwu Nweke, Member*
Rebecca Rona-Tuttle, Member
Carlos Valverde, Member

*Member Nweke arrived at 6:03 p.m.

Absent: London McBride, Member
Benicio Mora Fattorini, 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

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Pledge of Allegiance

Chair Bano led the Pledge of Allegiance.

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Items from Members/Staff

Member Rona discussed extensive public comment made at a recent City Council meeting in support of agendizing consideration of creating a ceasefire resolution; pain expressed; people who do not feel heard; and she proposed that the EHRAC or Culver City create a conversation to allow people to share their experiences.

Member Nweke joined the meeting.

Vice Chair Renteria reported that Rosa from Dueñas Family Health Care had expressed appreciation that EHRAC Members were present to greet her and show her how to navigate receipt of the Equity and Human Relations Award presented at the August 26, 2024, City Council meeting.

Chair Bano discussed public comment made at a recent City Council meeting regarding City Council agendizing consideration of a ceasefire resolution; she suggested that the EHRAC consider the matter; and she felt that the Awards presentation had been a positive and uplifting event.

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Presentations

Item P-1

Deputy City Attorney III, Monica Kilaita of the Culver City City Attorney's Office to review Brown Act and CBC Meeting Requirements

Jeannine Houchen, Human Resources Equity Analyst, indicated that the Brown Act presentation would be moved to January noting that the presentation would be distributed to Committee Members along with the City Council policy regarding CBCs (Committees, Boards, and Commissions) for Member review.

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Public Comment - Items NOT On the Agenda

Chair Bano invited public comment.

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

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Receipt of Correspondence

Jeannine Houchen, Human Resources Equity Analyst, indicated that no correspondence had been received.

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Order of the Agenda

Item A-1 was considered after Item A-5.

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Consent Calendar Items

Item C-1

Approval of Minutes for the Regular Meeting Held on July 23, 2024

Member Rona discussed inconsistency in the way the Promotional Materials Ad Hoc Subcommittee had been referred to in the minutes; the value of the minutes; and concern that after the new Chair had been appointed, she continued to be referred to as Vice Chair.

Member Valverde noted that page 14 of the minutes referred to the Canada Art Institute rather than the Arcana Institute and he clarified that Member Nweke had been added to the Diversity Awareness Projects Ad Hoc Subcommittee, but she was already a Member.

Discussion ensued between staff and Committee Members regarding clarification that Member Nweke had been added to the Indigenous Peoples' Day Celebration Ad Hoc Subcommittee, and clarification regarding the Transgender Day of Remembrance Ad Hoc Subcommittee.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING HELD ON JULY 23, 2024, AS AMENDED.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Action Items

Item A-2
(Out of Sequence)

(1) Receive a Report From the Land Acknowledgement Ad Hoc Subcommittee; (2) Discuss and Determine Next Steps as Deemed Appropriate; and (3) If So Desired, Authorize Transmittal to the City Council

Member Rona discussed production of the Land Acknowledgement; appreciation to the ad hoc subcommittees and staff for their work on the item; updates since the report was created and submitted; research; the process; the importance of the document; interviews with local Native Americans; outreach to tribal representatives; responses received from three of the five tribes; she noted that the woman who spoke representing one of the tribes a few months ago did not respond to the additional outreach; discussed the Land Acknowledgement adopted by Los Angeles County; revisions made by the subcommittee; use of language more specific to Culver City; distribution of the draft; feedback received; a recommendation that Culver City use the language from the Cudahy Land Acknowledgement; feedback received from the Kizh Nation regarding the Los Angeles Land Acknowledgement; groups that refer to themselves as Gabrieliño; addressing issues by changing the word Tongva to Gabrieliño; email discussions; zoom discussions; incorporation of input; items taken into consideration when making revisions; the importance of noting significant differences that came to light regarding the names and the descriptions used by the tribes; and she noted that the tribes had not yet seen version 6 of the draft Land Acknowledgement.

Discussion ensued between staff and Committee Members regarding the staff report vs. the report written by Member Rona; appreciation and acknowledgement of the work done by Member Rona; clarification on the process; the original instructions given to the EHRAC; the denial of the subcommittee request for an extension on the deadline; lack of time to return to the tribes for approval; and the ability of the EHRAC to determine whether to make a recommendation on the recommended language to the City Council.

Member Nweke read the Land Acknowledgement proposed by the ad hoc subcommittee for recommendation to the City Council.

Additional discussion ensued between staff and Committee Members regarding the ability of the tribes to make public comment at the City Council meeting where the item would be considered; appreciation for the work of the ad hoc subcommittee; understanding reached by the groups to get to the current draft; concern that the Kizh Nation might have issues with the statement; comments indicating that the Kizh Nation do not consider themselves to be Tongva and mistrust some who call themselves Tongva; the need to include the names of all the tribes; the feeling that just because the Kizh Nation does not recognize the Tongva it does not mean that the Tongva should not be recognized; ensuring that the acknowledgement is specific to Culver City; research indicating that the Tongva were historically in Culver City; clarification that all tribes are Gabrieliño, though not all are Tongva; the intent to create a respectful and acceptable statement for everyone; the historian and visiting scholar who acted as a resource and provided a lot of input to the county of Los Angeles for their Land Acknowledgement; the Chumash not native to the Culver City Area; the five tribes listed in the Land Acknowledgement; the importance of acknowledging who was in Culver City; concern with limited references to the Tongva; Gabrieliño as the unifying term; those who see themselves differently; clarification that the groups do not have formal recognition; issues with federal recognition; ensuring not to exclude anyone; providing information to the City Council on the background on the conflict; feasibility of having a short meeting to explain the process; the staff report from the City Manager's Office to the City Council; staff agreement to share comments; ensuring that City Manager is part of the process; information that could not be released; the purview of the City Council and the City Manager; the ability of EHRAC Members to make

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public comment; necessary EHRAC approval before a Member speaks on behalf of the Committee; support for having a face to face meeting with staff to convey information; being respectful of the groups; the request for language to be read at City Council meetings as is done in Los Angeles county; clarification that the sensitive language is not included in the document; the intent to unify, recognize, and acknowledge; and lack of a guarantee that a statement would be positively received by everyone.

MOVED BY MEMBER VALVERDE AND SECONDED BY VICE CHAIR RENTERIA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE THE LAND ACKNOWLEDGEMENT AS PRESENTED FOR RECOMMENDATION TO THE CITY COUNCIL.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: AGUIRRE, BANO, MOAMMAR, NWEKE, RENTERIA, RONA,
VALVERDE

NOES: NONE

ABSENT: MCBRIDE, MORA

Additional discussion ensued between staff and Committee Members regarding the daunting task presented to the subcommittee and appreciation to everyone for their work on it.

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Item A-3

(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

Chair Bano discussed the need to reschedule the event planned for September 17 due to identification of a conflicting event at the Culver City High School; other potential dates; cohosting the event with the Race Relations event; location; availability of the Mayor for an alternate date; the consistent vision; updated fliers; ADA (Americans with Disabilities Act) compliance; the adjusted title: The Courageous Conversation on Navigating Race Relations; and an alternate version depending on whether the Latino Heritage Month can be hosted or not.

Discussion ensued between staff and Committee Members regarding plans for a Spanish language flier; providing translators at the event; staff availability; other City events happening; a suggestion to hold the event on the regular meeting date for the EHRAC; concern with holding a downgraded event; holding an event in September; a suggestion to hold a special EHRAC meeting in September; conflicts with other planned meetings and events; the timing of Latino Heritage Month; changes proposed by the subcommittee; the speaker proposed for the Latino Heritage event; support for working within the planned EHRAC schedule; support for holding the event within Latino Heritage month; students that would be participating in the EHRAC event that will be participating in the job fair instead; planned events during United Against Hate Week; the feeling that Race Relations fits in with the theme for United Against Hate; City-wide staff training on September 24; and staff agreement to research other staff time commitments and facilities.

Additional discussion ensued between staff and Committee Members regarding maintaining the original date with a focus away from youth; the need to re-think speakers; limited time for publicity; concern with changing the vision and theme of the event on such short notice; continued work between staff and the subcommittee to figure out a date for October; scheduling another subcommittee meeting as soon as possible; tying in Latino Heritage with the potential *Not in Our Town* screening planned for September 27; ensuring the venue is available; securing the rights to the movie; activities associated with the screening; providing additional flexibility; the Race Relations event to be scheduled for October 22; clarification that the EHRAC would still be holding a meeting on September 17, 2024; and including a Latino Heritage speaker as part of the United Against Hate event.

MOVED BY MEMBER NWEKE AND SECONDED BY MEMBER AGUIRRE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECEIVE AND FILE THE REPORT FROM THE RACE RELATIONS AD HOC SUBCOMMITTEE WITH AGREEMENT FOR CONTINUED COLLABORATION WITH STAFF TO RESOLVE SCHEDULING ISSUES.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: AGUIRRE, BANO, MOAMMAR, NWEKE, RENTERIA, RONA, VALVERDE

NOES: NONE
ABSENT: MCBRIDE, MORA

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Item A-4

(1) Receive and File a Report from the Latino Heritage Month Speaker Ad Hoc Subcommittee; (2) Discuss And, If So Desired, Approve The Report's Recommendations; and (3) Determine Next Steps, As Deemed Necessary

Member Valverde discussed length of the presentation; the idea to have a presentation of the student essay and/or art contest winners sponsored; the potential guest speaker; budgeting money for prizes; determining the selection process; and consideration and revision of the application for last year's contest.

Discussion ensued between staff and Committee Members regarding the proposed inclusion of the Latino Heritage speaker in the United Against Hate event; the Brown Act; finding a way to incorporate the student essays; expansion of the limited time at the venue; recognition of contest winners at a City Council meeting; whether the essay contest is an EHRAC contest or a Culver City High School (CCHS) event; last year's sponsorship of the contest by the CCHS Latino Club; EHRAC meetings vs. City events; coordination with the City Attorney's Office; exceptions for having a quorum present; ensuring EHRAC business is not discussed; last year's prizes; recognition; cash prizes that could be deemed a gift of public funds; sponsorship by an outside organization; private donors; selection of donors by the CCHS club; work on a school-sponsored event by the subcommittee; linking the planned film with Latino Heritage Speaker ; the ability to view the film in advance; bringing unity to the event; options for panel discussions; and support for receipt and filing of the report with the understanding that staff will work with the subcommittee to get the recommended speaker, Osbaldo Nieves for the City event.

MOVED BY MEMBER VALVERDE AND SECONDED BY CHAIR BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: RECEIVE AND FILE THE REPORT.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-5

(1) Receive and File a Report from the Indigenous Peoples' Day Ad Hoc Subcommittee; (2) Discuss And, If So Desired, Approve The Report's Recommendations; and (3) Determine Next Steps, As Deemed Necessary

Member Rona apologized for leaving Member Moammar off the list of subcommittee members; discussed the proposal to have a live program; consideration of a suggestion to recognize Indigenous Peoples' Day as a social media event; creation of a Tik Tok video; and a suggestion to have the Mayor read the Land Acknowledgement and discuss why that is important to her over a photo collage previously created by former member Anissa Di Vincente.

Discussion ensued between staff and Committee Members regarding use of Culver City social media; clarification that Culver City does not have Tik Tok; utilization of a video on multiple platforms; acceptance of the Land Acknowledgement by the City Council; the ability to re-write the Land Acknowledgement; help producing the video; inquiries to the City Manager's Office; social media terminology; comments made on social media; finding a backup person if the Mayor is unavailable to do the video; previous efforts to have an Indigenous person read the Land Acknowledgement; the nature of the Land Acknowledgement; plans to read the Land Acknowledgement before City Council meetings; concern with who would be chosen in the Native American community; differences and divisions among Native American communities; using the recording from the meeting where the Land Acknowledgement is adopted by the City Council; and the need for approval of items before posting on the City's official social media.

Further discussion ensued between staff and Committee Members regarding language in the event the City Council does not approve the proposed statement; the ability of the Mayor to

craft and make a general supportive statement if the official statement is not adopted in time; approving a plan if the statement is adopted, and a plan if the statement is not adopted; use of a generic voiceover for the video if the Mayor is not available; agendizing further consideration of the item on September 17; City Council consideration of the Land Acknowledgement statement; creation of the video; gaining the rights to the photographs for the video; the need for waivers; circumstances surrounding the photographs; and staff research into making a video.

MOVED BY MEMBER NWEKE AND SECONDED BY MEMBER VALVERDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECEIVE AND FILE A REPORT FROM THE INDIGENOUS PEOPLES DAY AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-1
(Out of Sequence)

Review of the Equity and Human Relations Advisory Committee's (EHRAC's) Current Ad Hoc Subcommittees as of the July 23, 2024, Regular 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 continued work of the Land Acknowledgement Ad Hoc Subcommittee; potential dissolution of the Equity Awards Ad Hoc Subcommittee; changes still to be made on the website; the process for fabrication of the medallion; the Public Events and Budget for FY 2024-2025 Ad Hoc Subcommittee; anticipated completion dates for various ad hoc subcommittees; and ad hoc subcommittees that could benefit from additional members.

Member Aguirre agreed to serve on the Promotional Materials Ad Hoc Subcommittee and the Indigenous Peoples' Day Ad Hoc Subcommittee.

Additional discussion ensued between staff and Committee Members regarding revising the mission of the Transgender Day of Remembrance Ad Hoc Subcommittee toward getting transgender people from the community to participate in a City Council Proclamation rather than to create an event; Member workload on other Committees; potential interest from absent Committee Members to participate; the ability of any EHRAC member to invite people to a City Council meeting; agreement to keep the current membership of the Transgender Day of Remembrance Ad Hoc Subcommittee; establishing a 2025 Equity Awards Ad Hoc Subcommittee; Committee Member availability; the ability of subcommittee members to determine frequency of meetings; Members who would be more willing to commit to new subcommittees once they complete the work of subcommittees they have previously joined; whether the EHRAC can have a standing agenda item to populate and change subcommittee members; concern with creating extra work for staff; Committee Members that are overcommitted and feel overwhelmed; agreement to keep a standing agenda item; minimum number of Members to serve on an ad hoc subcommittee; changing availability of Members; the timing of peak workloads for different ad hoc subcommittees; whether the date of the Equity Awards Ad Hoc Subcommittee should reflect when the award is presented or when the work is done; and clarification that the medallions and awards do not have a date on them.

Member Nweke exited the meeting.

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

1. DISSOLVE THE 2023 EQUITY AWARDS AD HOC SUBCOMMITTEE; AND,
2. APPOINT MEMBER AGUIRRE TO THE PROMOTIONAL MATERIALS AD HOC SUBCOMMITTEE AND TO THE INDIGENOUS PEOPLES' DAY 2024 AD HOC SUBCOMMITTEE; AND,
3. ESTABLISH THE 2024-5 EQUITY AWARDS AD HOC SUBCOMMITTEE AND APPOINT CHAIR BANO AND MEMBERS MOAMMAR AND RONA THERETO; AND,

4. CORRECT THE PROJECT COMPLETION DATE FOR THE PUBLIC EVENTS AND BUDGET 2024-2025 AD HOC SUBCOMMITTEE TO REFLECT A COMPLETION DATE OF JUNE 2025.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Member Nweke returned to the meeting.

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Public Comment - Items NOT On the Agenda (Continued)

Chair Bano invited public comment.

No requests to speak were received.

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Items from Equity and Human Relations Advisory Committee Members/Staff

Member Rona reported that Member Mora was currently serving on the Student School Board; expressed concern with the fact that the School Board meetings conflict with the regular EHRAC meetings; and she received clarification that Member Mora had communicated with staff and the School Board Chair that he would be present for regular EHRAC meetings and would try to participate in special meetings and events as well.

Member Valverde noted that the Diversity Awareness Project Ad Hoc Subcommittee had asked that a member of IT (Information Technology) meet with them to discuss the micro-site and he received clarification that no date had been set for that yet.

Chair Bano thanked staff for their efforts and for their problem-solving and the thought put into processes.

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Member Requests to Agendize Future Items

Discussion ensued between staff and Committee Members regarding clarification on contents of a potential staff report for the Land Acknowledgement; reporting on forward movement for the September 17 meeting; and information reported during items from staff since EHRAC Members have completed their work.

Discussion ensued between staff and Committee Members regarding requests to agendaize reports from ad hoc subcommittees for the September EHRAC meeting; clarification on upcoming meeting dates; staff agreement to distribute an updated calendar to Committee Members; clarification on when reports are due in order to be included on the September 17, 2024 meeting agenda; ensuring there is enough time for the subcommittees to meet and provide a report to staff in time for the September 17, 2024 meeting; special meetings vs. regular meetings; and the October meeting.

Additional discussion ensued between staff and Committee Members regarding agreement to agendaize a report from the Latino Heritage Month Ad Hoc Subcommittee, the Soccer Signage Prohibition Ad Hoc Subcommittee, the Indigenous Peoples' Day Ad Hoc Subcommittee, the Promotional Materials Ad Hoc Subcommittee, and the Race Relations Event Ad Hoc Subcommittee.

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Adjournment

There being no further business, at 8:38 P.M., the Equity and Human Relations Advisory Committee adjourned to September 17, 2024.

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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