

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

September 16, 2025
6:00 P.M.

Call To Order & Roll Call

Vice Chair McBride called the special meeting of the Culver City Equity and Human Relations Advisory Committee to order in the Garden Room at the Veteran Memorial Building at 6:01 p.m.

Members Present: London McBride, Vice Chair
Chaiya Jones, Member
Haifaa Moammar, Member
Ifunanyachukwu Nweke, Member
Rebecca Rona-Tuttle, Member
Carlos Valverde, Member

Absent: Denice Renteria, Chair
Samia Bano, 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

Member Jones led the Pledge of Allegiance.

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Items from Members and Staff

Member Valverde discussed the Culver City Latino Heritage Month Celebration event on September 27 at the Wende Museum;

noted the Supreme Court ruling on September 8 allowing federal immigration agents to profile people based on the way they look, speak, and the jobs they hold; he read a quote in dissent from Justice Sotomayor; discussed the juxtaposition of federal actions vs. local actions; showing something powerful about the community; and described the event as a way of resisting some of the unfortunate decisions being made against Latino families.

Member Rona expressed concern with dishonoring Equity and Human Relations awardees with postponement of the City Council presentation twice; and hope that the presentation would in fact take place in October; she explained the packed City Council agenda; editing the statement to make it would take less time for the City Council to make the presentation; and she hoped that staff would notify the entire Committee when the presentation is to be made.

Member Moammar discussed status of the medallions.

Michelle Hamilton, Senior Human Resources and Equity Manager, discussed scheduling of the EHRAC Award presentation; the alternative provided to have the presentation of the awards at an EHRAC meeting with an announcement of the awards made at a City Council meeting to ensure against any further delay; and communication with the City Clerk's Office.

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Public Comment – Items NOT On the Agenda

Vice Chair McBride invited public comment.

Jeannine Houchen, Human Resources Equity Analyst, indicated that no public comment 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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Consent Calendar

Jeannine Houchen, Human Resources Equity Analyst, noted that the audio had cut out of the meeting and she invited Members to provide additions to the minutes as needed.

Committee Members indicated no changes for the minutes and expressed appreciation for the detailed minutes in general.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE ITEMS C-1 THROUGH C-3.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Item C-1

Approval of Minutes of the Special Meeting Held on May 20, 2025

THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE THE MINUTES FOR THE SPECIAL MEETING HELD ON MAY 20, 2025.

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Item C-2

Approval of Minutes of the Regular Meeting Held on July 22, 2025

THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE THE MINUTES FOR THE REGULAR MEETING HELD ON JULY 22, 2025.

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Item C-3

Approval of Minutes of the Special Meeting Held on August 19, 2025

THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE
APPROVE THE MINUTES FOR THE SPECIAL MEETING HELD ON AUGUST
19, 2025.

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Order of the Agenda

None.

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Action Items

Item A-1

**(1) Receive a Report from the October Community Conversations
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 Valverde reported that the October Community Conversation Ad Hoc Subcommittee had met; discussed goals for the October 21, 2025 Community Conversation; ongoing issues with immigrant deportation; partnership with the Right to Be organization; designing an event in October to educate the public about the impact of immigrant raids in the community; creating a greater sense of solidarity in the community; the emphasis of Right to Be on bystander intervention methods; adapting their concepts to the current situation; event format; working out the details; participation by EHRAC Members as facilitators of the event; solicitation of feedback from community members about how the raids have affected them; potential questions for small group conversations; report-outs; large group training with Right to Be; Q&A sessions; transitioning into the resource fair; the list of organizations to invite; examples for the proposed flyer; the budget; logistics; the hybrid meeting format; and necessary supplies.

Discussion ensued between staff and Committee Members regarding the table fair; waivers; number of proposed participants and size of the space; use of the patio at the Senior Center; use of other rooms; clarification that the hallways cannot be used; start time; a suggestion to hold the meeting after the event; allowing time for small group discussion; parameters for inviting people to the resource

table fair; ensuring that people understand the City is not promoting the resources; the meeting to take place after the event; being mindful of the meeting time to allow all Members to participate; and length of the event.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: RECEIVE A REPORT FROM THE OCTOBER COMMUNITY CONVERSATIONS AD HOC SUBCOMMITTEE WITH THE START TIME CHANGED FROM 6:00 P.M. TO 5:30 P.M.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-2

(1) Receive a Report from the February Community Conversations 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 Rona indicated that Member Bano had intended to provide the report but could not be present; complimented the previous subcommittee for their report on the October event; reported that Members of the February Community Conversations Subcommittee are Vice Chair McBride and Members Bano and Rona; discussed the Courageous Conversation held last February; reported on the recent subcommittee meeting; the recommended topic to focus on how people belonging to different faiths, religious groups, spiritual, or humanist traditions respond to social injustice, oppression, and/or humanitarian crisis; highlighting shared values and teachings rather than pitting people against each other; emphasis on what people have in common; the goal to create compassion, empathy, and a sense of solidarity; other ideas considered; format; timeline for the event; panelists; event moderators and hosts; role of EHRAC Members; next steps; existing dialogue groups in Culver City; providing snacks and drinks to represent different cultures; and the requested budget.

Member Moammar exited the meeting.

Discussion ensued between staff and Committee Members regarding clarification that Hinduism and Sikhism are different religions; ensuring the event is within recommended guidelines; the need for the EHRAC to remain viewpoint neutral before, during, and after the event; the need to invite participation from secular and non-secular groups; ensuring that the program does not advance or inhibit religion; ensuring that persons from all backgrounds are encouraged to attend; and ensuring that the event is not marketed or conducted as a religious event or promotes any type of religious beliefs.

Additional discussion ensued between staff and Committee Members regarding guidelines for panel discussion; ensuring the event is as inclusive as possible; providing training or a guide for facilitators; planning for potential conflicts; event format; similarities to the event last February; questions and prompts; having a model conversation; additional information available as the planning process continues; and appreciation for the work done.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER NWEKE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECEIVE A REPORT FROM THE FEBRUARY COMMUNITY CONVERSATIONS AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-3

(1) Receive 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 noted confusion at the July meeting regarding the request for presentations from the ad hoc subcommittees.

Member Moammar returned to the meeting.

Member Valverde discussed providing a presentation in honor of Latino Heritage Month; a suggestion by the Historical Society to invite a Culver City resident who was born in the Pacific Electric Labor Camp, historical society members could stay for people to speak with after the meeting; timing; the self-imposed deadline to complete narratives, obtain permissions for photographs and the micro-site by November; interesting things being learned; and appreciation for collaboration with the Historical Society.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: RECEIVE A REPORT FROM THE DIVERSITY AWARENESS PROJECTS AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-4

(1) Discuss the Equity and Human Relations Advisory Committee (EHRAC) Meeting Needs for January 1, 2026, Through June 30, 2026; and (2) If So Desired, Determine and Approve Special Meeting Dates and Times for January 1, 2026, Through June 30, 2026

Discussion ensued between staff and Committee Members regarding meeting schedule; agreement to hold the Community Conversation on February 24, 2026; correction of a typographical error on the calendar; holding a meeting in May to propose candidates for the 2026 Equity and Human Relations Awards to the full Committee; refinement of the awards process before releasing it; providing one to two paragraph descriptions for each of the nominees; the subcommittee established to provide recognition for Arab American Heritage Month in May; efforts to give Chair Renteria an opportunity to join an ad hoc subcommittee; having a small meeting with consideration of award recipients after the Arab American Heritage Month event; the need to establish an ad hoc subcommittee for the awards; feedback from staff regarding

revisiting the process; formation of the ad hoc subcommittee to set a timeline with deliverables for the awards process; concern with hiccups in the process; release of the flyer to collect nominations; allowing staff time to plan their work; staff availability for meetings; postponement of the deadline two years ago; the timeframe for marketing; suggestions for expediting the process; revisiting how and when winners are chosen; tabling the discussion until the ad hoc subcommittee is formed; potential dates for the May meeting; avoiding conflicts with other bodies that are meeting; concern with scheduling a meeting on the day after a holiday; deadlines for providing information to staff; the shorter turnaround with an earlier date in May; budget meetings in May; agreement to hold the meeting on May 12, 2026; regular meetings; and the special meeting in February.

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

1. DISCUSS THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE (EHRAC) MEETING NEEDS FOR JANUARY 1, 2026, THROUGH JUNE 30, 2026; AND
2. APPROVE SPECIAL MEETINGS ON FEBRUARY 24, 2026 AND MAY 12, 2026.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-5

(1) Review EHRAC's Current Ad Hoc Subcommittees as of the August 19, 2025, Special Meeting; (2) Dissolve Existing Ad Hoc Subcommittees Whose Objectives Have Been Met; (3) Fill Vacant Positions and/or Make Adjustments to Existing Ad Hoc Subcommittees, as Deemed Appropriate; and (4) In Accordance with the July 2025 Biannual Report Form New Ad Hoc Subcommittees and Appoint Members Thereto

Discussion ensued between staff and Committee Members regarding the need to update the description of the Arab

American Heritage Month subcommittee; agreement that the task of the subcommittee is to create and produce a celebration to honor Arab Americans; the inability to dissolve the 2025 Awards Ad Hoc Subcommittee since a report has not been given yet; waiting until the October meeting to form the 2026 Awards Ad Hoc Subcommittee; the ability to create the new subcommittee and allow space for other Members; and support for allowing work to begin for next year with the formation of a new subcommittee.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: CREATE THE 2026 EQUITY AND HUMAN RELATIONS AWARDS AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Discussion ensued between staff and Committee Members regarding interest in serving; leaving vacant seats to allow absent Members a chance to serve; consideration of the item again in October; formation of ad hoc subcommittees; identification of a member of each ad hoc subcommittee to lead and move items forward; adding accountability; and the person who originates the subcommittee as generally being the leader.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: APPOINT MEMBERS NWEKE AND RONA TO SERVE ON THE 2026 EQUITY AND HUMAN RELATIONS AWARDS AD HOC SUBCOMMITTEE, AND ADD MEMBER NWEKE TO THE ARAB AMERICAN HERITAGE MONTH AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Additional discussion ensued between staff and Committee Members regarding the need for a final report from the Bystander Intervention Resource Guide Ad Hoc Subcommittee and a request to add the item to the next meeting agenda.

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Public Comment -Items NOT On the Agenda (Continued)

Vice Chair McBride invited public comment.

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

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Items from Members/Staff

Member Rona proposed a special meeting in November to hear items that were agendized in August that have not yet been heard; noted lack of an update from the Peace Resolution Outreach Ad Hoc Subcommittee; discussed the task remanded by the City Council; and the need to move forward on multiple items.

Discussion ensued between staff and Committee Members regarding increased workload for staff in the fall; the plan not to have a meeting in November or December; work behind the scenes being done by the Peace Resolution Outreach Ad Hoc Subcommittee and submission of a report in January; Member availability; a request to add acknowledgement for Transgender Day of Remembrance which has been done twice before in either October or January; approved events; the ability to agendize consideration of an item; the plan for a light agenda in October after the event; agreement to keep the item short; the ability to add a small ad hoc subcommittee to plan a short presentation for the January meeting; process; the need to approve every detail as a body in October for a presentation in January; creation of subcommittees based on Action Items; allowing a chance for the public to provide feedback before moving forward; and support for agendizing a short discussion and possible approval of an event for January.

Member Valverde received agreement from staff to research whether Culver City had lowered their flags for Charlie Kirk.

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Member Requests to Agendize Future Items

Member Nweke requested that a report from the Bystander Intervention Resource Guide Ad Hoc Subcommittee be agendized.

Member Rona requested agendizing an Action Item in consideration of a transgender-related presentation.

Member Valverde received clarification that consideration of populating the Equity and Human Relations Awards Ad Hoc Subcommittee would be considered under the standing subcommittee item.

Member Rona expressed hope that a final report from the 2025 Equity and Human Relations Awards Ad Hoc Subcommittee could be heard in October.

Discussion ensued between staff and Committee Members regarding the opportunity for a debrief from the October Community Conversation; creating a short survey on how to create a better event next time; agendizing a short recap at the meeting after the October event; and the after-event survey that will be sent out by staff.

Member Rona proposed agendizing a report from the February Courageous Conversation Ad Hoc Subcommittee.

Jeannine Houchen, Human Resources Equity Analyst, summarized items planned for the October 2025 meeting including a report from the Bystander Intervention Documents Ad Hoc Subcommittee, discussion of a Transgender Day of Remembrance presentation, ad hoc subcommittee review, final report from the 2024-2025 Equity and Human Relations Awards Ad Hoc Subcommittee, debrief of the October Community Conversation, and receipt of a report from the February Courageous Conversation Ad Hoc Subcommittee.

Additional discussion ensued between staff and Committee Members regarding agreement to provide short reports on Transgender Day of Remembrance, the 2024-2025 awards, and the event debrief; identification of what worked and what did not; certain items that will be heavily discussed; date of the February Community Conversation; and Committee agreement to wait on report from the Bystander Intervention Documents Ad Hoc Subcommittee and the report from the 2024-2025 Equity and Human Relations Awards Ad Hoc Subcommittee until January.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER NWEKE THAT
THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE
THE FOLLOWING ITEMS FOR THE OCTOBER MEETING:

1. DISCUSS TRANSGENDER DAY OF REMEMBRANCE PRESENTATION; AND,
2. REVIEW AD HOC SUBCOMMITTEES; AND,
3. HEAR A DEBRIEF ON THE OCTOBER COMMUNITY CONVERSATION; AND,
4. HEAR A REPORT FROM THE FEBRUARY COURAGEOUS CONVERSATION AD
HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Discussion ensued between staff and Committee Members
regarding Fiesta La Ballona; level of interest during United
Against Hate Week; positive feedback; additional advertising;
appreciation to staff for their efforts; and confirmation
that the Committee brochures and the Bystander Intervention
materials were available.

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Adjournment

There being no further business, at 7:45 P.M., the Equity and Human Relations Advisory Committee adjourned to October 21, 2025.

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

APPROVED



London McBride
VICE 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

10/27/2025
Date

