

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

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

February 27, 2024
7:00 P.M.

Call To Order & Roll Call

Chair Valverde called the special meeting of the Culver City Equity and Human Relations Advisory Committee to order at 7:01 P.M. in the Rotunda Room of the Veterans Memorial Building.

Members Present: Carlos Valverde, Chair
Samia Bano, Vice Chair
Jezenia Aguirre, Member
London McBride, Member
Haifaa Moammar, Member
Ayla Moses, Member*
Ifunanyachukwu Nweke, Member**
Denice Renteria, Member
Rebecca Rona-Tuttle, Member

**Member Nweke joined the meeting at 7:13 P.M.

*Member Moses joined the meeting at 8:55 P.M.

Staff Present: Michelle Hamilton, Senior Human Resources and
Equity Manager
Jeannine Houchen, Human Resources Equity Analyst
Monica Kilaita, Deputy City Attorney
Adam Ferguson, Parks, Recreation and Community
Services Senior Management Analyst
Janee Prieto, Human Resources Technician

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Pledge of Allegiance

Chair Valverde led the Pledge of Allegiance.

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Public Comment - Items NOT On the Agenda

None.

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Receipt of Correspondence

None.

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Items from Members/Staff

Member Renteria reported attending the Mobile Crisis Team (MCT) Launch at City Hall; she clarified that one did not need to be in crisis to make use of the services; she provided the contact number (310) 253-5770; discussed hours of operation; and she indicated that services were free.

Member Moammar discussed fasting for Ramadan.

Vice Chair Bano reported attending the Parks, Recreation and Community Services (PRCS) Commission meeting where she made an announcement about the upcoming Courageous Conversations Workshop; she commented on the good work being done by the Commission; and she noted that a subcommittee of the PRCS Commission had worked on the Restroom Ordinance to be considered by the EHRAC in Item A-1 on the agenda.

Member Rona reported attending a meet and greet of the Chamber of Commerce where she made an announcement about the Equity and Human Relations Awards, and she indicated being in communication with a member of The Exchange Club.

Chair Valverde reported that he had spoken with the School District to get the Equity and Human Relations Awards flier embedded in the parent letter for the past two weeks.

Michelle Hamilton, Senior Human Resources and Equity Manager, reminded Members to identify themselves when speaking to

provide clarity for the minutes, and she indicated that Adam Ferguson with PRCS was present to answer any questions about Item A-1 that Human Resources staff might not be able to answer.

Jeannine Houchen, Human Resources Equity Analyst, reported that two complaints had come through the portal in January that fell outside of the purview of the EHRAC.

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Order of the Agenda

No changes were made.

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Consent Calendar Items

None.

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Action Items

Item A-1

(1) Receive a Verbal Report on the Proposed Culver City Municipal Code Section 9.10.200.F; (2) Discuss and Make Recommendations, as Deemed Appropriate; (3) If So Desired, Determine Next Steps; and (4) Authorize Staff to Present Recommendations to City Council, If Deemed Appropriate

Chair Valverde invited public comment.

The following members of the public addressed the Committee:

Stephen Jones distributed copies of an email he had sent to staff; discussed concern with language proposed at the City Council meeting; the difficulty of getting the issue right; conversations with trans or non-binary friends about experiences in restrooms; vulnerability for anyone using a public restroom; children who are afraid of changing in locker rooms; people who feel self-conscious about their body; gender and gender expression; revised language; concern that the ideal situation where one can use the restroom consistent with their gender identity may not be safe; the importance of

allowing bathroom choice; he proposed using language from the Washington State Human Rights Commission; encouraged the use of permissive rather than prohibitive language; and language indicating the ability to use the restroom that is consistent with your gender identity.

Michelle Dennis discussed gender neutral individual facilities vs. gender segregated group facilities; acknowledged Culver City for creating the opportunity to have gender neutral individual facilities; noted the importance of individual facilities for the growing segment of the transgender population that is now identifying as gender non-binary and for those who are gender non-binary gender non-conforming; discussed the inadequacy of gender segregated group facilities; gender expression that is neither masculine or feminine; the greater number of gender non-binary, non-conforming people than the number of transgender people in the population; statistics indicating that 1 in 8 Americans are non-binary, transgender, or have someone in their family that is transgender or non-binary; the fact that 5.1% of the population in the 18-29 year old age group are trans or gender non-binary with the largest piece being non-binary; the growing non-binary population relative to transgender; and she recommended that wording be revised concerning group segregated facilities.

Member Nweke joined the meeting.

Chair Valverde encouraged Michelle Dennis to email additional comments if desired.

Discussion ensued between staff and Committee Members regarding the portion of the code submitted by PRCS for approval; reexamination of language; City Council review of the item and their request that EHRAC review the language; original language; materials provided to the Committee for review and possible recommendations; concern with vague and outdated language that does not have a vision for the present or the future; concern that language can be changed but individual facilities do not exist yet; hopes for future buildings with individual, all gender restrooms; taking what exists into consideration before making changes; clarification that the ordinance is solely focused on facilities under the Culver City Parks, Recreation and Community Services Department purview; making changes to older buildings; appreciation that the City Council referred

the impactful issue to the EHRAC; indicating that Culver City is in favor of comfort, fairness and respect for all; the statement of Culver City's values; a suggestion to make a recommendation that goes beyond the language; a suggestion to recommend application of the ordinance to all Culver City facilities; lack of jurisdiction over the schools; providing definitions; language that reflects what facilities should become, not what exists now; difficulty for some places to change; the need to improve what exists; and a suggestion to create an ad hoc subcommittee to examine the issue and formulate recommendations for the full Committee.

Michelle Hamilton, Senior Human Resources and Equity Manager, reported that the City Council had directed that the item come before the EHRAC to make a recommendation to the City Council for their consideration in March; discussed distribution of information to Committee Members as soon as the directive was given to allow sufficient time for review before the special meeting; and the expectation that Committee Members would be prepared to weigh in on language and recommend language to the City Council.

Adam Ferguson, Parks, Recreation and Community Services Senior Management Analyst, clarified that the PRCS Commission had been working on language changes to the Parks Section of the Municipal Code; he noted that other parts of the Municipal Code were not under consideration.

Additional discussion ensued between staff and Committee Members regarding plans to make changes to restrooms; the Feasibility Study; the Parks Master Plan; creating more single use/all gender individual restrooms; applicability of the ordinance to current facilities; age of parks buildings; the transition; certain facilities that have all gender restrooms; creating a specific section to address restrooms; support for language proposed by Stephen Jones; putting in language to ensure that people are comfortable; providing clear language so PRCS staff does not have to make determinations; training for staff in the Parks, Recreation and Community Services Department on how to handle complaints; reflecting the values of the City; providing safe space for vulnerable populations; switching to single-stall usage; average number of stalls in park restrooms; clarification that there is currently no timeline to make changes to restrooms; and a suggestion to place a statement on restroom walls about respect and intolerance of harassment with a QR

Code directing users to a website with additional information.

Further discussion ensued between staff and Committee Members regarding current language; reconciling verbiage with existing facilities; undermining the message by having gendered restrooms; support for making all restrooms to be all-gender restrooms; family restrooms; changing facilities; language to be eliminated the Prohibitions section from what was submitted for consideration; addressing those with disabilities requiring assistance from a caregiver with all gender bathrooms; removal of the word "prohibition" vs. moving language out of the Prohibition section; using positive language; the long list of items that are prohibited; recommending that the language be moved from the Prohibitions section and creating a new Section 9.10.205; language indicating offering respectful options "whenever feasible"; use of a QR Code for people to scan if there are any issues; and hate crime reporting.

Monica Kilaita, Deputy City Attorney, reported that proposed language submitted by Stephen Jones had been reviewed and modified by the City Attorney's Office and staff distributed the modified proposed language to Committee Members.

Discussion ensued between staff and Committee Members regarding consideration of everyone affected by the potential changes; replacement of signage; finding a way to protect people being bullied immediately; making it clear that people are being monitored with videotaping as a deterrent; language referring to gender segregated facilities vs. all gender or gender neutral facilities; restrooms vs. washrooms; changing rooms and locker rooms; showers; changes to restroom signage; the current situation where some restrooms are gender neutral and some are gender segregated; a suggestion to add the word shower for clarity; the title for the new section; use of all-inclusive language; the feeling that referring to public facilities is too broad; removal of the term washroom; and the meaning of the word restroom in other countries.

MOVED BY MEMBER NWEKE AND SECONDED BY MEMBER RENTERIA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECOMMEND THAT THE CITY COUNCIL MOVE THE PROPOSED LANGUAGE FROM THE PROHIBITIONS SECTION 9.10.200.F TO SECTION 9.10.205 ENTITLED: RESTROOM, SHOWER, CHANGING ROOM, AND LOCKER FACILITIES.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Additional discussion ensued between staff and Committee Members regarding support for language distributed by staff; the City version of language vs. language submitted by Mr. Jones; concern with language regarding "available to any individual upon request:" connotations for the word "request:" implications that the language could convey asking permission vs. asking for information; people asking for a gender neutral restroom; language indicating options are provided "whenever feasible" if someone asks; people who do not know about the gender neutral restroom at The Plunge and ask for assistance; changing language from "upon request" to "upon inquiring:" indicating that facilities are available;; providing options and answers to any questions the public may pose; "...whenever feasible and upon inquiry the City shall provide options for privacy such as additional or single use gender neutral facilities;" concern with conveying the need to ask permission; and a request to hear the rest of Mr. Jones's comments.

Stephen Jones discussed the experience of his friend who was nervous about going to the restroom alone and being attacked; concern with judgement about going in the stall; and the provision about making gender neutral and privacy options available where feasible as indicating that the City is required to provide options for gender neutral facilities if they are available.

Further discussion ensued between staff and Committee Members regarding people who ask and people who do not; a suggestion to add language indicating that " ...the City shall provide options for privacy such as additional single use gender neutral facilities that are available whenever feasible;" indicating that options will be provided when feasible; park protocol; staff available to answer questions; instances when facilities are not available; and agreement to use language provided by the City Attorney's Office indicating: "Whenever feasible the City shall provide options for privacy such as additional single use gender neutral facilities that are available to any individual."

Additional discussion ensued between staff and Committee Members regarding exceptions made for caregivers; people with disabilities; young children; the inability to remove caregivers with a different gender identity or expression using a gender segregated bathroom under the proposed language; Section D; standards of conduct or behavior; signage regarding respect and cleanliness for restrooms; language indicating that "the same standards will be consistently applied to all facility users regardless of gender expression or gender identity"; behavior outlined in the park ordinance; prohibitions put in to protect people; clarification that if language is taken out of the Prohibitions Section, the City cannot do any preventative handling of crime happening in the restrooms and no action can be taken until a crime has occurred; the Municipal Code as defining how PRCS can handle issues; unreported crimes; concern with unseen criminal activity; interaction between PRCS staff and the Culver City Police Department (CCPD); responding to the possibility of crime under Prohibitions; the need for law enforcement assistance/support if a crime is committed regardless of new language adopted; the ability of PRCS to call CCPD when an ordinance is violated; someone following another into a bathroom; updating language to have a prohibition regarding bullying; respect; concern with going out of the scope of the request from the City Council; carving out language related to the use of bathrooms in Section 9.10.205; existing language in the Prohibition Section that covers unwanted behaviors; specific issues that could occur in a gender segregated facility that are not already covered; absence of language regarding harmful behaviors toward other people; language including a behavior-related recommendation provided by Mr. Jones; determining language to place under Prohibitions to address unwanted behavior that is not criminal; initial language proposed to allow PRCS staff tools to respond to issues; the focus on restroom, locker room, and shower issues in relation to gender identity and expression; benefits to keeping language under the Prohibitions Section; outcomes from keeping language in Prohibitions vs. the outcome from removing language from Prohibitions; preventing instances where someone calls the police because they think they see a man walking into a woman's restroom; proactive prevention; differences in opinion about gender identity; value to adding an explicit exemption; language regarding accompanying a person with disability, a caregiver, or a young child; language to clarify the intention behind the

ordinance; concern with people stirring up fear and anti-trans sentiment about changes to the bathroom ordinance; and lack of evidence to support fears.

Member Moses joined the meeting.

Discussion ensued between staff and Committee Members regarding proposed adjustments to language for 9.10.200; First Amendment Rights with regard to offensive words; difficulty enforcing language used by the public; language in the penal code to protect people from violent acts; the ability of PRCS to get CCPD involved; yelling at someone vs. fighting with them; adding a reference back to the Section in Prohibitions; adding in language from Sections O, S and X as they relate to restrooms, showers, changing rooms and locker rooms; creating a new 9.10.205 and replacing 9.10.200.F with language indicating: "...to fight, or challenge another person to fight, to maliciously or willfully disturb another person by loud or unreasonable noise or to use offensive words that are inherently likely to invoke an immediate violent reaction from another person within any restroom, shower, changing room and locker room, and/or to engage in bullying as defined by the City Council Resolution within such facilities;" municipal code; misdemeanors; infractions; and discretion of the prosecutor.

MOVED BY MEMBER NWEKE, SECONDED BY MEMBER MOAMMAR AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECOMMEND THAT THE CITY COUNCIL REPLACE LANGUAGE IN SECTION 9.10.200.F WITH THE FOLLOWING: "...TO FIGHT, OR CHALLENGE ANOTHER PERSON TO FIGHT, TO MALICIOUSLY OR WILLFULLY DISTURB ANOTHER PERSON BY LOUD AND UNREASONABLE NOISE, TO USE OFFENSIVE WORDS THAT ARE INHERENTLY LIKELY TO PROVOKE AN IMMEDIATE VIOLENT REACTION FROM ANOTHER PERSON, OR TO ENGAGE IN BULLYING AS DEFINED BY THE CITY COUNCIL RESOLUTION WITHIN ANY RESTROOM, SHOWER, CHANGING ROOM, AND LOCKER ROOM, IN A PUBLIC BUILDING OR ON PUBLIC PROPERTY."

Additional discussion ensued between staff and Committee Members regarding protecting people who might be uncomfortable; concern with people who might take advantage; limits to what can be done; availability of gender neutral facilities in the parks; signage indicating the intent to be a City of Kindness and to be respectful of others; abuse of the ordinance; crimes that do not need to be stated in the

prohibitions; and the need to alert the public to conditions and regulations.

MOVED BY MEMBER MOAMMAR, SECONDED BY MEMBER RENTERIA AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECOMMEND THAT THE CITY COUNCIL ADD SECTION 9.10.205 ENTITLED RESTROOM, SHOWER, CHANGING ROOM, AND LOCKERROOM FACILITIES USE, SUBSECTION A: THIS SECTION SHALL APPLY TO RESTROOMS, SHOWERS, CHANGING ROOMS, OR LOCKER ROOM FACILITIES IN A PUBLIC BUILDING OR ON PUBLIC PROPERTY; B: AN INDIVIDUAL SHALL NOT BE REQUESTED OR REQUIRED TO USE GENDER SEGREGATED FACILITIES THAT ARE INCONSISTENT WITH THAT INDIVIDUAL'S GENDER EXPRESSION OR GENDER IDENTITY OR TO USE SEPARATE OR GENDER MUTUAL FACILITIES; C: WHENEVER FEASIBLE, THE CITY SHALL PROVIDE OPTIONS FOR PRIVACY SUCH AS ADDITIONAL OR SINGLE-USE GENDER NEUTRAL FACILITIES THAT ARE AVAILABLE TO ANY INDIVIDUAL; AND D: THE SAME STANDARDS WILL BE CONSISTENTLY APPLIED TO ALL FACILITY USERS REGARDLESS OF GENDER EXPRESSION OR GENDER IDENTITY.

Further discussion ensued between staff and Committee Members regarding communicating changes to the public; City Council direction; the importance of making an announcement of the changes; acknowledgement of the diversity of the City; people visiting Culver City from around the world during the Olympics; offering Committee assistance with signage to be posted at facilities; making an inclusivity statement; referencing anti-bullying and anti-harassment; providing teeth for enforcement; sending a message that all are welcome if they act appropriately; employee training for PRCS; making all City staff aware of changes; park programming; *Culver City Living* magazine; press coverage for the change; counteracting fear campaigns with facts; educating the public; the growing number of non-binary people and statistics regarding incidents; emphasizing the message of "If you see something, say something;" fear of reporting incidents; and including information in the permitting process for park rentals.

MOVED BY MEMBER RONA, SECONDED BY MEMBER MOAMMAR AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECOMMEND THAT THE CITY COUNCIL COMMUNICATE CHANGES TO THE PUBLIC INCLUDING UPDATING THROUGH SOCIAL MEDIA AND EMAIL, SIGNAGE AT PARK FACILITIES WITH AN INCLUSIVITY STATEMENT AND REFERENCE TO THE CODE FOR CONSEQUENCES, IN TRAINING FOR ALL CITY EMPLOYEES, PLACEMENT

OF AN ANNOUNCEMENT IN *CULVER CITY LIVING*, PRESS COVERAGE, AND LANGUAGE FOR PERMITS.

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Item A-2

(1) Review Proposed Land Acknowledgement Statement; (2) Discuss and Provide Feedback and/or Recommendations, as deemed appropriate; (3) Determine Next Steps; and (4) Authorize Staff to Transmit Feedback and/or Recommendations to City Council, If So Desired

Discussion ensued between staff and Committee Members regarding remaining agenda items and timing for the draft written report to the City Council.

Member Rona read the draft report and Land Acknowledgement Statement distributed to Committee Members.

Chair Valverde invited public comment.

The following member of the public addressed the Committee:

Denise Neal discussed her heritage and displacement of her people; questioned whether there would be a ceremony of support; discussed the Service Planning Area (SPA) for Native Americans in Los Angeles county; and she asked whether there would be meeting groups.

Chair Valverde expressed appreciation for the public comment noting that the Committee could not respond to public comment but could take it into account.

Discussion ensued between staff and Committee Members regarding future City recognitions.

MOVED BY MEMBER MOAMMAR, SECONDED BY VICE CHAIR BANO AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE ACCEPT THE RECOMMENDED LAND ACKNOWLEDGEMENT REPORT PREPARED BY MEMBER RONA IN COLLABORATION WITH LINDA CHILDS.

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Item A-3

(1) Receive a Report from the Courageous Conversations Ad Hoc Subcommittee; (2) Discuss and Consider Approval of the Report's Recommendations; (3) If So Desired, Determine Next Steps; and (4) Provide Feedback and/or Recommendations to Staff as Deemed Appropriate

Vice Chair Bano reported that the Courageous Conversation Workshop was scheduled for March 19 in the Rotunda Room; she proposed that compensation be increased for the guest trainer due to the amount of time and effort being put forth; discussed the budget; and higher quotes from other organizations approached.

Discussion ensued between staff and Committee Members regarding tasks of the guest trainer; the custom curriculum; flexibility with age and number of people to serve; and support for the knowledge of the guest trainer.

MOVED BY MEMBER RONA, SECONDED BY MEMBER MOAMMAR AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE \$1,500.00 TO BE PAID TO MAIA FERDMAN FOR SERVICES AS A GUEST TRAINER.

Vice Chair Bano presented an updated flier incorporating staff suggestions; discussed creation of a waiver for minors to sign; staff creation of a standard waiver for all events; placing a QR Code on the flier directing attendees to the waiver; requiring everyone to sign the waiver; and the ability to sign waivers online in advance or hard copies available at the door.

Discussion ensued between staff and Committee Members regarding use of a waiver that can be part of the City database; the generalized waiver; review by the City Attorney's Office; integration into an online registration process; workshop promotion; Veterans Memorial Center vs. Veterans Memorial Complex; alignment of the boxes; color matching; putting the day of the week over the event; enlarging the time, the month, and address; and RSVPs.

MOVED BY VICE CHAIR BANO, SECONDED BY MEMBER RENTERIA AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS

ADVISORY COMMITTEE APPROVE CHANGES TO THE FLIER AS DISCUSSED
AND ACCEPT THE RELEASE FORM AS PRESENTED.

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Item A-4

(1) Receive a Report from the Race Relations Ad Hoc Subcommittee; (2) Discuss and Consider Approval of the Report's Recommendations; (3) If So Desired, Determine Next Steps; and (4) Provide Feedback and/or Recommendations to Staff as Deemed Appropriate

Vice Chair Bano discussed the need to reschedule the event.

Discussion ensued between staff and Committee Members regarding rescheduling the event during the current fiscal year; alternate dates; difficulty planning something for April; scheduling; concern with having enough time to execute the concept; amount of time spent to date; the regular meeting planned for April; the difficulty of holding an event involving youth in May or June; the request from the City Council that the EHRAC hold an event on race relations; holding an event that does not solely involve youth; continued meetings of the ad hoc subcommittee; and possibility of an event in June.

MOVED BY VICE CHAIR BANO, SECONDED BY MEMBER RENTERIA AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECEIVE AND FILE THE REPORT FROM THE RACE RELATIONS AD HOC SUBCOMMITTEE.

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Item A-5

(1) Receive a Report from the Equity and Human Relations Awards Ad Hoc Subcommittee; and (2) If So Desired, Discuss and Consider Approval of the Report's Recommendations; and (3) If So Desired, Determine Next Steps; and (4) Provide Feedback and/or Recommendations to Staff as Deemed Appropriate

Member Rona discussed the extension of the nomination deadline; appreciation to Member Aguirre for her work on the flier; permission from the Culver City Unified School District (CCUSD) to distribute the fliers; nominations

received; the budget; increasing the budget to allow for framed certificates; the offer from staff to coordinate Committee Members to speak with various Committees, Boards, and Commissions as well as City groups; talking points; and she encouraged Committee Members to check their email frequently.

Vice Chair Bano agreed to go back to the Parks, Recreation, and Community Services Commission to announce the extended deadline for the Equity and Human Relations Awards.

Discussion ensued between staff and Committee Members regarding Committee agreement to extend the deadline to March 31, 2024; members of the public who indicated they would be making nominations; and agreement of the student Member Moses to present the flier.

MOVED BY VICE CHAIR BANO, SECONDED BY MEMBER MOAMMAR AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE AN INCREASE TO THE BUDGET TO \$600.00 AND EXTEND THE DEADLINE FOR NOMINATIONS FOR THE EQUITY AND HUMAN RELATIONS AWARDS TO MARCH 31, 2024.

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Public Comment - Items NOT On the Agenda (Continued)

Chair Valverde invited public comment.

The following member of the public addressed the Committee:

Denise Neal discussed reparations for Culver City; asked whether the Committee could help build a strategic team to address reparations in Culver City; proposed creating a fiscally responsible financial system and infrastructure to build businesses in the Creative Economy; discussed large events coming to the City; ways to use the Creative Economy and the diverse community to build up funds; monetizing events; and getting community benefits for the School District.

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Items from Equity and Human Relations Advisory Committee Members/Staff

Member Rona received staff agreement to provide updates on reparations as they are available.

Discussion ensued between staff and Committee Members regarding the Racial Equity Action Plan (REAP); community engagement; EHRAC involvement; the state reparations report available from the State Department of Justice; items for the April meeting; an update from the Public Events and Budget Ad Hoc Subcommittee on recommendations for fiscal year 2024-2025; an update from the Race Relations Ad Hoc Subcommittee; a request for a future conversation about negativity associated with signage prohibiting soccer at parks in English and Spanish; a suggestion to agendize consideration of equity issues related to new City rules requiring neighborhoods with permit parking to pay \$1 for each visitor permit per day; receive an update from the Education Materials Ad Hoc Subcommittee in April; receive an update from the Equity and Human Relations Awards Ad Hoc Subcommittee in March and April; agreement to host a brief meeting after the Courageous Conversations event; concern with the number of agenda items being proposed; and support for providing a debriefing after events.

MOVED BY MEMBER NWEKE, SECONDED BY MEMBER MOAMMAR AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE THE FOLLOWING ITEMS:

1. MARCH and APRIL: EQUITY AND HUMAN RELATIONS AWARDS AD HOC SUBCOMMITTEE UPDATE; AND,
2. APRIL: EQUITY AND HUMAN RELATIONS AWARDS AD HOC SUBCOMMITTEE UPDATE; AND,
3. APRIL: BUDGET AND PUBLIC EVENTS AD HOC SUBCOMMITTEE UPDATE; AND,
4. MARCH : RACE RELATIONS AD HOC SUBCOMMITTEE UPDATE; AND,
5. APRIL: EDUCATION MATERIALS AD HOC SUBCOMMITTEE UPDATE; AND,
6. APRIL: COURAGEOUS CONVERSATIONS DEBRIEF; AND,
7. APRIL: PARK PROHIBITION SIGNAGE FOR SOCCER; AND,
8. APRIL: EQUITY ISSUES RELATED TO GUEST PARKING PERMIT FEES; AND,
9. APRIL: DIVERSITY AWARENESS PROJECTS AD HOC SUBCOMMITTEE UPDATE.

Jeannine Houchen, Human Resources Equity Analyst, reported that the results of the Historical Context Study would be presented to the City Council on March 18, 2024; she noted that would inform the discussion on reparations; and she

indicated that the Hate Crimes event scheduled for April 30 had been moved to May 15 at the Senior Center.

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Adjournment

There being no further business, at 10:32 P.M., the Equity and Human Relations Advisory Committee adjourned.

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

APPROVED

Carlos Valverde
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