

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

April 22, 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 in the Dan Patacchia Room at City Hall at 6:00 p.m.

Members Present: Samia Bano, Chair
Haifaa Moammar, Member
Ifunanyachukwu Nweke, Member
Rebecca Rona-Tuttle, Member
Carlos Valverde, Member

Absent: Denice Renteria, Vice Chair
Benicio Mora-Fattorini, Member
London McBride, 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

o0o

Pledge of Allegiance

Member Rona led the Pledge of Allegiance.

o0o

Items from Members/Staff

Member Moammar reported that April was Arab Americans Month; indicated receipt of the certificate the first year that President Biden made it official; expressed appreciation that the City Council was continuing the honor; and hoped that the City Council would make it an official celebration every year to honor the overlooked community.

Member Valverde discussed the life and accomplishments of Pope Francis who recently passed away.

Member Rona indicated that her husband was doing much better after having had a heart attack in February and she thanked those who had reached out to her; she discussed Passover; the theme of freedom; and people living in fear.

Member Nweke noted that April was Autism Awareness and Acceptance Month.

Chair Bano discussed Denim Day on April 30 to raise awareness and try to prevent sexual assault noting the common practice of blaming women for what they are wearing or not wearing.

Jeannine Houchen, Human Resources Equity Analyst, reported that Item P-2, the presentation on Brown Act training, would be postponed due to the number of absent Committee Members; discussed Racial Equity Action Plan (REAP) information sessions; outreach events and promotion; social media; work of the Communications Manager on a PSA (Public Service Announcement); a planned presentation to the City Council in June; preliminary findings; and collaboration on the Bystander Intervention document.

o0o

Presentation

Item P-1

Deputy City Attorney III - Monica Kilaita - Current Local, State, and Federal Policies and Actions Related to Immigration Status

Monica Kilaita, Deputy City Attorney, provided an informational presentation on current local, state and federal policies and actions related to immigration status; discussed providing a safe space in Culver City to seek

services and benefits; adherence to local and state sanctuary policies and laws; SB54; Culver City Police Department (CCPD) compliance; recent federal government actions; various state and local responses; adoption of the Sanctuary Resolution in 2017; requirements of the resolution; judicial warrants; federal immigration officers presenting warrants by federal immigration employees rather than warrants from a judge; court orders; legitimate law enforcement purposes unrelated to civil immigration law; access to City facilities; the California Truth Act; required jackets and badges when given access to City facilities; inquiries into immigration status; eligibility for services; and release of personally identifiable information.

Discussion ensued between staff and Committee Members regarding clarification on references to law enforcement purposes.

Monica Kilaita, Deputy City Attorney, discussed basis of surveillance; filing complaints; prohibitions on the use of City resources to assist in the enforcement of federal immigration law; contractual obligations; prevention of bias-based policing; discretion in favor of citing and release consistent with protecting public safety; application of the policy City-wide across all departments vs. state law that is only applicable to law enforcement agencies; prohibitions in SB54; crime or trafficking victims; required reporting of certain statistics; and the unsuccessful challenge to SB54 in 2019.

Additional discussion ensued between staff and Committee Members regarding convictions; T or U Visas; resources for crime victims; and human trafficking.

Monica Kilaita, Deputy City Attorney, discussed CCPD compliance; integration of the Culver City Sanctuary Policy Resolution and SB54; the Training Bulletin issued to staff in December 2024; annual reporting requirements; occasional inquiries made to CCPD by ICE (Immigration and Customs Enforcement) about arrestees in CCPD custody; the practice of discarding ICE Detainers; and clarification that no arrestees have been interviewed by ICE officials in the CCPD jail and no one has been removed from the CCPD jail facility by ICE.

Additional discussion ensued between staff and Committee Members regarding clarification about ICE Detainers; warrants vs. requests; previous confusion regarding judicial warrants;

regular phone calls from ICE over many years and different administrations; information that goes into a database when a person gets fingerprinted; and the inability to refuse being fingerprinted.

Monica Kilaita, Deputy City Attorney, discussed recent federal immigration actions; letters that were sent by the incoming administration threatening legal consequences to Sanctuary cities; clarification that Culver City did not receive such a letter; the Executive Order signed by President Trump; threats to funding for sanctuary cities; mandated compliance; potential DOJ (Department of Justice) investigation and legal proceedings for local governments that fail to comply; lawsuits that resulted in the temporary halt to the funding freeze; actions by the U.S. government against different jurisdictions; pending lawsuits; money set aside by the governor of California to help the state protect state policies and defend immigrants; a lawsuit filed by the state of New York against the Trump administration for removing funds previously awarded to the City; the constantly changing landscape;; and assurances that Culver City continues to adhere to local and state laws and policies.

Discussion ensued between staff and Committee Members regarding availability of the presentation to Committee Members and the public; information available on the CCPD website; advice on how to respond to ICE interactions; creation of a Know Your Rights handout for businesses and individuals; information available from the ACLU (American Civil Liberties Union); sheltering individuals; obstruction; aiding and abetting; understanding the rights of residents; different scenarios that could occur; workshops for owners; encouragement for businesses to reach out for assistance; information available online; and resources for private businesses.

o0o

Item P-2

Culver City Deputy City Attorney III - Monica Kilaita - The Ralph M. Brown Act and City Policies

This item was deferred to a future meeting when more Members could be present.

o0o

Public Comment – Items NOT On the Agenda

Chair Bano invited public comment.

The following member of the public addressed the Committee:

Emily Dibiny expressed appreciation to the EHRAC for holding the conversation on Palestine and Israel; discussed the importance of education; continued suffering by her relatives caged in northern Gaza; destruction of the last functioning hospital and the Baptist Church in Gaza; health issues for her relatives; starving residents; unavailability of medication; minor medical issues as a death sentence; ethnic cleansing; genocide; the real estate grab; lies about what Palestinians do; the denial of the Cardinal from the Vatican to enter Jerusalem to pray for Easter; apartheid; segregation; and she thanked the EHRAC for continuing to educate people.

o0o

Receipt of Correspondence

None.

o0o

Order of the Agenda

None.

o0o

Consent Calendar

Member Rona indicated that she could not remember the meetings except for the most recent one and would have to abstain.

Discussion ensued between staff and Committee Members regarding the number of people necessary to approve the minutes; availability of the videos of the meetings online for verification; the ability to vote on minutes even if one was not present at the meeting; procedures for a person who is absent when minutes are passed but has comments about them; Member ability to review minutes and provide comments to staff

ahead of time even if they cannot be present at the meeting; re-agendizing minutes for reconsideration; addressing minor changes vs. substantive changes; postponing approval of minutes until more Members are present; and consensus was achieved to postpone consideration of Items C-1 through C-3 to the May meeting.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE POSTPONE CONSIDERATION OF ITEMS C-1, C-2, AND C-3 TO THE MAY EHRAC MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Item C-1

Approval of Minutes of the Regular Meeting Held on October 22, 2024

This item was deferred for consideration at the May EHRAC meeting.

o0o

Item C-2

Approval of Minutes of the Special Meeting Held on November 19, 2024

This item was deferred for consideration at the May EHRAC meeting.

o0o

Item C-3

Approval of Minutes of the Regular Meeting Held on January 28, 2025

This item was deferred for consideration at the May EHRAC meeting.

oOo

Item C-4

Approval of Minutes of the Special Meeting Held on February 25, 2025

Chair Bano indicated that the statement that "members of the audience expressed opposition to discussing the topic of a ceasefire resolution as being outside the parameters of the conversation" was inaccurate noting that in fact, objections related to the speaker making statements on behalf of the community rather than on behalf of themselves; she noted that the rule required that people speak from the I rather than from the we; she proposed rewording the statement to indicate: "members of the audience expressed opposition to her speaking for the collective or recommending steps as a collective since that was a violation of the rules."

Discussion ensued between staff and Committee Members regarding the minutes as being taken directly from the words spoken on the video; clarification that the minutes are not a transcription; misunderstanding concerns expressed by the public; the rule violation; the audience reaction; staff agreement to review the video; a suggestion to remind speakers of the ground rules; the speaker who was not present at the start of the meeting and was not aware of the rules; the shift by the speaker after being told of the rules; use of the word opposition vs. reaction; the microphone that picked up comments from the audience; the Brown Act; adding a reminder to speak from the I statement as part of protocol for the future; and agreement to review the video before making the change at the next meeting.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE POSTONE CONSIDERATION OF MINUTES FOR THE REGULAR MEETING HELD ON FEBRUARY 25, 2025 TO THE MAY EHRAC MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

oOo

Action Items

Item A-1

(1) Perform A Post Event Analysis; (2) Receive, Review, and File Post Event Evaluation Overview; and (3) If Deemed Appropriate, Discuss and Consider Strategies for Future Events

Chair Bano invited public comment.

The following member of the public addressed the Committee:

Mariah Fontijn thanked the Committee and staff for their efforts on the Courageous Conversation meeting on February 25, 2025; felt that the model conversation was not as good as it could have been and a little too long; discussed suggestions for the future including allowing more time for small group discussions; future race relations events; anti-Arab, anti-Muslim, anti-Asian, and anti-Indigenous hate; threats to free speech; ICE detentions; media coverage; people being targeted for their advocacy for Palestine and against the genocide; and the importance of protecting the community and college students.

Rida Hamida was called to speak but was not present in person or online.

Jeannine Houchen, Human Resources Equity Analyst, provided guidance for the discussion; discussed community feedback; privacy provided to encourage participation; overall satisfaction; concerns expressed with the length of time provided; the desire for more diversification of opinions within the small groups; discussion time provided; level of engagement; whether the event met expectations; organization of the event; facilitators; the feeling that the speakers were somewhat guarded; discussion modeling; helpfulness of the event; whether different viewpoints were expressed; putting faces with opinions expressed; suggestions moving forward; and requests for community discussions on various topics.

Discussion ensued between staff and Committee Members regarding the summary of written responses; anonymous responses; a request for receipt of feedback and discussion

of the survey directly after the event while it is still fresh in their minds; difficulty of obtaining feedback; the regular meeting schedule; dissemination of the survey; analyzing responses; timing to get something on an agenda; different factors with the timing; a suggestion to provide a QR Code on the meeting agenda or on the door for meeting attendees to scan on their way out; people who do not like surveys; the feeling that there should be a survey at all of the public programs; and incorporation of points of view into future programming.

o0o

Recess/Reconvene

The Equity and Human Relations Advisory Committee took a brief break from 7:24 P.M. to 7:27 P.M.

o0o

Item A-1
(Continued)

(1) Perform A Post Event Analysis; (2) Receive, Review, and File Post Event Evaluation Overview; and (3) If Deemed Appropriate, Discuss and Consider Strategies for Future Events

Discussion ensued between staff and Committee Members regarding a suggestion to have an annual event rather than having events as issues come up; the event held in response to strong feelings expressed in the community; support for the knowledge and experience of the speakers; the budget; graciousness of the facilitators; community feedback that they would like to see more proper food rather than snacks; pizza that resulted in the event being over budget; a donation that covered the overage; contracts and paperwork for the City if the suggestion to bring in a food truck were implemented; preferred vendors; minimums required by most food trucks; food donations from the community; required permits and insurance; and food at the Latino Heritage Month Celebration at the Teen Center.

Additional discussion ensued between staff and Committee Members regarding the need for a Committee Member who was not feeling well to leave the meeting that would result in not having a quorum for the meeting, and agreement that Committee

Members fill out the survey to provide feedback on the event to help inform future events.

MOVED BY MEMBER VALVERDE AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECEIVE AND FILE THE POST EVENT EVALUATION OVERVIEW.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Discussion ensued between staff and Committee Members regarding agenda items requiring action due to time constraints.

MOVED BY MEMBER MOAMMAR AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE POSTPONE DISCUSSION OF ITEMS A-2, A-3, A-5, A-6, AND A-7 TO THE MAY EHRAC MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

o0o

Item A-2

(1) Receive and File a Report from the 2025-2026 Public Events Ad Hoc Subcommittee; (2) Discuss and Make Recommendations, as Deemed Necessary; and (3) If Deemed Appropriate, Consider Approval of the Report and Member Recommendations

This item was deferred for consideration at the May EHRAC meeting.

o0o

Item A-3

(1) Receive 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

This item was deferred for consideration at the May EHRAC meeting.

o0o

Item A-4

(1) Receive and File a Report from the Soccer Prohibition Signs Ad Hoc Subcommittee; (2) If So Desired, Discuss and Consider Approval of the Report's Recommendations; (3) Discuss, and if Deemed Appropriate, Approve Draft Script to be Read at a City Council Meeting; and (4) Determine Next Steps as Deemed Necessary

Member Valverde discussed previous controversy about dangerous play at Culver West Alexander Park; the original decision in 1994 to prohibit play only at Culver West Alexander Park; signage installed prohibiting play at every Culver City park; commentary that the signs were problematic; concern that the signage targeted Spanish speaking people; comments made at or submitted to Parks, Recreation and Community Services (PRCS) Commission meetings; history of issues with soccer signage; the Historical Context Study; power to control public spaces as a way to manage racial dynamics to protect the interests of white homeowners; color-blind language; signage targeting a certain group; absence of a record of the decision making process; the feeling that the signs have no place in Culver City; historical context; anti-immigrant sentiment in California and backlash because of Proposition 187; scheduled removal of the signs to be updated in the fall of 2025; letting the City Council know about the work that has been done; a potential recommendation to have the signs removed prior to the scheduled removal in the fall in the name of equity and human relations; ways to hear the public; information sessions; and he asked that the Committee authorize a presentation to the City Council.

Discussion ensued between staff and Committee Members regarding anti-immigrant sentiment with Proposition 187; the governor at the time; the feeling that the City Council should apologize to the Latino community for the way they were treated; the PCRS Commissioner who was ignored in their

efforts to take the signs out; retribution and apology; unity and diversity; race relations; equity; closing the chapter of hostility to immigrants, especially Latino immigrants once and for all; the need for Committee approval of the draft script for the presentation to the City Council; the progression of historical moments; the timeline for the Historical Context Study; the intent to make a presentation to the City Council to remove the signs; and making a determination as to whether to request an apology in the future.

Additional discussion ensued between staff and Committee Members regarding agreement to put something on record to show tangible steps toward more equity in Culver City; support for requesting that the City Council issue an apology; inclusion of additional language; the portion of the City Council agenda where members of Commissions, Boards and Committees (CBCs) can address the City Council; approval of a Committee representative to address the Council; ensuring that if there are more than four Committee Members present at the meeting they do not interact; the ability for more than one person to speak; assistance by subcommittee members; the recommendation to the City Council regarding the recent Courageous Conversation; the ability to stand next to the speaker to show support; providing recommended actions; use of the word recommend vs. ask; Committee bylaws to make recommendations; and providing clear bullet points.

Further discussion ensued between staff and Committee Members regarding agreement that the Committee recommend that the City Council consider replacement of signs with ones that provide a more just and inclusive policy; providing a clear date for implementation; ensuring that substantive changes are not made to agreed-upon language that is to be presented; adding language to indicate a request that the City Council agendaize consideration of removal of the signage; providing a logical date for taking down signage; agreement that the request include June 30, 2025 as the deadline to remove the signage; replacement of signage with more inclusive use of the parks; the Municipal Code Update that contains more inclusive language and excludes language prohibiting adult soccer; acknowledgement and apology; community perception; signage that showed up in the parks without public notification; the need for transparency; a vote by the PRCS Commission to take down the signs; public comment in the minutes of PRCS Commission meetings expressing concern on how

the signs were worded; requesting an apology for not taking the step to remove the signs knowing that they were offensive to a major portion of the community; taking the step to remove the signs in response to public awareness that the signs were offensive to many people; approval of the substance of the points being made; the timeline; providing context; the political climate when the signs were posted; and agreement to take out the reference to the Republican governor due to concerns with relevancy.

Discussion ensued between staff and Committee Members regarding changes to the draft to clean up language; the request for the City Council to agendaize consideration of removing the soccer prohibition signage by June 30, 2025; recommendation that the City Council acknowledge the lack of transparency and apologize for the harm to residents that the signs have created by not taking down the signs sooner once it was known that they were offensive; removal of the 2003 reference to Governor Schwarzenegger from the timeline and in 2023 add the Historical Context paragraph; a suggestion to add clarification on when the initial study began and when it was finalized; a suggestion to list the locations where signage is posted; confirmation that the signage is still up; people that have to go to other cities to play soccer; and agreement that the proposed changes would be emailed to staff.

Additional discussion ensued between staff and Committee Members regarding the intent to speak at the May 12, 2025, City Council meeting; designation of a Committee representative; and the ability of other Committee Members to attend the City Council meeting when the report is to be made.

MOVED BY MEMBER VALVERDE AND SECONDED BY CHAIR BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE RECOMMENDATION OF THE SOCCER SIGNAGE PROHIBITION AD HOC SUBCOMMITTEE TO PRESENT THE FINDINGS OF THEIR WORK RELATED TO THE SOCCER SIGNAGE PROHIBITION TO:

1. DESIGNATE MEMBER VALVERDE TO MAKE A REQUEST AT THE MAY 12, 2025, CITY COUNCIL MEETING THAT THE CITY COUNCIL EXPEDITIOUSLY REMOVE THE SOCCER PROHIBITION SIGNAGE WITH THE ABILITY OF OTHER SUBCOMMITTEE MEMBERS TO ATTEND IN SUPPORT; AND,

2. ACKNOWLEDGE AND APOLOGIZE FOR THE LACK OF TRANSPARENCY AND FOR NOT TAKING DOWN THE SIGNAGE DESPITE PUBLIC COMMENT REFERENCING THEIR OFFENSIVENESS; AND,

3. INCLUDE THE TIMELINE WITH CHANGES AS DISCUSSED.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MOMMAR, NWEKE, RONA, VALVERDE

NOES: NONE

ABSENT: AGUIRRE, MCBRIDE, MORA FATTORINI, RENTERIA

Member Valverde expressed gratitude to the Committee noting that the issue had been going on for 30 years.

o0o

Item A-5

(1) Receive a Report from the Youth Advisory Committee Ad Hoc Subcommittee; (2) If So Desired, Discuss and Consider Approval of the Report's Recommendations; and (3) Determine Next Steps as Deemed Necessary

This item was deferred for consideration at the May EHRAC meeting.

o0o

Item A-6

(1) Have a Discussion Centered on the Future Direction of Latino Heritage Month Celebrations; and (2) If Deemed Appropriate, Determine Next Steps

This item was deferred for consideration at the May EHRAC meeting.

o0o

Item A-7

(1) Review EHRAC's Current Ad Hoc Subcommittees as of the January 28, 2025, Regular Meeting; (2) Dissolve Existing Ad Hoc Subcommittees Whose Objectives Have Been Met; and (3) As Deemed Necessary, Form New Ad Hoc Subcommittees and Appoint

Members There To, in Accordance with the January 2025 Biannual Workplan and, Upon Approval, the Proposed 2025-2026 Public Events and Budget Plan with Specific Tasks, Projects, Events, and Deadlines

This item was deferred for consideration at the May EHRAC meeting.

o0o

Items from Members/Staff

Monica Kilaita, Deputy City Attorney, discussed the policy for adding future agenda items noting that moving forward, a majority is needed to ok adding agenda items rather than voting on each item.

o0o

This item was considered out of sequence.

Public Comment – Items NOT On the Agenda (Continued)

Chair Bano invited public comment.

Jeannine Houchen, Human Resources Equity Analyst, indicated that a member of the public had indicated that they would hold their public comment for another time.

o0o

Member Requests to Agendize Future Items

Member Valverde requested agendizing receipt of an update from the Diversity Awareness Projects Ad Hoc Subcommittee and received confirmation that all items not heard on the current agenda would be considered at the next meeting.

MOVED BY CHAIR BANO AND SECONDED BY MEMBER NWEKE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE ADJOURN THE MEETING IN HONOR OF POPE FRANCIS.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, MOMMAR, NWEKE, RONA, VALVERDE
NOES: NONE

ABSENT: AGUIRRE, MCBRIDE, MORA FATTORINI, RENTERIA

o0o

Adjournment

There being no further business, at 8:25 P.M., the Equity and Human Relations Advisory Committee adjourned in honor of Pope Francis to May 20, 2025.

o0o

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