



# City of Culver City

Mike Balkman Council  
Chambers  
9770 Culver Blvd.  
Culver City, CA 90232

## Staff Report

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**File #:** 23-529, **Version:** 1

**Item #:** A-2

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**1) Discussion of the Report from the Public Events Ad Hoc Subcommittee to Plan Public Events for the Fiscal Year 2023-2024 Workplan; (2) Determine Next Steps including Submitting to Council as part of the EHRAC Workplan; and (3) Provide Direction to Staff as Deemed Appropriate.**

**Meeting Date:** January 24, 2023

**Contact Person/Dept:** Helen Chin/Human Resources

**Phone Number:** 310-253-5640

**Fiscal Impact:** Yes ☐ No ☒

**General Fund:** Yes ☐ No ☒

**Public Hearing:** ☐ **Action Item:** ☒ **Attachments:** ☒

**Public Notification:** (E-Mail) Meetings and Agendas- City Council (01/19/2023); (E-Mail) Meetings and Agendas- Equity & Human Relations Advisory Committee (01/19/2023); (E-Mail) All City Staff (01/19/2023)

**Department Approval:** Dana Anderson, Human Resources Director (01/19/2023)

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### **RECOMMENDATION**

Staff recommends that the Equity and Human Relations Advisory Committee (EHRAC): 1) discuss the report from the Public Events Ad Hoc Subcommittee to plan Public Events for Fiscal Year 2023-2024; (2) determine next steps including submittal to City Council for approval as part of the 2023-2024 workplan; and (3) provide direction to staff as deemed appropriate.

### **BACKGROUND/DISCUSSION**

During the November 15, 2022 special meeting, the Equity and Human Relations Advisory Committee (EHRAC) created the Public Events Ad Hoc Subcommittee to plan public events for the fiscal year 2023-2024 work plan and to appoint members thereto. The EHRAC has held various public events in fiscal year 2022-2023 and would like to continue to hold public events, educational opportunities, commemorations, and activities in the new fiscal year of 2023-2024. The EHRAC appointed committee members Michelle Dennis, Rebecca Rona-Tuttle, and Samia Bano to this Ad Hoc Subcommittee.

The Public Events Ad Hoc Subcommittee will discuss the proposed events outlined in their report for fiscal year 2023-2024 and invite input for additional recommendations from members. The 2023-2024 proposed events will ultimately go the City Council for approval, as part of the EHRAC's 2023-2024 workplan.

### **FISCAL ANALYSIS**

There are no costs associated with discussion of this item.

### **ATTACHMENTS**

1. Report from the Public Events Ad Hoc Subcommittee for FY 2023 - 2024
2. Report from the Public Events Ad Hoc Subcommittee on the Recommended Programs for FY 2023-2024

### **MOTION**

That the Equity and Human Relations Advisory Committee:

1. Discuss the report from the Public Events Ad Hoc Subcommittee to plan public events for fiscal year 2023-2024;
2. Determine next steps; and
3. Provide direction to staff as deemed appropriate.

**DATE: January 24, 2023**

**TO: Equity and Human Relations Advisory Committee (EHRAC)**

**FROM: As Hoc Public Events Sub Committee for FY 2023/24**

**SUBJECT: Recommended EHRAC Events and Programs for FY 2023/24**

**Background**---At the Special Meeting of Dec. 10, 2022, the EHRAC created an Ad Hoc Public Events Sub Committee for FY 2023/24, and requested the Sub Committee present at the regular meeting of January 24, 2023 recommended EHRAC events and programs for FY 2023/24.

The Sub Committee met during December 2022 and January 2023, and identified recommended EHRAC events and programs for FY 2023/24. A list of the recommended events and ptograms is attached. Also included in the attached list are:

1. Other On-Going Programs to be Realized During FY 2023/24, and
2. Other Possible EHRAC FY 2023/24 Events/Programs

**Recommendations**---The Sub Committee recommends:

1. The EHRAC review and, as appropriate, revise, and then approve for FY 2023/24 the finalized attached list of Recommended EHRAC Events and Programs, and Other On-Going Programs to be Realized During FY 2023/24.
2. Create any additional necessary Ad Hoc Sub Committees to conduct the various events/programs approved for FY 2023/24.
3. Request all Sub Committees responsible for FY 2023/24 events/programs to report at the EHRAC meeting on February 28, 2023 estimated financial requirements for conducting all approved FY 2023/24 events/programs.

These estimated financial requirements are needed for the EHRAC Ad Hoc FY 2023/24 Budget Sub Committee to prepare for EHRAC approval a EHRAC Proposed Budget for FY 2023/24. The EHRAC Proposed Budget for FY 2023/24 will be submitted to City staff for consideration as part of the full City budget process.

**Submitted By:** Chair Carlos Valverde, and members Samia Bano, Michelle Dennis and Rebecca Rona-Tuttle

# **RECOMMENDED FY 2023/24 EHRAC EVENTS/ PROGRAMS**

(January 24, 2023)

- **July 25---Regular Meeting**
- **August**
- **September**

## **Latino Heritage Month Celebration**

This celebration would be held on a Saturday between September 15-October 15, 2023, in honor of Latino Heritage Month. The purpose of this event is to celebrate and shine a spotlight on Latinos and their achievements, culture and challenges. The subcommittee will explore ways to work with the Downtown Business Association, Rotary and other organizations to help augment the event. The event would include cultural music, an educational component, performances, booths, food trucks, etc.

- **October 24----Regular Meeting**

## **Indigenous People's Day program.**

The actual date of Indigenous People's Day is Monday, October 9. Since that will likely be the date of a City Council meeting, the event could be held the next day, Tuesday, October 10. The event could incorporate dance, a speaker, student art, student speakers, and some type of food that Native Americans consider part of their culture today. An important element could be "an equity piece": a discussion of what we as Culver City residents or Americans could do that in any way would improve the lives of Native Americans.

- **November**

## **Transgender Day of Remembrance**

The City of Culver City could, once again, observe the Transgender Day of Remembrance (TDOR). Since 1999, the TGDOR has been observed in 185 cities, including many in the United States, around the world in more than 20 countries to commemorate the killing during the past year of Transgender and Gender Non-Binary people, and to tell a bit of their story. The purpose of the TDOR commemoration is to bring to the attention of the public the discrimination and violence still being suffered by Transgender and Gender non-Binary people.

- **December**
- **January 23----Regular Meeting**
- **February**

### **Creating Economic Diversity in the City of Culver City**

Feature a panel of speakers representing “social businesses” and/or non-profits and/or government programs that contribute to more economic diversity in the city. The panel can also include a person who has been the beneficiary of such efforts and is willing to share their story of the economic diversity program they participated in and how it has impacted their life. We can also watch old videos of MLK on how his leadership on the "Poor Peoples Campaign" stimulated dialogue on this issue. <https://www.poorpeoplescampaign.org/about/>

Presentations by panelists is followed by a Q&A and discussion with the audience.

- **March**

### **Courageous Conversations Workshop to Practice Civil Discourse Skills**

Bring in a professional trainer to provide a brief training to the audience on how they can better practice a specific civil discourse enabling skill, such as a specific deep listening technique, or a specific technique to respond to charged comments, etc. Then the audience members are given the opportunity to practice that specific technique in small groups or pairs by

engaging in dialogue with each other. We can provide the participants with equity and human relations focused topics and prompts to focus their dialogue on.

- **April 23----Regular Meeting (Business 6:00 – 7:00 and Listening Session on Reparations 7:00 – 9:00)**

#### Reparations: Culver City and Beyond

Reparations within the context of Culver City is a topic that the Culver City City Council agreed should be studied after the Council Equity Subcommittee had proposed this. The Equity and Human Relations Advisory Committee can play a valuable role by creating and hosting a forum in which reparations within the city and reparations generally can be explored and discussed.

For many years, Americans of all colors have asked whether this nation should provide reparations to Black Americans and, if so, in what forms. Within the past decade, the same question has been asked about reparations specific to Culver City residents.

What are reparations? What is their purpose? What is the history of this concept? What are the history and nature of reparations made to Japanese Americans following the conclusion of World War II?

Given that Culver City was a sundown town, which restricted people of all ethnicities and races other than white people, and given that its restrictive covenants applied to more than Black people, should reparations be made not only to Black Culver City residents but also to other residents of color? What forms could reparations take?

A forum about reparations would include primarily remarks by a panel composed of local historians and political scientists, a member of the Culver City City Council Equity Subcommittee, a historian of Japanese

American reparations, one or more students, and a member of the Culver City Historical Society. In addition to remarks from the panelists, there would be an opportunity for questions and answers, and for audience discussion.

- **May**

Environmental/Climate Justice Links to Racial and Economic Equity

Environmental/Climate Justice recognizes the disproportionate impacts of climate change on low-income communities and communities of color. It seeks solutions that address the root causes of climate change and in doing so, simultaneously address a broad range of social, racial, and environmental inequities.

For example, neighborhoods close to hazardous sites such as active oil drilling fields, tend to be majority people of color and/or economically disadvantaged. This is true in Culver City.

Extreme weather events brought on by the climate crisis affect some residents more than others, such as Culver City residents experiencing homelessness, who suffer from rain, the cold, and extreme heat, and of those housed residents who cannot afford to pay for heat and/or air conditioning. These can affect health as well.

These are issues of economic and health equity.

Culver City has taken steps to address climate change, generally. What are some of these? And what more can city government do to protect residents who, due to their financial circumstances, are more impacted by the climate crisis than others?

The event would include panelists, such as: 1.) an expert on the effects of the climate crisis on weather, 2.) a city employee who can describe steps the city is taking to mitigate the climate crisis, 3.) a city employee (or county employee) who can describe any steps being taken to assist low-income residents with climate-related discomfort and illness, and 4.) a staff person or expert who would explain how this is an equity issue. The event

could conceivably include one or more people telling their personal stories.

The event would include Q&A with the speakers and audience discussion.

- **June**

**Sexual Harassment and Assault: Raising Awareness to Contributions of Inequities and Solutions**

Sadly we live in a society where 1 out of every 3 women and 1 out of every 6 men, experience some form of sexual harassment, abuse and/or assault, often times before they reach the age of 24.

The existence of such pervasive sexual harassment, abuse and assault creates many inequities and problems related to human relations. For example, a woman who is being subject to sexual harassment or abuse in the workplace, may find her mental health impacted to a point that her performance at work suffers. Or she may find that the pervasive sexism in the work environment creates a “glass ceiling” she is unable to breakthrough.

Invite panelists including:

- a sexual assault survivor to share their story,
- a trauma-healing expert to educate about the impacts of trauma on the individual and society (including inequities that are created and their impact on human relations),
- and an expert in policy and laws meant to address/prevent sexual harassment and discrimination.

Presentations by panelists will be followed by a Q&A and discussion with the audience.

<https://psychcentral.com/blog/whats-a-misogynist>

**OTHER ON-GOING PROGRAMS TO BE REALIZED**  
**DURING FY 2023/24**



- Creation and Installation of Two (of Four) Diversity and Awareness Kiosks (without art)

This activity would include a small dedication program for each. The Diversity Awareness Projects Ad Hoc Subcommittee has already recommended that the kiosks relay the history of: 1.) The Kunisawa Farm, 2.) The Tongva Ancestral Land, 3.) The Mexican Labor Camp, and 4.) Sebastian's Cotton Club.

Included in these projects would be research, recorded interviews (videotaped or only audio,) photographs, and writeups. It is conceivable but not definite, that after the kiosks were installed, subcommittee members would collaborate with the Cultural Affairs Commission regarding the possible creation of art to accompany one or several of the kiosks.

- EHRAC Community Awards

This is an ongoing annual program that requires City funds to purchase and prepare the actual award medallions.

## **OTHER POSSIBLE EHRAC FY 2023/24 EVENTS/PROGRAMS**

- Abundant Housing Forum---The event would focus on the way in which racism and redlining and redevelopment policy have brought us to the current housing crisis that threatens the diversity of our community. Another event could center on homelessness in Culver City, with input from the CC Committee on Homelessness. Abundant Housing LA <https://abundanthousingla.org/> and Culver City 4 More Homes <https://cc4mh.org/?fbclid=IwAR0mRKWwPd2ThfqwxXaomOunEN40ncnG5rzoWbXVYQPXGCO6h9teSq0jZao>
- Various Other Public Events

1. Consent, Sex and Relationships for Teens Workshop. Several years ago, when current School Board Member Paula Amezola de Herrera was a Parks, Recreation and Community Services Commissioner, she arranged a peer-led workshop for teens about sexual consent held through the PRCS. It was quite well received. We should continue to hold such workshops, particularly given what we are hearing from students about peer and other harassment at CCUSD. Here is the reference for the TALK PROJECT that put on the consent workshops: The Talk Project - National Council of Jewish Women

2. Major Mental Illness Discussion. The Committee might hold a screening of the movie *Bedlam* and have the author lead a discussion about the failings of our current approach to major mental illness in the U.S. The author, psychiatrist Kenneth Paul Rosenberg, who works for Los Angeles County Mental Health or Black Lives Matter co-founder Patrisse Cullors whose family is part of the book might also be available to come and speak.

3. Suicide Prevention Workshop – I would recommend *Myths about Suicide prevention* by Thomas Joiner as a book that could be read and discussed in a book group. School Board Member Paula Amezola also suggests collaborating with a program called Erika's Lighthouse, <https://www.erikaslighthouse.org/educators/>, that offers materials and programming for teens, parents, educators on Depression and Suicide prevention.

4. Mobile Crisis Response Discussion – The Committee could hold a program to explain and demystify mobile crisis response team/CAHOOTS approach in Eugene, OR and elsewhere has replaced police response to homeless and mental health crises with a van staffed by a paramedic and a psych tech.

5. Race Relay Dialogues -- We have been doing the monthly Race Relay dialogues for six (6) years and we will be continuing those. We would love to get more of the Culver City people involved in the Race Relay conversation. The focus of these dialogues is: educating - sharing - experiencing - and inquiring into how to transform race relations in our Beloved Culver City Community and the Greater Los Angeles Community.

We have talked in years past about doing the Race Relay dialogues with teens.