

Culver City Equity and Human Relations Advisory Committee
Equity and Human Relations Awards
April 2024

Awards Ad Hoc Subcommittee Members: Jezenia Aguirre, Haifaa Moammar, Denice Renteria, Rebecca Rona

The deadline for the Equity and Human Relations Awards nominations was March 31st, 2024. In previous years, few nominations were submitted, and no students and no businesses were nominated. This year the committee received a total of 22 nominations covering all four categories: individual, student, nonprofit, and business.

The ad hoc subcommittee members thank the public for nominating such fine nominees.

Ad hoc subcommittee members reviewed the nominations thoroughly and met several times to evaluate them.

When we submitted our original report, we expected to share with the full committee and the public, during our April meeting, the identities of two finalists in each of the four categories, including the language of each of the eight nominations. We also intended to share the names of the other nominees. The expectation was that the full committee would discuss the top two nominees in each category and vote to determine which of them would be named as the award recipients.

However, as it turns out, our April report and discussion will be about process rather than about the award finalists. The award finalists will be discussed during our May meeting.

We ad hoc subcommittee members were contacted Tuesday, April 16, by Jeannine Houchen, who staffs our committee, and asked to meet with her and with Michelle Hamilton, who also staffs our committee, via Zoom, which we did.

During this meeting we were told that because the original committee had voted in 2020 to use a rubric to evaluate the nominees, we needed to do the same this time. It had become clear to staff during this April 2024 meeting that the ad hoc subcommittee members had selected the finalists by discussing each nominee thoroughly and reaching consensus on the top two rather than by using the rubric.

During the first three years no students and no businesses were nominated and only a few individuals and a few nonprofits were nominated. However, this year the total number of nominations was 22. The ad hoc subcommittee will meet again, this time using the rubric to evaluate the 22 nominees.

Once all nominees have been evaluated using the rubric, the members of the ad hoc subcommittee will also discuss the process itself and whether or not at the May meeting to ask the full committee to abandon the use of the rubric going forward.

Staff explained that we may not share the names of all the other nominees at the committee meeting.

Staff explained that the guidelines state that only the top three to five nominees, as selected according to the rubric, are to be presented by the ad hoc subcommittee to the full committee. Therefore the names of all remaining nominees are not to be shared publicly.

It was stated, in addition, that the applications are not to be shared with the committee and the public. However, as clarified later, members of the ad hoc subcommittee may share details of the candidates during the committee meeting, as has been done in prior years.

During the Zoom meeting staff stated that one option is that the ad hoc subcommittee select the four award recipients in advance and present only these four to the full committee for a final vote.

During the April meeting we will ask the committee to discuss options for the May meeting:

1.) whether to be presented information about only the four (individual, student, nonprofit and business) whom the ad hoc subcommittee has already selected and vote to accept these nominees, or

2.) whether to be given the opportunity to discuss three finalists in each category and, based upon the discussion, vote to whom the four awards are to be presented.

The committee will vote to determine which process to employ during the May meeting.