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CULVER CITY EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE

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

October 27, 2020
7:00 P.M.

Call To Order & Roll Call

Chair Rona called the regular meeting of the Culver City Equity and Human Relations Advisory Committee to order at 7:00 P.M. via WebEx.

Members Present: Rebecca Rona, Chair
Carlos Valverde, Vice Chair
Samia Bano, Member
Michelle Dennis, Member
Kira Grimes, Member
London McBride, Member*
Haifaa Moammar, Member
Jared Morgan, Member

*Member McBride joined the meeting at 7:06 p.m.

Staff Present: Mily Huntley, Human Resources and Equity
Manager
Lisa Vidra, Senior Deputy City Attorney
Stephanie Condran, Human Resources Analyst

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Pledge of Allegiance

Member Dennis led the Pledge of Allegiance.

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

Stephanie Condran, Human Resources Analyst, explained procedures for making public comment

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Items from Committee Members

Vice Chair Valverde provided background on the Day of the Dead or the Dia de los Muertos holiday.

Member McBride joined the meeting.

Member Bano read a quote from Chapter 41:34-35 of The Quran: "Goodness and evil are not equal. So, repel evil with good and the person who was your enemy will become like a true friend. However, no one will achieve (the results of this principle) unless they practice patience and self-restraint, the persons of the greatest good fortune."

Member Moammar announced the 75th Anniversary of National Disability Employment Awareness month.

Chair Rona reminded everyone that equity applies to many other categories other than race and ethnicity; she discussed changes to the order of the agenda; the City Council vote to add transparency to the way the Labor Representative is chosen which necessitated a change in the Committee Bylaws; the removal of Lieutenant Martinez from his seat on the Committee; and the process to replace him.

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Public Comment - Items NOT On the Agenda

Chair Rona invited public comment.

The following member of the public addressed the Committee:

Michelle Weiner discussed accusations related to elections; issues with public safety; and she suggested agendizing a discussion of intimidating public communication by individual officers and by the Police Union.

Chair Rona acknowledged Ms. Weiner's remarks.

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Receipt and File Correspondence

Stephanie Condran, Human Resources Analyst, indicated that no correspondence had been received.

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Consent Calendar Items

Item C-1

Approval of Minutes for the Regular Meeting of September 22, 2020

MOVED BY MEMBER DENNIS, SECONDED BY MEMBER BANO AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF SEPTEMBER 22, 2020 AS SUBMITTED.

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Order of the Agenda

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

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Action Items

Item A-2
(Out of Sequence)

(1) Discuss the City Council October 26, 2020 Amendments to the EHRAC Bylaws Regarding the Selection of the Labor Representative Seat; (2) (If Desired) Discuss Further Amendments to the Labor Seat Selection Process and Recommend any Changes to City Council; and (3) Provide Direction to Staff if Deemed Appropriate

Chair Rona noted that Lt. Martinez was not on the agenda for discussion, but the bylaws were to be considered; she discussed the City Council meeting on October 26, 2020; and the need for greater transparency.

Chair Rona invited public comment.

The following member of the public addressed the Committee:

Gary Silbiger discussed changes proposed by the City Council; employee participation; and he recommended that staff continue to work on projects and come to meetings, but not have a vote.

Lisa Vidra, Senior Deputy City Attorney, discussed Bargaining Groups; part-time employees; the selection process; the intent to include an employee point of view; and other committees with a Labor Seat.

Discussion ensued between staff and Committee Members regarding timing for selection of the new Committee Member; acknowledgement of the City Council for choosing to include transparency in the process; ensuring public confidence in the Committee and legitimacy of the Committee; purpose of the Labor Representative Seat; employee groups; management groups; union participation; representation; bargaining groups; contract negotiation; additional discussion of the item at the next meeting under Items from Staff; follow up questions from Committee Members to staff; employee representation of themselves vs. representation of the union; and clarification that any staff member that is part of a union can apply.

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Item A-1

(1) Discuss Additional Outreach and Continued Distribution of the Community Survey in Spanish; (2) Review and Discuss the Ad Hoc Subcommittee's Draft Work Plan; (3) (if desired) Form Subcommittees if Needed Based on the Proposed Work Plan, and Appoint Members Thereto; (4) Make Recommendations to City Council on Proposed Work Plan for Fiscal Year 2020-2021; and (5) Provide Direction to Staff if Deemed Appropriate

Chair Rona invited public comment.

The following members of the public addressed the Committee:

Carlene Brown discussed Priority Number 5 on the Workplan; recognitions at City Council meetings and suggestions for people to recognize including Daniel Lee and Meghan Sahli-

Wells; providing transcripts of their comments to include in the recognition; People of Color for Change; Culver City Action Network (CCAN); Dr. Kelly Lytle Hernandez; people maligned by the Police Officers' Union; Dr. Saul Sarabia; data in the Public Safety Task Force that was sidelined; and a recent article written by Council Member Lee.

Gary Silbiger discussed the purpose of the Committee; review of the City's annual budget; new programs to institute; programs that need additional funding; adding "justice and equality for all" to the promotion of civil and human rights; making complaint reports available to the public; providing materials to all public education institutions in Culver City; sponsorship of study groups; ongoing celebration of major events that successfully defeated forms of discrimination; and evaluation of department hiring procedures.

Member Dennis requested that Mr. Silbiger submit the rest of his recommendations to staff since he ran out of time to speak.

Member Grimes discussed the work of the Ad Hoc Subcommittee; consideration of the workplan for the city of Evanston; guidance and definitions throughout the beginning of the workplan; clarifying the purpose of the workplan; and structure with regard to how the priorities were formatted.

Member Moammar discussed community outreach; surveys; the ability to review and revise the workplan; maintaining flexibility; and the difference between the purpose and the mission statement.

Member Morgan expressed appreciation for the samples considered; discussed tentative priorities; adding tasks; and identifying priorities for the current cycle so that things are not constantly changed around.

Member Bano expressed support for recognition of good things that are happening; discussed identifying resources, grants and sponsors; and she expressed support for quick implementation.

Vice Chair Valverde discussed the process and indicated that the Ad Hoc Subcommittee was looking for input from the full Committee.

Chair Rona expressed appreciation for the work of the Ad Hoc Subcommittee; noted the importance of the workplan and complexity of the process; provided background on herself; she indicated that she had revised the workplan document; discussed changes to the language; noted that she had included nearly everything that was in the previous document with a few additions; discussed the name of the Committee; adding language regarding promoting equity; proposed that the order of tasks be used to establish priorities; suggested the separation of Outreach and Communication; discussed Education; and she distributed the document to Committee Members and read it aloud.

Discussion ensued between staff and Committee Members regarding clarification that the Ad Hoc Subcommittee had put basic ideas down in an arbitrary fashion pending discussion with the full Committee; Culver City as a Sanctuary City; use of the terms "citizen" and "resident"; fine-tuning and formatting changes; guidelines for effective inter-group relationships; helpful resolution of issues; concern with attacking people rather than disagreeing with their views; functional conversation; providing workshops; establishing norms on how to listen and communicate; categorization; ableism vs. disableism; partnerships with other Committees and groups; connecting with high school clubs and organizations outside of the City; reduced revenue due to COVID; priorities within the City; alternate service delivery methods; identification of opportunities within resources available to address equity issues; partnering with the Finance Advisory Committee; ensuring diversity; consideration of the budget and hiring practices; incorporation of comments into a revised third draft for Committee consideration; public review of the draft workplan; the review process; public outreach; review of City policies and procedures; the Racial Equity Consultant recently hired by the City; building the consultant into the workplan; concern with duplicating efforts; the importance of communication and sharing information; method and content of communications; allocation of duties; holding a workshop for effective ways to resolve differences; conflict resolution; creation of an Outreach and Public Event Subcommittee; workshops; improving inter-group relations; creation of a system to keep track of results of education efforts; tracking participants; providing data to the City Council; responsibility for tracking data; outside evaluation; self-evaluation by each subcommittee at the conclusion of the

task; means to gather data; ad hoc vs. standing subcommittees; identification of subcommittees in the workplan; summarizing how to address action steps; various forms of evaluation; inserting notes in the draft; the process to revise the draft; agreement that the Ad Hoc Work Plan Subcommittee create the second draft; and Member Moammar agreed to step down from the Ad Hoc Workplan Subcommittee in order to create space for Member Dennis to serve.

MOVED BY VICE CHAIR VALVERDE, SECONDED BY MEMBER BANO AND UNANIMOUSLY CARRIED THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE THE ACTION OF MEMBER MOAMMAR STEPPING DOWN FROM THE AD HOC WORKPLAN SUBCOMMITTEE IN ORDER TO CREATE A SPACE FOR MEMBER DENNIS TO SERVE.

Additional discussion ensued between staff and Committee Members regarding separating communication from outreach and public events; subcommittee workload; coordination with other subcommittees; messaging; Committee direction to staff regarding social media messaging; the contracted third party communications team; the education component; establishing a Partnership, Education and Public Events Subcommittee, an Outreach and Communications Subcommittee and a Resources, Grants and Sponsorship Subcommittee; creating self-sustaining programming; donations; in-kind sponsorship; advertising of programming; collaboration with organizations; the Downtown Business Association (DBA); coordination with Los Angeles County Human Relations events; ensuring that Culver City is part of the community at large; and including houses of worship in potential partnerships, education, and public events.

Further discussion ensued between staff and Committee Members regarding recognition of contributions to Human Relations; appreciation for the public input; providing a model of excellent Human Relations; showing something concrete to the community; support for moving forward with implementation; distribution of the Spanish version of the Community Survey; providing a Spanish translation of the revised workplan online for the public; distribution; hard copies for those without computers or internet access; postage paid envelopes; communication with the Superintendent; providing a drop box; accessibility; sharing the pdf; use of SurveyMonkey; staff time; and distribution to Committee Members.

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Public Comment for Items NOT On the Agenda (Continued)

Chair Rona invited public participation.

Stephanie Condran, Human Resources Analyst, indicated that no correspondence had been received.

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Items from Staff

Mily Huntley, Human Resources and Equity Manager, indicated that Diversity and Inclusion training was available on October 30, but not mandatory, and she reported that no complaints had been received in the past month.

Discussion ensued between staff and Committee Members regarding training previously offered; the County Commission on Human Relations; the trainer; encouragement for Members to take advantage of the opportunity; scheduling; and availability of the recorded training for future use.

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Items from Equity and Human Relations Advisory Committee Members

Discussion ensued between staff and Committee Members regarding the request for a presentation by the Police Department to the Committee; items for the November agenda; formation of the ad hoc subcommittees; scheduling of upcoming meetings with agreement to meet on December 1; Ad Hoc Workplan Subcommittee review of the applicability of using liaisons; a request that each Committee Member consider becoming a liaison and consider which City entity to collaborate with; the meeting time for the Committee on Homelessness; consideration of changing the meeting time for the EHRAC; available facilities; and staff agreement to include the schedule for all City Committee, Commission and Board meetings on the next agenda for consideration.

MOVED BY CHAIR RONA, SECONDED BY MEMBER BANO AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE PLACE AN ITEM ON THE DECEMBER AGENDA TO CONSIDER CHANGING THE REGULAR EHRAC MEETING TIME.

Equity and Human Relations Advisory Committee
October 27, 2020

MOVED BY CHAIR RONA, SECONDED BY VICE CHAIR VALVERDE AND UNANIMOUSLY CARRIED THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A DISCUSSION OF CHANGING THE NAME OF THE EHRAC.

Chair Rona received Committee consensus and staff agreement that the presentation from the Police Department be postponed until the work plan is complete.

Member McBride discussed Veterans Day on November 11; the Tuskegee Airmen; segregation; lack of recognition; the work of the Committee to correct the wrongs of society; laying the foundation so that certain things will never happen again; the importance of education; and the work to change the face of communities and the world.

Member Dennis expressed pride in being part of the Committee.

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Adjournment

There being no further business, at 10:38 P.M., the Equity and Human Relations Advisory Committee adjourned to December 1, 2020.

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Mily Huntley
SECRETARY of the Culver City Equity and Human Relations
Advisory Committee
Culver City, California

APPROVED

Rebecca Rona
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 Green
CITY CLERK

Date