

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 26, 2022
7:00 P.M.

Call To Order & Roll Call

Chair Rona called the regular meeting of the Culver City Equity and Human Relations Advisory Committee to order at 7:00 P.M. in the Patacchia Conference Room at City Hall.

Members Present: Rebecca Rona-Tuttle, Chair
Carlos Valverde, Vice Chair
Samia Bano, Member
Michelle Dennis, Member*
Anissa Di Vincente, Member
Haifaa Moammar, Member
Jared Morgan, Member

*Member Dennis exited the meeting at 10:02 P.M.

Absent: London McBride, Member

Staff Present: Stephanie Condran, Human Resources Analyst

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Pledge of Allegiance

The Equity and Human Relations Advisory Committee recited the Pledge of Allegiance.

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Items from Committee Members

Vice Chair Valverde announced on a free screening of *Who We Are*, a documentary chronicling racism in America on April 30 at Robert Frost Auditorium and he shared flyers with the Committee.

Member Bano indicated that she had been fasting for Ramadan and she noted a proclamation given at the April 25 City Council meeting for National Arab American Heritage month.

Chair Rona discussed her comments made at the April 25 City Council meeting.

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Items from Staff

Stephanie Condran, Human Resources Analyst, announced the annual application period to serve on Committees, Boards, and Commissions until May 16 with applications available at www.culvercity.org/serve and additional information available by calling the City Clerk's Office at (310) 253-5851; she noted that the Youth Seat on the Committee was currently vacant; she discussed the pre-agenda meeting with the Chair; the EHRAC budget; and clarification that there are no carry-over funds for the new fiscal year.

Discussion ensued between staff and Committee Members regarding funding for the medallion and for the Asian American Storytelling event.

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Public Comment - Items NOT On the Agenda

Chair Rona discussed procedures for making public comment.

No attendees indicated wanting to speak for Items NOT On the Agenda.

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Presentations

Item P-1

Presentation from Consultant to the EHRAC on Ballot Measure Issues Survey Results

Punit Chokshi, Senior Management Analyst, introduced the item.

Rick Sklarz, FM3, provided a presentation on responses to the ballot measure issues survey; discussed methodology; comparisons between current survey results and previous survey results; shifting attitudes; results from other communities; homelessness ranked as the number one issue identified by voters; housing costs; traffic congestion; inflation; closure of small local businesses; crime; taxes; the City budget; feedback on proposed ballot measures; use of funds; the 2/3 requirement to pass the housing measure; feedback regarding paying a flat fee vs. paying based on square footage; priorities; Public Safety; infrastructure; viability of the measures; and the need for extensive outreach and education.

Discussion ensued between Mr. Sklarz, staff and Committee Members regarding survey demographics and the Gann Limit.

Chair Rona invited staff members to introduce themselves.

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Receipt of Correspondence

Stephanie Condran, Human Resources Analyst, reported that no correspondence had been received.

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Consent Calendar Items

Item C-1

Approval of Minutes for the Regular Meeting of March 22, 2022

Member Dennis asked that "Member Dennis provided background on the item;" be deleted from the bottom of page 5 of the minutes, and that "instructions given before flying" be

deleted on page 6; and she agreed to provide her marked up copy of the minutes to staff for clarity.

Additional discussion ensued between staff and Committee Members regarding clarification about comments made by Jim Clarke on page 5 that were misattributed to Member Dennis.

Member Di Vincente noted that on page 8, under Item A-5 the sentence that reads: "...with the option to renew up to three or four years..." should indicate three years instead.

THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVED MINUTES FOR THE REGULAR MEETING OF MARCH 22, 2022 AS AMENDED.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DENNIS, DI VINCENTE, MOAMMAR, MORGAN, RONA,
VALVERDE
NOES: NONE
ABSENT: MCBRIDE

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Order of the Agenda

No changes to the agenda were made.

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Action Items

Item A-1

(1) Consider a Recommendation to City Council to Amend the EHRAC Bylaws to Change the Term of the Labor Representative Seat to Allow for Up to a Three-Year Term; and (2) Provide Direction to Staff as Deemed Appropriate

Chair Rona introduced the item and invited public comment.

Stephanie Condran, Human Resources Analyst, reported that no public comment had been received.

Discussion ensued between staff and Committee Members regarding language in the EHRAC Bylaws related to the term of the Labor Representative; the staff recommendation; and adding language to allow the Labor Representative to indicate

their willingness to continue serving for a maximum of three years.

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER MORGAN THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE THE REVISED EHRAC BYLAWS FOR THE LABOR REPRESENTATIVE POSITION AS SET FORTH IN THE STAFF REPORT.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DENNIS, DI VINCENTE, MOAMMAR, MORGAN, RONA,
VALVERDE
NOES: NONE
ABSENT: MCBRIDE

Chair Rona expressed appreciation to the Subcommittee for their efforts.

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Item A-2

(1) Continued Discussion of the Report from the Civil Discourse Workshop Ad Hoc Subcommittee Regarding the Draft Recommended Civil Discourse Guidelines, and Determine Next Steps; (2) Provide Direction to Staff if Deemed Appropriate

Chair Rona introduced the item and invited public comment.

Stephanie Condran, Human Resources Analyst, reported that no public comment had been received.

Member Dennis reported on the work of the Civil Discourse Workshop Ad Hoc Subcommittee; discussed the revised draft of the Recommended Civil Discourse Guidelines; consideration at the previous EHRAC meeting; the intent to capture comments made; questions for the people involved to ask themselves to move through the situation; the desire for Committee concurrence with the new sections and approval of the release of the draft Civil Discourse Guidelines to the public and the City to allow for additional review at the next meeting; final approval for submittal to the City Council; and clarification on next steps.

Discussion ensued between staff and Committee Members regarding agreement that the first four sections are complete; additional work on the final section; the

responsibility of the person who is offended; unintentional offenses; apologizing for the impact of the action or statement; how something is received by the other person; changing the wording to be in the first person; correcting the action that has been taken; inappropriate tone or language; asking "Has anyone been offended, provoked, aggravated, insulted, or embarrassed by a statement or action?"; asking oneself whether a statement made them feel angry; being cognizant of how your statement was received by others; asking the person to explain; stating clearly any language that felt inappropriate; clarification on wording for the bullet points; use of the term triggered; and next steps.

Member Dennis read the agreed upon revisions and moved that the Committee approve them for distribution to the public and Committees, Boards and Commissions.

To return to civil discourse, ask yourself:

- Did I understand what you said?
- Am I feeling angry or frustrated by a statement I just heard?
- How was my statement received by others?
- Does it appear that someone was offended by my statement?
- Did I offend, insult, provoke, aggravate, or embarrass someone by my statement?

Additional discussion ensued between staff and Committee Members regarding the action recommended in the staff report; the subcommittee recommendation; the interim step; ensuring that the public has an opportunity to consider the guidelines; allowing active participation by the public at the July meeting; staff distribution of the guidelines; the approval process for the guidelines to be used by more than the EHRAC; staff research into guidelines to gather input; the desire for another public discussion of the guidelines; following the appropriate approval process; coordination between the subcommittee and staff; allowing for distribution to the public for the July EHRAC meeting; the importance of following the appropriate protocol; public access to the drafts with inclusion on the agenda; distribution in a way that would encourage public participation; and formulation of language to clarify that what is being distributed are draft guidelines and the guidelines are not approved and cannot be used.

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY AND HUMAN RELATIONS ADVSORY COMMITTEE APPROVE FOR PUBLIC DISTRIBUTION, THE FURTHER REVISED DRAFT CIVIL DISCOURSE GUIDELINES FOR A PUBLIC DISCUSSION OF THEM AT THE JULY MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DENNIS, DI VINCENTE, MOAMMAR, MORGAN, RONA,
VALVERDE
NOES: NONE
ABSENT: MCBRIDE

Member Dennis indicated that she would provide the revised draft to staff.

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Item A-3

(1) Discussion of the Report from the Community Contributions Ad Hoc Subcommittee Regarding the Community Contributions Award Nominees and Medallions; (2) Consider Recommending the Designated Nominees to City Council for Receipt of the Award Medallions, and (3) Provide Direction to Staff if Deemed Appropriate

Chair Rona introduced the item and invited public comment.

Stephanie Condran, Human Resources Analyst, reported that no public comment had been received.

Member Moammar provided a status update on the work of the Community Contributions Ad Hoc Subcommittee noting that the awards would be presented at the June 13 City Council meeting.

Discussion ensued between staff and Committee Members regarding issues and delays with fabrication of the medallions; clarification that the medallion reads the Equity and Human Relations Award and that the period covered is 2021; background on the candidates presented; accomplishments; longevity; operations; location of the organization vs. location of services provided; the award for the non-profit vs. for the individual; concern with awarding an individual from the same organization that is being chosen for the organizational award; consistency of service; concern with appearances; accomplishments; the ability to reapply; concern

with implications for future applications; the separate awards; diversity of recipients; and number of people served.

MOVED BY MEMBER DI VINCENTE AND SECONDED BY MEMBER DENNIS THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE SELECT LISA SKELLY TO RECEIVE THE INDIVIDUAL EQUITY AND HUMAN RELATIONS AWARD FOR 2021.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DENNIS, DI VINCENTE, MOAMMAR, MORGAN, RONA,
VALVERDE
NOES: NONE
ABSENT: MCBRIDE

MOVED BY MEMBER DI VINCENTE AND SECONDED BY MEMBER MORGAN THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE SELECT GRACE DINER TO RECEIVE THE NON-PROFIT ORGANIZATION EQUITY AND HUMAN RELATIONS AWARD FOR 2021.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DENNIS, DI VINCENTE, MOAMMAR, MORGAN, RONA,
VALVERDE
NOES: NONE
ABSENT: MCBRIDE

Additional discussion ensued between staff and Committee Members regarding next steps in the process; the difficulty of establishing a new award; acknowledgement of the work done by the Ad Hoc Subcommittees; and presentation of the awards at the June 13, 2022 City Council meeting.

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Item A-4

(1) Discussion of the Report from the Asian American Storytelling Ad Hoc Subcommittee for the Event Program; (2) Consider Approval of the Report's Recommendations and Determine Next Steps; and (3) Provide Direction to Staff if Deemed Appropriate

Chair Rona introduced the item and invited public comment.

Stephanie Condran, Human Resources Analyst, reported that no public comment had been received.

Member Bano provided an update on the work of the Asian American Storytelling Ad Hoc Subcommittee for the upcoming event in the Garden Room at Veterans Memorial Building planned for May; discussed masking requirements; planned speakers and activities; and a suggestion to hold the event at an outdoor location.

Discussion ensued between staff and Committee Members regarding the location for the event; the extensive approval process; procedures to address those members of the public who do not wish to wear masks; the ability to stand outside; the City masking policy; verification of vaccination status; requirements for outdoor events vs. indoor events; vulnerable populations; clarification that the hybrid meeting option is not available; additional consideration of guidelines by the City Council; refreshments; adding items to the agenda for the special meeting; Action Items; outreach; flyers; social media; and communication with the City Council and other Committees, Boards, and Commissions.

THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE ADOPTED THE REPORT FROM THE ASIAN AMERICAN STORYTELLING AD HOC SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DENNIS, DI VINCENTE, MOAMMAR, MORGAN, RONA,
VALVERDE
NOES: NONE
ABSENT: MCBRIDE

Additional discussion ensued between staff and Committee Members regarding making information available on the City website.

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Item A-5

(1) Discussion of the Report from the Juneteenth Ad Hoc Subcommittee Regarding the Juneteenth Program in June 2022; (2) Consider Approval of the Report's Recommendations and Determine Next Steps; and (3) Provide Direction to Staff if Deemed Appropriate

Chair Rona introduced the item and invited public comment.

Stephanie Condran, Human Resources Analyst, reported that no public comment had been received.

Chair Rona provided a report on the work of the Juneteenth Ad Hoc Subcommittee; discussed the decision to change the date of the Juneteenth celebration due to the conflict with Father's Day; the theme of the celebration; staff time; planned events; invited guests; participants; communication with Mayor Lee and the City Attorney; enhanced opportunities; collaboration; volunteers; sponsors; and food donations.

Discussion ensued between staff and Committee Members regarding the special event; the time and location of the event; and ensuring that staff is available for the date.

MOVED BY MEMBER BANO AND SECONDED BY MEMBER MORGAN THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGREE TO JUNE 18, 2022 AS THE DATE OF THE JUNETEENTH CELEBRATION.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DENNIS, DI VINCENTE, MOAMMAR, MORGAN, RONA,
VALVERDE

NOES: NONE

ABSENT: MCBRIDE

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Item A-6

(1) Discuss the Creation of a Public Events Ad Hoc Subcommittee to Plan Public Events for Fiscal Year 2022-2023; (2) (If Desired) Form a Public Events Ad Hoc Subcommittee for Fiscal Year 2022-2023 and Appoint Members Thereto; and (3) Provide Direction to Staff if Deemed Appropriate

Discussion ensued between staff and Committee Members regarding events during the current fiscal year; creation of individual ad hoc subcommittees to carry out the events; and the work plan.

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER MORGAN THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE CREATE AN AD HOC PUBLIC EVENTS SUBCOMMITTEE TO PREPARE A LIST OF POSSIBLE EVENTS FOR FISCAL YEAR 2022-2023.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DENNIS, DI VINCENTE, MOAMMAR, MORGAN, RONA,
VALVERDE
NOES: NONE
ABSENT: MCBRIDE

Member Dennis exited the meeting at 10:02 P.M.

THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPOINTED MEMBERS BANO, MOAMMAR, MORGAN AND CHAIR RONA TO THE AD HOC PUBLIC EVENTS SUBCOMMITTEE FOR FISCAL YEAR 2022-2023 EVENTS.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DI VINCENTE, MOAMMAR, MORGAN, RONA, VALVERDE
NOES: NONE
ABSENT: DENNIS, MCBRIDE

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Item A-7

(1) Discussion of a Proposed 22/23 Fiscal Year Work Plan; (2) Consider Approval of the 22/23 Fiscal Year Work Plan to be Submitted to City Council for Approval, and Determine Next Steps; and (3) Provide Direction to Staff if Deemed Appropriate

Chair Rona discussed holding a full Committee discussion of the item vs. creation of a subcommittee to formulate a work plan.

Discussion ensued between staff and Committee Members regarding the fact that creation of a subcommittee was not on the agenda; the existing work plan; continued discussion in July; allowing time for the Committee to think about the work plan for the July meeting; creation of a subcommittee in July; review of the current work plan; and the list of achievements.

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Public Comment - Items NOT On the Agenda

Chair Rona invited public comment.

Stephanie Condran, Human Resources Analyst, reported that no public comment had been received.

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Items from Equity and Human Relations Advisory Committee Members

Discussion ensued between staff and Committee Members regarding requests for endorsement of political candidates; the ability of the Committee to meet as needed; use of the term Latino vs. Hispanic; placing Action Items at the end of the May program; timing; and approval of the April EHRAC meeting minutes in July.

Additional discussion ensued between staff and Committee Members in which consensus was achieved to place the following items on the July agenda:

- Receive a report and discussion from the Listen and Learn Ad Hoc Subcommittee with an action to request staff to disseminate the Spanish survey
- Report and discussion on the Diversity Awareness Project Ad Hoc Subcommittee
- Creation of an Ad Hoc Subcommittee and appoint members thereto to honor Latino Heritage Month if it cannot go on the May agenda
- Report and discussion from the Childhood and Equity Movie Screening Ad Hoc Subcommittee
- Election of annual officers
- Continuation of the discussion of Civil Discourse Guidelines from the Civil Discourse Guidelines Ad Hoc Subcommittee
- Report back from the Public Events Subcommittee
- Discussion to consider asking the City Council to revise bylaws to hold for six regular Committee meetings rather than four
- Report from the Juneteenth Ad Hoc Subcommittee if it cannot go on the May agenda
- Review of the Bystander Intervention document

Chair Rona discussed the death of Deborah Weinrauch's cousin due to COVID and asked that the meeting be adjourned in their memory.

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Adjournment

There being no further business, at 10:32 P.M., the Equity and Human Relations Advisory Committee adjourned in memory of Deborah Weinrach's cousin to Tuesday, July 26, 2022.

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Stephanie Condran
SECRETARY of the Culver City Equity and Human Relations
Advisory Committee
Culver City, California

APPROVED

Rebecca Rona
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