

Culver CITY

MEMORANDUM

DATE: February 22, 2022

TO: HONORABLE MAYOR LEE AND MEMBERS OF THE CITY COUNCIL OF THE CITY OF CULVER CITY

FROM: Chair Rebecca Rona-Tuttle and Members of the Culver City Equity and Human Relations Advisory Committee

SUBJECT: **2021 Accomplishments and 2022 Work Plans**

CC: John Nachbar, City Manager
Steven V. Pham, Administrative Services/HR Division
Stephanie Condran, Administrative Services/HR Division

On February 22, 2022, the Equity and Human Relations Advisory Committee approved the transmittal of the following information to the City Council:

Equity and Human Relations Advisory Committee July 2020 - December 2021 Accomplishments

The Equity and Human Relations Advisory Committee (EHRAC) was first appointed by City Council on June 8, 2020 and held its first meeting July 28, 2020. During its initial months, the EHRAC created and developed its approved work plan, that included a community survey and community input. The work plan was approved by the EHRAC in December 2020 and approved by City Council at the January 25, 2021 City Council meeting.

After the work plan was approved, the EHRAC undertook a number of activities; the EHRAC accomplishments include but are not limited to the following:

- Established and appointed committee members to various Ad Hoc Subcommittees to implement the tasks of the approved work plan created by the EHRAC.
- Held a number of special event meetings, as follows:
 - Held a community conversation on Hate Crimes. Marshall Wong, a Senior intergroup Relations Specialist with the Los Angeles County

Commission on Human Relations, presented a summary of the Los Angeles County's Commission on Human Relations' annual report on Hate Crimes. A question-and-answer period was also held.

- Celebrated Juneteenth as a community through poetry, music, interactive dances, and a brief history of Juneteenth. The Juneteenth celebration was planned and coordinated by Cicely Bingener, a local schoolteacher.
 - Celebrated Indigenous Peoples' Day as a community, including a native prayer in Lakota, by Kevin Locke of the Lakota tribe, who spoke and was featured in a film focused on his dancing. Charles Alvarez, tribal chairman of the Tongva people, was interviewed regarding his Native American experiences. Committee member Anissa Di Vincente presented a slide show of local Tongva historical and recognition sites, including Paul Carlson Park.
 - Held a Transgender Day of Remembrance to commemorate the seventy-two American transgender people murdered during this past year. Committee members and members of the public came together to remember, learn, and commit to ending discrimination and violence against transgender people. Caleb Green, a Culver City high school student, spoke at this event.
 - Presented a Civil Discourse Workshop to help facilitate meaningful and community-building conversations about controversial and potentially divisive matters of importance to the Culver City Community. The workshop trained participants about Civil Discourse, and participants also began to create recommended civil discourse guidelines for the community to be reviewed, completed, and approved by the EHRAC.
- Received community feedback through a community survey offered in English and Spanish, for the Spanish speaking community to better understand how the City may serve the community. The survey was distributed at Fiesta La Ballona and electronically posted to the City's website. The goal of the survey was to gain information on the Spanish speaking community preferences regarding various City departments' function, available services, and how to access such services.
 - The EHRAC's Outreach and Communication Ad Hoc Subcommittee reviewed and made recommendations regarding the Committee's webpage and City's website. One of these recommendations, upon implementation, resulted in greater access for the Spanish speaking community.

- The EHRAC's Outreach and Communication Ad Hoc Subcommittee reviewed the original Discrimination and Harassment complaint form posted on the Committee's webpage for members of the public to report complaints of discrimination by members of the City Staff. Numerous recommendations were made and revised forms in English and Spanish were posted.
- The EHRAC's Community Contributions Ad Hoc Subcommittee planned, recommended, and began implementation of the City of Culver City's Equity and Human Relations award and medallion.
- The EHRAC's Educational Materials Ad Hoc Subcommittee produced an informational flyer regarding the Committee, including the purpose and activities of the Committee.

Equity and Human Relations Advisory Committee (EHRAC) 2022 Work Plan

The Equity and Human Relations Advisory Committee members are energized by their accomplishments and enthusiastically creating the work plan for the next fiscal year. The following broad efforts are being prioritized.

1. Hold special public meetings and events on community-wide problems arising in the City that could result in intergroup tensions or discrimination because of actual or perceived biases, as well as events celebrating diversity in the community.
2. Prepare and disseminate educational and informational material related to stereotypes, prejudice, discrimination, implicit bias, microaggressions, and inequity, and ways and means of addressing such issues.
3. Continue to track and publicly report on existing and emerging related issues stemming from complaints from individuals and visitors concerning interactions with City employees, elected and appointed officials, City contractors and City volunteers
4. Continue to provide Committee liaisons to the various Culver City Commissions, Boards and Committees.
5. Continue to pursue Diversity Awareness Projects that highlight the cultural and historical aspects of Culver City.
6. Explore opportunities to address possible inequities in the City.