

THESE MINUTES ARE NOT OFFICIAL UNTIL APPROVED BY THE
CULVER CITY EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE

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

January 28, 2025
6:00 P.M.

Call To Order & Roll Call

Chair Bano called the regular meeting of the Culver City Equity and Human Relations Advisory Committee to order at 6:20 P.M. in the Dan Patacchia Room at Culver City Hall.

Members Present: Samia Bano, Chair
Denice Renteria, Vice Chair
London McBride, Member
Benicio Mora-Fattorini, Member
Rebecca Rona-Tuttle, Member
Carlos Valverde, Member

Absent: Jezenia Aguirre, Member
Haifaa Moammar, Member
Ifunanyachukwu Nweke, 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

Chair Bano led the Pledge of Allegiance.

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Items from Members/Staff

Member Rona discussed Holocaust Remembrance Day and the experiences of her family.

Michelle Hamilton, Senior Human Resources and Equity Manager, discussed Senate Bill 1100 effective January 1, 2025 that prohibits requiring a driver's license for a position unless there is a reasonable expectation that a driving task cannot be achieved by an alternative form of transportation; expanding job opportunities; she reminded Committee Members to complete the survey on the presentation by Nicole Yates from Independent Research on the Racial Equity Action Plan (REAP); discussed the new resolution and policy regarding meeting attendance options; reasonable accommodation; and provisions that apply for meeting attendance.

Jeannine Houchen, Human Resources Equity Analyst, discussed 16 submissions to the EHRAC Discrimination, Harassment, and Retaliation Portal which were remanded to the appropriate department for 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 make public comment for Items Not on the Agenda had been received.

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Receipt of Correspondence

Chair Bano discussed one piece of correspondence received and distributed to Committee Members.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECEIVE AND FILE CORRESPONDENCE RECEIVED PRIOR TO 3:00 P.M. ON JANUARY 28, 2025.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Consent Calendar

None.

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Order of the Agenda

None.

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Action Items

Item A-1

Receive a Report from the Community Conversations Ad Hoc Subcommittee; (2) Consider the Recommendations from the City Council at the January 13, 2025, City Council Meeting; (3) Approve of the Report's Recommendations as Deemed Appropriate; and (4) Determine Next Steps as Deemed Necessary

Chair Bano invited public comment.

The following members of the public addressed the Committee:

Emily Dibiny expressed gratitude for the courage and bravery of the Committee in combating the hate directed at them for trying to bring peace to a city that felt turmoil; felt that Members did not deserve to be attacked; discussed harmful action from a previous Council Member; and her relatives still fighting for their lives.

Maria Beg was called to speak but was not present in person or online.

George Ressler was called to speak but was not present in person or online.

Mariah Fontijn thanked the EHRAC for hosting the conversation on February 25 and for their work to reach out to everyone and address concerns; expressed hope that the EHRAC continues on with the work planned; proposed a series of conversations to bring people together, to learn to listen, and to respect opposing positions; she expressed agreement with the choice of moderators; discussed the need for a neutral moderator to facilitate and not have an opinion; and she offered to be of support in any way she could.

Nicholas Connor, Jackson Market, echoed gratitude expressed by previous speakers for the work done by EHRAC to hold the meeting and for taking heat for it; discussed their support at Jackson Market for Palestinian friends that created pushback but led to courageous conversations and opened up the community; providing a safe space to talk about the issue; the different attitude experienced when speaking at City Council meetings; inequities; appreciation that Mayor O'Brien kept his word; creating space for the meeting; delays; hope that the meeting planned for February 25, 2025 would move forward as it is needed by the community; support for creating a regular space for people to come together to have moderated conversations about things that matter to them; he expressed sympathy to Member Rona for her family's losses noting that his experience of Holocaust Remembrance has been different this year; noted the importance of sharing stories; and getting to a place where people treat each other with more respect.

Stephanie Sharp, New Earth, speaking on her own behalf, discussed living in a world defined by politicians; examples of intentionally dividing people to rule them; strength and courage and forgiveness and vulnerability to resist the temptation to allow political lines; allowing division; connecting with the world at large; communities that actively cut-off diversity; appreciation for making space to be able to turn to their neighbor in Culver City; the value of facilitated conversations; support for additional conversations; and appreciation for the bravery in moving forward.

Maria Beg was called to speak but was not present in person or online.

George Ressler was called to speak but was not present in person or online.

Discussion ensued between staff and Committee Members regarding appreciation for the public comment provided; discussion at the January 13, 2025, City Council meeting; and clarification from the City Attorney that the Brown Act does not allow for back and forth conversation.

Member McBride discussed the recent meeting of the February 2025 Community Conversation Ad Hoc Subcommittee, and purpose and vision for the event.

Member Rona provided a summary of the material of record submitted by the February 2025 Community Conversation Ad Hoc Subcommittee and discussed event details.

Chair Bano provided a summary of the material of record for proposed facilitator Ben Ginsberg.

Member Rona discussed convening a support team for the facilitators and volunteers.

Chair Bano discussed the proposed event agenda and timeline.

Discussion ensued between staff and Chair Bano regarding the inability to receive additional public comment after the public comment period; time, date, and location for the event; Chair Bano proposed a new title for consideration amongst the members generated by the Ad Hoc Subcommittee - the original title was retained. Further discussion ensued around rules; facilitator experience and selection; guidelines provided to the facilitators; the support team; ensuring that volunteers are interviewed first; training; ensuring that break out groups are small; managing small groups; creating the context and structure for the conversation before breaking out into small groups; strong framing provided by the facilitators; potential disruptions; people who veer off the given guidelines; ensuring that support team members present in each group will be able to provide gentle reminders to come back to compliance when things veer off course; the ability of facilitators to step in if guidance does not work; turning the situation into a teaching moment; security personnel; the role of the Chair; the calm process; making it clear what is to be expected; consent forms required in order to attend; and language included about City policies with regard to hate speech and explicit agreement to abide by the rules and guidelines.

Further discussion ensued surrounding starting the meeting at 5:00 P.M. with the event to begin at 6:00 P.M.; logistics; ensuring balance in the conversation; the job to facilitate the conversation and not take a stance; meetings with the proposed facilitators; confidence in facilitator skills and ability; community feedback expressing concern with effective representation and neutrality; the role of the facilitator to keep their opinions to themselves; sharing facilitator bios with the community to provide a sense of who they are and where they are coming from; trusting in the professionalism and skill of the facilitators; timing; logistics; possible prompts for break out groups; written guidelines provided to EHRAC Members; things that may come up that lead the facilitators to do something differently than was proposed; allowing the facilitators to respond to whatever comes up in the moment; the budget; honorariums; making food and snacks available; providing some form of appreciation; offsetting costs for facilitators to comply with City requirements; advertising; bullet points clarifying what the conversation will and will not be about; the proposed flyer; word of mouth; outreach; Member announcements at Committee, Board, and Commission meetings (CBCs); feedback from community members; one on one conversations to answer community concerns; and feedback from the Rabbi and the Temple Akiva community.

Further discussion ensued between staff and Committee Members regarding remarks provided from the report; addressing City Council concerns; requiring all participants to sign an agreement to abide by the ground rules; back and forth with Rabbi Shapiro; staff outreach to address concerns; and continued efforts of the Community Conversations Ad Hoc Subcommittee to reach out to the public including receipt of feedback and garnering community buy-in.

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

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Recess/Reconvene

Chair Bano called a brief recess from 7:50 p.m. to 7:57 p.m.

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Item A-2

(1) Receive and File a Report from the 2024-2025 Equity and Human Relations Awards 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 provided a report from the 2024-2025 Equity and Human Relations Awards Ad Hoc Subcommittee; she displayed the award; discussed creation of social media posts for promotion; flyers and distribution; encouraging people to nominate others; coordination with the Culver City Unified School District (CCUSD); and additional outreach to other schools in Culver City.

Discussion ensued between staff and Committee Members regarding students who live in Culver City but do not attend Culver City schools exclusion from the flyer; work of the ad hoc subcommittee to revise language to ensure that all students are allowed to participate; information on the flyer vs. what is available on the website; the need to re-word the flyer; agreement to add the words "reside in or are enrolled in"; finalizing the social media component; Member commitment to flyer distribution; concern with committing absent Members to tasks; encouragement to people to submit nominations; and email outreach.

MOVED BY CHAIR BANO AND SECONDED BY VICE CHAIR RENTERIA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: RECEIVE AND FILE A REPORT FROM THE 2024-2025 EQUITY AND HUMAN RELATIONS AWARDS AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-3

(2) Receive and File 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 provided an update on the work of the Diversity Awareness Projects Ad Hoc Subcommittee; discussed work on the micro-sites; historical information; references; structure; input from the full Committee; work on other projects; and availability of the drafts for review.

Discussion ensued between staff and Committee Members regarding encouragement for ad hoc subcommittee members to read the email sent by Hope Parrish from the Culver City Historical Society on the item with all Members of the EHRAC copied; acknowledgement of the information and concerns expressed; the Land Acknowledgement; Gabrieleño vs. Tongva; looking toward a completion date; clarification that an event is not being considered; appreciation for the progress and work done; and excitement at more to come.

MOVED BY MEMBER VALVERDE AND SECONDED BY VICE CHAIR RENTERIA 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: BANO, MCBRIDE, MORA, RENTERIA, RONA, VALVERDE
NOES: NONE
ABSENT: AGUIRRE, MOAMMAR, NWEKE

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Item A-4

(3) Receive and File a Report from the Soccer Prohibition Signs Ad Hoc Subcommittee; (2) Discuss and Consider Approval of the Report's Recommendations If So Desired; and (3) Determine Next Steps, As Deemed Necessary

Discussion ensued between staff and Committee Members regarding clarification that no date has been provided by Parks, Recreation, and Community Services (PRCS) for removal of the signage; encouragement to reach out to the PRCS

Director for an update; scheduling; and agreement to defer the item to a future meeting.

MOVED BY MEMBER VALVERDE AND SECONDED BY VICE CHAIR RENTERIA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: DEFER THE REPORT FROM THE SOCCER PROHIBITION SIGNS AD HOC SUBCOMMITTEE TO THE APRIL EHRAC MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-5

(1) Receive and Discuss the Draft January 2025 Biannual Report Including July Through December 2024 Accomplishments and Proposed Activities/Projects for January through June 2025; (2) If So Desired Approve of the Draft January 2025 Biannual Report; and (3) Authorize Transmittal of the January 2025 Biannual Report to City Council

Jeannine Houchen, Human Resources Equity Analyst, provided a summary of the material of record.

Discussion ensued between staff and Committee Members regarding appreciation for the detailed report and the process.

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

1. REVIEW AND DISCUSS THE DRAFT JANUARY 2025 BIANNUAL REPORT, INCLUDING JANUARY THROUGH JUNE 2024 OF ACCOMPLISHMENTS AND PROPOSED ACTIVITY/AGENDA ITEMS FOR THE NEXT 6 MONTHS; AND,
2. APPROVE THE DRAFT JANUARY 2025 BIANNUAL REPORT; AND,
3. AUTHORIZE TRANSMITTAL OF THE JANUARY 2025 BIANNUAL REPORT TO CITY COUNCIL.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-6

(1) Discuss the Equity and Human Relations Advisory Committee (EHRAC) Meeting Needs for January 1, 2025, Through June 30, 2025; and (2) If So Desired, Determine and Approve Special Meeting Dates and Times for January 1, 2025, Through June 30, 2025

Jeannine Houchen, Human Resources Equity Analyst, provided a summary of the material of record.

Discussion ensued between staff and Committee Members regarding adding a meeting in May for the Awards; the timeline for the awards process; potential dates; the deadline to submit reports to staff; and agreement to hold special meetings on February 25, 2025 and May 20, 2025.

MOVED BY CHAIR BANO AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE:

1. DISCUSS THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE (EHRAC) MEETING NEEDS FOR JANUARY 1, 2025, THROUGH JUNE 30, 2025; AND,

2. APPROVE SPECIAL MEETINGS ON FEBRUARY 25, 2025 AT 5:00 P.M. AND MAY 20, 2025 AT 6:00 P.M.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-7

Review of the Equity and Human Relations Advisory Committee's (EHRAC's) Current Ad Hoc Subcommittees as of the November 19, 2024, Special Meeting; (1) Dissolve Existing Ad Hoc Subcommittees Whose Objectives Have Been Met; (2) Appoint

Additional EHRAC Members To Existing Ad Hoc Subcommittees, as Deemed Necessary; and (3) As Deemed Necessary, Form New Ad Hoc Subcommittees and Appoint Members Thereto, in Accordance with the July 2024 Biannual Workplan, the 2024-2025 EHRAC Approved Public Events and Budget Ad Hoc Subcommittee Report, and Generate the 2025-2026 Public Events and Budget Plan, with Specific Tasks, Projects, Events, and Deadlines

Discussion ensued between staff and Committee Members regarding the need to address fear of mass deportations in the immigrant community; support for the immigrant community by CCUSD; whether the EHRAC is the body to explore and see if there is a need to support the immigrant community in Culver City; concern with waiting until April to discuss the issue; the Brown Act; proper noticing; consideration of the issue by the whole Committee; leaving space during the February meeting to consider creation of an ad hoc subcommittee; Culver City as a Sanctuary City; concerning public comment about undoing Sanctuary City status; being in violation of federal law; adding Member Moammar to the February 25 Community Conversation Ad Hoc Subcommittee; agreement to form the 2025-2026 Public Events and Budget Ad Hoc Subcommittee; Members interested in serving; absent Members; communication from Member Moammar expressing interest in serving on the Public Events and Budget Subcommittee; the focus and tasks of the Public Events and Budget Ad Hoc Subcommittee; dissolution of the Promotional Materials Ad Hoc Subcommittee; and agendizing looking at ways to support the immigrant community.

MOVED BY MEMBER RONA AND SECONDED BY MEMBER MCBRIDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE:

(1) DISSOLVE THE PROMOTIONAL MATERIALS AD HOC SUBCOMMITTEE WHOSE OBJECTIVE HAS BEEN MET; AND,

(2) ADD MEMBER MOAMMAR TO THE FEBRUARY 2025 COMMUNITY CONVERSATION AD HOC SUBCOMMITTEE; AND,

(3) FORM THE 2025-2026 PUBLIC EVENTS AND BUDGET PROPOSAL AD HOC SUBCOMMITTEE, AND APPOINT CHAIR BANO, VICE CHAIR RENTERIA AND MEMBERS MCBRIDE AND MOAMMAR THERETO, WITH SPECIFIC TASKS, PROJECTS, EVENTS, AND DEADLINES, IN ACCORDANCE WITH PROJECTS AND/OR EVENTS LISTED IN THE JULY 2024 BIANNUAL WORKPLAN, THE 2024-2025 PUBLIC EVENTS AND BUDGET AD HOC SUBCOMMITTEE REPORT AND GENERATE A 2025-2026 PUBLIC EVENT AND BUDGET PLAN.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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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 make public comment for Items Not on the Agenda had been received.

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Items from Members and Staff

Monica Kilaita, Deputy City Attorney, agreed to provide an informational presentation on existing City Council approved policies regarding Sanctuary City status, and she noted lack of direction from the City Council for the EHRAC to make any policy recommendations.

Discussion ensued between staff and Committee Members regarding the City Council approved Work Plan process and timing.

Jeannine Houchen, Human Resources Equity Analyst, reported receipt of feedback from Right to Be regarding a possible collaboration, and the need to agendize a discussion at the next meeting on next steps.

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Member Requests to Agendize Future Items

Discussion ensued between staff and Committee Members regarding agreed upon items including: receipt of a report from the Soccer Prohibition Signage Ad Hoc Subcommittee at the April meeting; consideration of the Right to Be proposal; receipt of a presentation from the Deputy City Attorney regarding Culver City Sanctuary City status and related laws; receive a report from the Public Events and Budget Ad Hoc

Subcommittee; a discussion regarding the Youth Council; a discussion of Civil Discourse Guidelines; a discussion of drafting a resolution to the City Council regarding future resolutions having to do with international events; purview of the EHRAC; previous resolutions that were welcomed by the City Council; encouraging the City Council to take action; previous resolutions condemning hate; concern about the Labor Representative; changes to the method in which the person is selected; changes that impact the bylaws; drafting a recommendation for the City Council with regard to response to international affairs; receipt of a report from the Equity and Human Relations Awards Ad Hoc Subcommittee; ensuring that Culver City and CCUSD have a policy against banning books; ensuring access to information; creating a recommendation to the City Council; policy; regulations; making changes to the next work plan; City Council influence over the library; the County Board of Supervisors; input from CCUSD; jurisdiction; research needed before adding a potential item suggested by Council Member McMorris at the January 27, 2025 City Council meeting; a request for a report on actions by Culver City related to immigration to provide context; a suggestion to receive a presentation from students impacted by deportation concerns; concern that the item is not included in the work plan; people who might be concerned with coming forward; potential participants in the presentation; coming up with ideas on how to assist; making a request of the City Council to change the work plan; the fact that in the past presentations did not have to be included in the work plan since they were not action items; a reminder for Committee Members to get their awards flyers and promotional materials; a reminder that the Martin Luther King Jr. Celebration is scheduled for February 15, 2025; clarification that minutes would be ready for the next meeting; and availability of the meeting videos online.

Committee Members agreed to agendaize the following items:

- Receipt of a report from the Soccer Signage Prohibition Ad Hoc Subcommittee
- Consideration of the proposal from Right to Be with regard to Bystander Intervention materials
- Receipt of an informational item from the Deputy City Attorney regarding Sanctuary City and other related laws
- Discussion and report from the 2025-2026 Public Events and Budget Ad Hoc Subcommittee

- Receipt of an update from the Diversity Awareness Projects Ad Hoc Subcommittee
- Receipt of an update from the Youth Council Ad Hoc Subcommittee
- Discussion on Civil Discourse Guidelines
- Update from the Equity and Human Relations Awards Ad Hoc Subcommittee
- The Brown Act presentation

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Adjournment

There being no further business, at 9:27 P.M., the Equity and Human Relations Advisory Committee adjourned to February 25, 2025.

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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