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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

February 28, 2023  
6:00 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 6:03 P.M. at the Senior Center.

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

\*Member Morgan arrived at 6:27 P.M.

**Absent:** London McBride, Member

**Staff Present:** Michele Hamilton, Senior Human Resources and  
Equity Manager  
Helen Chin, Equity Analyst  
Josseline Ponce, Human Resources Technician  
Christina Burrows, Deputy City Attorney

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**Pledge of Allegiance**

Chair Valverde led the Pledge of Allegiance.

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**Items from Members/Staff**

Helen Chin, Equity Analyst, reminded everyone to use their City email addresses; she provided a budget update; reported zero harassment complaints received since the last meeting; reminded everyone that the budget submission to Dana Anderson would be on March 27, 2023; she indicated that after the current discussion, she would incorporate comments and submit the budget for consideration as part of the Human Resources work plan submission to the City Council; reported that the City Clerk had distributed the Civil Discourse Guidelines in December; she clarified that contrary to a statement made at the last meeting by Member Rona, the City Council had approved the Reparations Historical Context Study back in January; and she discussed dissolution of the Martin Luther King, Jr. Committee noting that the event had been assigned to the EHRAC for 2024 by the City Manager.

Michele Hamilton, Senior Human Resources and Equity Manager, noted several agenda items to address before the special event and she encouraged everyone to be mindful of the time.

Chair Valverde encouraged everyone to keep their reports to under two minutes; discussed decorum; the fact that meetings are public and viewed by the public; the importance of effective and civil communication; reported receipt of instructions to handle the MLK event; and he requested that Council Member Puza and Vice Mayor McMorris be invited to the March EHRAC meeting to share their vision of equity for the City.

Member Bano reported making public comment regarding the Civil Discourse Guidelines at the Parks, Recreation and Community Services Commission meeting and at the Disability Advisory Committee (DAC) meeting, and she discussed the Disability Etiquette Guide that the DAC had created in cooperation with community members.

Member Rona expressed concern that that the meeting should be more open to the public by opening the doors and she thanked Committee Members in advance for their work on the upcoming event.

Discussion ensued between staff and Committee Members regarding sound issues; clarification that the meeting is open to everyone; and Chair Valverde opened the door.

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**Public Comment - Items NOT On the Agenda**

None.

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**Receipt of Correspondence**

None.

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**Consent Calendar Items**

Item C-1

**Dissolution of the Event Focusing on Autism Ad Hoc Subcommittee of the Equity and Human Relations Advisory Committee**

MOVED BY MEMBER RONA AND SECONDED BY VICE CHAIR DI VINCENTE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE DISSOLVE THE EVENT FOCUSING ON AUTISM AD HOC SUBCOMMITTEE OF THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

NOES NONE

ABSENT: MCBRIDE, MORGAN

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**Order of the Agenda**

No changes were made.

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**Action Items**

Item A-1

**1) Receive a Verbal Report from the Community Contributions Ad Hoc Subcommittee about the Equity and Human Relations Awards; 2) Determine Next Steps; and 3) Provide Direction to Staff as Deemed Appropriate**

Member Moammar reported on the work of the Community Contributions Ad Hoc Subcommittee and discussed the medallions.

Discussion ensued between staff and Committee Members regarding procedures for Subcommittee voting; further work of the Subcommittee; and consideration of the presentation on awardees at the March meeting.

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Item A-2

**1) Receive an Update From The Diversity Awareness Projects Ad Hoc Subcommittee; 2) Determine Next Steps; and (3) Provide Direction to Staff as Deemed Appropriate**

Chair Valverde reported on the work of the Diversity Awareness Projects Ad Hoc Subcommittee; discussed staff direction to look at the projects in relation to key items; reassessment in response to staff concerns; alignment of the work plan with the kiosks; maintenance and insurance; value; collaboration with Cultural Affairs; and he indicated that the Subcommittee would provide an update in March.

Discussion ensued between staff and Committee Members regarding agreement to agendaize an update at the March meeting.

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**1) Receive a Report from the Budget Ad Hoc Subcommittee About the Proposed FY 23-24 Work Plan and Budget Request; 2) Consider Approval of the Recommendations; and 3) Provide Direction to Staff as Deemed Appropriate**

Chair Valverde reported that the Budget Ad Hoc Subcommittee had been meeting and that the deadline for submission had been moved up to March 27, 2023.

Member Dennis provided a presentation on the proposed budget; discussed proposed events and ongoing programs; information and direction to the Budget Ad Hoc Subcommittee from staff; reparations; the theme of civility; controversial issues to be addressed; providing Civil Discourse Guidelines to participants; the Latino Heritage event, Indigenous People event, Creating Economic Diversity event, and holding a workshop to practice Courageous Conversation using Civil Discourse Guidelines before holding a conversation on Race Relations in the City; the City Manager request that the EHRAC be responsible for the MLK event; the total budget; events that were considered and not recommended; the recommendation that the full Committee approve the proposed events, the theme, and the budget request; availability of more detailed information; concern that the report had not been attached to the agenda; and agreement to provide the amended narrative to staff if the Committee approves it.

Discussion ensued between staff and Committee Members regarding clarification that the budget includes the two ongoing items: the Diversity Awareness Program and the Awards; items left off the plan for consideration at a future date including Transgender Day of Remembrance, and events on Climate Justice and Sexual Harassment; and clarification on the costs for ongoing Diversity Awareness.

Member Morgan joined the meeting.

Additional discussion ensued between staff and Committee Members regarding direction from staff to reduce the number of events; direction from the City Manager that the EHRAC handle the MLK event; the focus on reparations; race relations; the program on economic diversity as a way to approach reparations; potential policy outcomes; the difficulty of bringing up reparations when there is little support for it; ignorance; painful comments; caution with

the way the subject is approached; the importance of taking extra consideration with sensitive matters with the current City Council; the invitation to Council Members McMorris and Puza to the March EHRAC meeting; direction staff has received from the City Council Equity Subcommittee; providing time for the Committee to be able to put on quality events; ensuring that events tie-in to policy and are part of Diversity, Equity and Inclusion; the suggestion to do one event per quarter; past quality of events put on by the EHRAC; the theme of civility; contentious issues to be addressed; carrying on with work to support the Civil Discourse Guidelines; policy connections and outcomes tied to each proposed event; specific content created for Fiscal Year 2023-2024; determination of specific dates; adjusting dates; the two connected events; balancing staff workload; concerns with the Diversity Awareness Project; the budget for the MLK Committee; and essential dates for the community.

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: APPROVE THE THEME OF CIVILITY WITH FIVE RECOMMENDED EVENTS IN ADDITION TO THE ONE ASSIGNED TO THE EHRAC FROM THE CITY MANAGER FOR FISCAL YEAR 2023-2024 WITH A TOTAL BUDGET REQUEST OF \$10,750.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Member Rona discussed her previous service on the Martin Luther King Jr. Committee; the previous practice of having a budget of \$5,000; and scaling down the event to accommodate the lesser budget amount.

Discussion ensued between staff and Committee Members regarding clarification from Council Members at the March EHRAC meeting; providing questions to the Committee ahead of time; equity; the invitation to Council Members; consultation with the City Clerk and the City Attorney; direction necessary from the full City Council; concern with the changes made to the MLK Celebration without any conversation; why the budget for the MLK event was reduced; the inability of the EHRAC to produce an event of the same magnitude as one that a dedicated group usually spent ten months planning; the intent to invite Council Members to discuss ideas, not to receive direction;

Committee structure; the advisory nature of the Committee; a suggestion to agendize a discussion of the MLK Celebration at the next meeting to allow staff to provide a report back on the item in more detail; the budget; what event planning would entail; an event coordinator being brought on board; facilitating communication between the EHRAC and the City Council Subcommittee; preference for a discussion, but support for a presentation from the City Council Subcommittee; appreciation to staff for their efforts in putting on events; taking staff time into consideration; the March meeting; the need to determine how to address participation by the City Council Subcommittee; the need to submit the work plan to the Human Resources Director before the next meeting; the ability of the Committee to invite the City Council Subcommittee to speak; the inadvisability of a presentation from the Subcommittee to the EHRAC due to the possibility of misconstruing comments as direction; the work plan process; providing a recommendation for City Council direction; concern with the way changes to the MLK, Jr. celebration have been handled; concern with patronizing the EHRAC; the need for an agenda item at a future meeting to allow staff to present the vision for the budget for the MLK event; clarification that the Subcommittee came up with the budget; and assumptions being made.

Helen Chin, Equity Analyst, discussed items to consider for the next meeting.

Member Rona asked for a discussion of the calendar at the next meeting.

Chair Valverde discussed working on receipt of City Council direction.

Discussion ensued between staff and Committee Members regarding working out issues and creating processes.

THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE ADJOURNED TO THE SPECIAL WORKSHOP BY COMMON PEACE AT 7:08 P.M.

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Item A-4

**Workshop by Common Peace**

The Equity and Human Relations Advisory Committee (EHRAC) presented a workshop facilitated by Candace Carnicelli from Common Peace, a Culver City-based nonprofit whose mission is to further educate on nonviolence. The workshop, The Upside of Anger - Understanding and Transformation Our Emotions, provided more understanding about anger and how it serves us, as well as ways to transform it into a power for good and connection. The event took place virtually and in person at the Senior Center and included discussion and an opportunity for audience participation.

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**Public Comment - Items NOT On the Agenda**

None.

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

None.

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**Adjournment**

There being no further business, at 9:00 P.M., the Equity and Human Relations Advisory Committee adjourned to a special meeting to be held on Tuesday, March 28, 2023 at 7:00 P.M.

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Josseline Ponce  
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