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CULVER CITY EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE

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

September 26, 2023  
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 7:00 P.M. at the Culver City Senior Center.

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

\*Member Nweke joined the meeting at 7:02 P.M.

**Absent:** Haifaa Moammar, Member

**Staff Present:** Michelle Hamilton, Senior Human Resources and  
Equity Manager  
Janee Prieto, Human Resources Technician  
Jeanine Houchin, Management Analyst  
Christina Burrows, Deputy City Attorney

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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 (Continued)**

None.

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**Receipt of Correspondence**

None.

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Member Nweke joined the meeting.

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**Order of the Agenda**

Item A-2 was heard after Item A-1 and then reopened during Items from Equity and Human Relations Advisory Committee Members (Continued).

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**Action Items**

Item A-1

**Receive and File a Report From the Los Angeles County Commission on Human Relations Regarding Hate Crimes in Los Angeles County and Culver City; and (2) Participate in the Discussion as Desired**

MOVED BY MEMBER RENTERIA AND SECONDED BY VICE CHAIR BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECEIVE AND FILE THE REPORT FROM THE LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS REGARDING HATE CRIMES IN LOS ANGELES COUNTY AND CULVER CITY.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: AGUIRRE, BANO, MCBRIDE, MOSES, NWEKE, RENTERIA,  
TUTTLE, VALVERDE

NOES: NONE

ABSENT: MOAMMAR

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Item A-2

**Review of the Equity and Human Relations Advisory Committee's Current Ad Hoc Subcommittees as of the August 22, 2023 Special Meeting; and (2) Discuss if There is a Need to Add Additional EHRAC Members to Existing Ad Hoc Subcommittees; and/or (3) Form New Ad Hoc Subcommittees for Projects or Events for FY 2023-24, as Deemed Appropriate; and (4) Appointment of Members Thereto**

Chair Valverde introduced the item.

Discussion ensued between staff and Committee Members regarding clarification on various subcommittee functions; leaving space open to provide opportunities for Members to serve; Member interest in serving; highlighting ethnic groups and their contributions to the City; focusing on the content of the proposed electronic kiosks; creating a micro website for content; the Race Relations Ad Hoc Subcommittee; upcoming events; use of specialized facilitators; engaging in civil discourse to promote dialogue; the Courageous Conversations Workshop; small group work; invitations to new Members to join the Race Relations or the Courageous Conversations Subcommittees; timing of planning for events; the ability for subcommittees for future events to meet as soon as they are formed; and ad hoc subcommittee chairs.

MOVED BY MEMBER RONA AND SECONDED BY MEMBER MCBRIDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: APPOINT MEMBER NWEKE TO SERVE ON THE EDUCATIONAL MATERIALS AD HOC SUBCOMMITTEE AND THE DIVERSITY AWARENESS PROJECTS AD HOC SUBCOMMITTEE, APPOINT MEMBER MOSES TO THE COURAGEOUS CONVERSATIONS AD HOC SUBCOMMITTEE, AND APPOINT MEMBER RENTERIA TO THE RACE RELATIONS AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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**Discussion and Report from the Indigenous Peoples' Day Event Ad Hoc Subcommittee of the Proposed Indigenous Peoples' Day Event; and (2) Consider Approval Of The Report's Recommendations; and (3) If So Desired Determine Next Steps**

Member Rona discussed the previous program; the logical date for the event; length of the program; a proposed City Council presentation; the plan to have a videographer interview a Tongva elder; timing; the Hate Crimes Report; the Latino Heritage Celebration; the fact that a program was voted for and planned for, but did not happen; finding a representative to accept the proclamation at the City Council meeting; and she asked that staff communicate with the City Council to ensure that a proclamation is given.

Discussion ensued between staff and Committee Members regarding discussion with the City Clerk of a 30 minute presentation to the City Council; general practices for City Council meetings; taking the opportunity to speak during the Public Comment period; staff agreement to communicate with the City Clerk's office; a suggestion to use previous proclamation language; a suggestion to put on an event focusing on indigenous people in June 2024; preference expressed for waiting to have a full program on Indigenous People's Day; recognizing the population; symbolism of the actual date; having the ad hoc subcommittee move forward with the video sooner; City social media accounts; and creating a post for Human Resources staff to disseminate.

MOVED BY VICE CHAIR BANO AND SECONDED BY MEMBER AGUIRRE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE DIRECT THE INDIGENOUS PEOPLE'S DAY AD HOC SUBCOMMITTEE TO CREATE A SOCIAL MEDIA POST TO HONOR INDIGENOUS PEOPLE'S DAY 2023.

THE MOTION CARRIED BY THE FOLLOWING VOTR:

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

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**Discussion and Report from the Latino Month Heritage Event Ad Hoc Subcommittee of Latino Heritage Month Celebration Event Plan; (2) Consider Approval of the Report's Recommendations; (3) Determine Next Steps; and (4) Provide Direction to Staff if Deemed Appropriate**

Chair Valverde discussed changes to the menu; vendor stipulations; donated refreshments; creation of an art displays; and decorations.

Member Moses discussed the draft agenda and proposed decorations.

Discussion ensued between staff and Committee Members regarding proposed activities; a potential Historical Society display; speakers; invitations to City dignitaries; acknowledging Latino Heritage Month; protocol; staff coordination and outreach on behalf of the subcommittee; Folklorico Dancers; and the essay and poster contest.

Member Rona discussed the draft agenda; remarks from the Chair; the Storytelling Panel; and the proposed speakers.

Additional discussion ensued between staff and Committee Members regarding performances; volunteers; student forms; the need for help from Committee Members to set up; building access; and meeting start time vs. event start time.

MOVED BY CHAIR VALVERDE AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: AGENDIZE THE MEETING START TIME AT 6:30 P.M. ON OCTOBER 10, 2023 FOR THE LATINO HERITAGE EVENT CELEBRATION.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: AGUIRRE, BANO, MCBRIDE, MOSES, NWEKE, RENTERIA, TUTTLE, VALVERDE

NOES: NONE

ABSENT: MOAMMAR

Further discussion ensued between staff and Committee Members regarding supplies; funding; donor recognition; the flyer; distribution; food; parking information; congratulations for the work done; providing an opportunity for people to write down their background and where they are from; possibilities

for the data collected; and clarification regarding the October meeting date.

MOVED BY VICE CHAIR BANO AND SECONDED BY MEMBER RENTERIA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: RECEIVE AND FILE THE REPORT FROM THE LATINO MONTH HERITAGE EVENT AD HOC SUBCOMMITTEE WITH AMENDMENTS.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-5

**Receive a Report from the Diversity Awareness Projects Ad Hoc Subcommittee; and 2) Discuss Report and Determine Next Steps**

Chair Valverde indicated that there was nothing to report from the Diversity Awareness Projects Ad Hoc Subcommittee noting that the item would return at the next meeting.

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**Public Comment - Items NOT On the Agenda (Continued)**

Chair Valverde indicated that there was no public comment.

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**Items from Equity and Human Relations Advisory Committee Members**

Member Nweke discussed an upcoming Jazz Hands for Autism Concert at the Gloria Kaufman Performing Arts Center and she indicated that she would forward information to staff for distribution to the Committee.

Member Rona discussed the redesign of Temple Akiba; Jewish holidays; security; the effects of fear; the massacre at a synagogue in Pittsburgh five years ago; the need for a special EHRAC meeting in February; the January 31, 2024 deadline for award nominations; subcommittee recommendations; Committee

consideration and recommendation to the City Council; and creation of an ad hoc subcommittee to propose the next workplan.

Discussion ensued between staff and Committee Members regarding the ability of the Committee to go back to Item A-2 to create an ad hoc subcommittee.

MOVED BY MEMBER RONA AND SECONDED BY MEMBER NWEKE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE REOPEN ITEM A-2.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: AGUIRRE, BANO, MCBRIDE, MOSES, NWEKE, RENTERIA,  
TUTTLE, VALVERDE

NOES: NONE

ABSENT: MOAMMAR

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Item A-2  
(Continued)

**Review of the Equity and Human Relations Advisory Committee's Current Ad Hoc Subcommittees as of the August 22, 2023 Special Meeting; and (2) Discuss if There is a Need to Add Additional EHRAC Members to Existing Ad Hoc Subcommittees; and/or (3) Form New Ad Hoc Subcommittees for Projects or Events for FY 2023-24, as Deemed Appropriate; and (4) Appointment of Members Thereto**

Discussion ensued between staff and Committee Members regarding purpose of the proposed ad hoc subcommittee; creation of the January 2024 EHRAC Workplan; the annual workplan; the biannual progress report on the workplan provided to the City Council; modification of the existing workplan; providing historical background for new Members; Committee discussion of delaying events; subcommittee consideration of language for the draft report or work plan as well as Committee achievements; having a subcommittee take over the work plan process; remaining consistent with all other City bodies by maintaining the current process with staff in charge; keeping work of the ad hoc subcommittees separate from having a Committee meeting every month; making better use of time; providing information; transparency;

protocol; staff responsibilities; juggling priorities; concern with plans made and a date voted on by the Committee that changed months later; Brown Act issues with straying from the agenda item; clarification regarding responsibility for the report; and the feeling that the subcommittee is not necessary.

MOVED BY MEMBER RONA AND SECONDED BY MEMBER NWEKE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE CLOSE ITEM A-2.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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**Items from Equity and Human Relations Advisory Committee  
Members (Continued)**

Member Renteria discussed upcoming Historical Society events.

Member Moses discussed a Culver City High School program at the Kirk Douglas Theater.

Chair Valverde indicated that the incident covered in the project is what led to Federal Hate Crimes legislation for hate crimes against LGBTQ.

Vice Chair Bano received clarification that the next regular EHRAC meeting would be held in January; she requested a report from the Courageous Conversation Ad Hoc Subcommittee and the Race Relations Ad Hoc Subcommittee; and she requested an update from staff on the Bystander Intervention brochure.

Discussion ensued between staff and Committee Members regarding opening up liabilities to the City; direction to the subcommittee to focus on what the Committee wants to express; bringing in a professional to talk about bystander training; different ideas about bystander training; comments made by a public speaker during the earlier workshop; educating the community about the 211 number; companies that provide training; the original thought that the subcommittee consider changing the document to make it more specific;



having the subcommittee rethink the strategy; modifications to the original document; use of a facilitator; a request for a report at the January meeting; clarification on the schedule of upcoming meetings; work to be done by the ad hoc subcommittees; and receipt of an update on the kiosks under the Diversity Awareness Ad Hoc Subcommittee.

Committee consensus was achieved to agendaize the following items for the January 2024 meeting:

1. Receive a report from the Courageous Conversations Ad Hoc Subcommittee; and,
2. Receive a report from the Race Relations Ad Hoc Subcommittee; and,
3. Receive a report regarding the Educational Materials Ad Hoc Subcommittee; and,
4. Receive a report from the Diversity Awareness Projects Ad Hoc Subcommittee; and,
6. Receive an update from the Outreach and Communications Ad Hoc Subcommittee; and,
7. Receive an update from the Awards Ad Hoc Subcommittee; and,
8. Receive an update from the Public Events Ad Hoc Subcommittee; and,
9. Receive an update from the Budget Ad Hoc Subcommittee.

Michelle Hamilton, Senior Human Resources and Equity Manager, discussed work on equity initiatives moving forward that are separate from EHRAC; United Against Hate; the City Council Equity Ad Hoc Subcommittee; anti-hate education; and a mural unveiling in El Monte on September 30.

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**Adjournment**

There being no further business, at 10:03 P.M., the Equity and Human Relations Advisory Committee adjourned.

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Janee Prieto  
SECRETARY of the Culver City Equity and  
Human Relations Advisory Committee  
Culver City, California

APPROVED

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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.

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Jeremy Bocchino  
CITY CLERK

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Date