

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 25, 2023
7:00 P.M.

Call To Order & Roll Call

Chair Valverde called the regular meeting of the Culver City Equity and Human Relations Advisory Committee to order at 7:03 P.M. in the Dan Patacchia Room at City Hall.

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

*Member Dennis exited the meeting at 9:23 P.M.

Absent: Raven Bradley, Member
London McBride, Member
Jared Morgan, Member

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

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Pledge of Allegiance

Chair Valverde led the Pledge of Allegiance.

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Items from Members/Staff

Member Moammar read the proclamation for National Arab American Heritage month that she had been asked to receive.

Member Dennis reported that she had decided not to apply for reappointment in June; discussed an orchestrated and intentional effort to legislate the lives of transgender and gender non-binary people out of existence over the past year; the censure of Montana House Representative Zoey Zephyr; prohibitions affecting transgender and non-binary persons; she referenced a famous quote from World War II relating to inaction of the general population in response to what was happening to the Jewish people; and she commented on the ongoing process of transitioning from a democratic society to an authoritarian society.

Member Rona discussed Holocaust Remembrance Day; Committee consideration of the definition of antisemitism; she read the definition from the International Holocaust Remembrance Alliance accepted by 40 different countries and the United Nations (UN); she asked that all Committee Members do their best to promote any Committee events; and she encouraged everyone to that tell their friends that applications were being accepted to serve on the Committee.

Chair Valverde reported efforts to find a student representative for the EHRAC, and he indicated that he was wearing red in solidarity with the American Federation of Teachers that was engaged in a labor dispute.

Michele Hamilton, Senior Human Resources and Equity Manager, reported that Helen Chin could not present at the meeting; provided an update on harassment complaints and on the budget; reminded everyone to copy both she and Helen Chin on all correspondence; discussed term limits for Committee Members; odd and even seats; term length; opportunities to reapply; the Student seat; the Labor Representative seat; and a request from a public speaker that the Committee formalize the antisemitism statement.

Discussion ensued between staff and Committee Members regarding clarification that a statement was made rather than a resolution; the vote; a request to add an item on the May agenda to consider the adoption of a resolution amending the definition to be the International Holocaust Remembrance

Alliance definition read by Member Rona earlier in the meeting; determining how to move forward; and the statement previously made opposing anti-Asian American discrimination.

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Public Comment - Items NOT On the Agenda

Chair Valverde invited public comment.

Josseline Ponce, Human Resources Technician, indicated that no public comment had been received for Items NOT on the agenda.

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Receipt of Correspondence

Josseline Ponce, Human Resources Technician, indicated that no correspondence had been received.

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Order of the Agenda

No changes were made.

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Consent Calendar Items

Item C-1

(1) Approval of Minutes for the Special Meeting of February 28, 2023, and (2) Approval of the Minutes for the Regular Meeting of March 28, 2023

Member Rona noted that in the third paragraph on page 5 of the February minutes, the word program should be projects; and she indicated that in other places the word project should be made plural.

Member Moammar noted that reference to the Diversity Awareness Program and Awards in paragraph 4 on page 5 of the February minutes should be made singular.

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF FEBRUARY 28, 2023 AS AMENDED BY CHANGING THE REFERENCE TO DIVERSITY AWARENESS PROGRAMS TO PROJECTS, ENSURING THAT THE WORD PROJECT IS MADE PLURAL WHEN NOTED, AND STRIKING THE "S" IN AWARDS ON PAGE 5.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Member Rona indicated that the word Projects was missing from the title of Item 5 on page 7 and should read the Diversity Awareness Projects Ad Hoc Subcommittee, and that the word Project should be made plural on page 8.

MOVED BY MEMBER DENNIS AND SECONDED BY VICE CHAIR DI VINCENTE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF MARCH 28, 2023 AS AMENDED BY ADDING THE WORD PROJECTS TO DIVERSITY AWARENESS PROJECTS AD HOC SUBCOMMITTEE ON THE TITLE OF ITEM A-5, AND ADDING "S" TO THE WORD PROJECT ON PAGE 8.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DENNIS, DI VINCENTE, MOAMMAR, RONA, VALVERDE
NOES NONE
ABSENT: BRADLEY, 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 an Update from the Community Contributions Ad Hoc Subcommittee about EHRAC Awards Medallions, 2) Determine Next Steps; and 3) Provide Direction to Staff as Deemed Appropriate

Member Moammar provided an update from the Community Contributions Ad Hoc Subcommittee about EHRAC Awards Medallions.

Chair Valverde encouraged EHRAC Members to attend the May 22 City Council meeting where the medallions would be presented.

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Item A-2

1) Discuss and Develop Questions to Submit to City Staff from the EHRAC About How to Work with Other Commissions, Boards, and Committees, 2) Determine Next Steps, and 3) Provide Direction to Staff as Deemed Appropriate

Discussion ensued between staff and Committee Members regarding understanding the process to collaborate; establishing protocol; previous collaboration between bodies; the joint public meeting between the Parks, Recreation and Community Services Commission and the Advisory Committee on Housing and Homelessness; communication between staff; protocol in surrounding cities; issues that extend across functions; encouraging collaboration; the letter from the PRCS to let the EHRAC know they were infringing on their territory; writing a letter to invite a body to a joint meeting; creating a subcommittee of both bodies; communication between the Chairs of different bodies; understanding the role of the Chair; authorization for a Chair to communicate with other bodies; the ability to speak during the Public Comment portion of the meeting; guidance regarding direct written, emailed, or phone communication between CBC Members; communication with staff members of different departments on relevant topics; communication with Council Members; Brown Act rules; limits regarding sharing solicited or unsolicited information; staff concern with the amount of requests being made by the EHRAC; reducing staff workload by allowing Members to communicate directly with other bodies or staff members; asking questions to staff as

a community member; shared funding between CBCs; responsibilities; understanding rights of EHRAC Members; Brown Act training; balancing Brown Act Rules with personal freedom of speech and the roles of Committee Members; an informal conversation between an EHRAC Member and the Chair of the PRCS Commission; concern with creating a negative impact on the City; the desire of EHRAC Members to move projects forward and collaborate with other Members; the importance of including staff in the process; the need for clear protocol on collaboration between CBCs in Brown Act training; protocol vs. the Brown Act; vetting through the City Attorney's Office; laws vs. statutes vs. practices; follow up to questions; and agreement to place an Action Item on the agenda for the next meeting to receive answers to questions and discuss further.

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Item A-3

1) Discuss the Recommendation to the City Manager and the City Council to Fly the Progress Pride Flag Over City Hall During the Month of June to celebrate Pride Month, 2) Consider Approval of the Recommendation and Determine Next Steps, and 3) Provide Direction to Staff as Deemed Appropriate

Member Dennis discussed the estimated number of LGBTQAI+ individuals who may live in Culver City; organizations in the City; the number of younger people who classify themselves as gender non-conforming; and support for adopting the recommendation for the 50th anniversary.

Discussion ensued between staff and Committee Members regarding agendizing consideration of adopting a statement or a resolution; past practice of flying the old flag in the City; and the recommendation in the report.

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: RECOMMEND TO THE CITY MANAGER AND THE CITY COUNCIL THAT THE CITY FLY THE PROGRESS PRIDE FLAG AS SET FORTH IN THE STAFF REPORT AT CITY HALL IN JUNE 2023.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

ABSENT: BRADLEY, MCBRIDE, MORGAN

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Item A-4

1) Discussion of Report from Civil Discourse Guidelines Ad Hoc Subcommittee about a Distribution Plan to Organizations in Culver City; 2) Consider Approval of the Report's Recommendations and Determine Next Steps; and 3) Provide Direction to Staff as Deemed Appropriate

Member Dennis provided a report from the Civil Discourse Ad Hoc Subcommittee; discussed the intent to cultivate civil discourse; distribution of the Guidelines; authorization of the subcommittee to use the proposed cover email text to distribute the Guidelines to City organizations; and clarification that there would be no cost to the City.

Discussion ensued between staff and Committee Members regarding identification of City organizations; creation of a spreadsheet with information; non-profits; research; publicly available information; review of information provided; inclusion of email addresses; student government; fostering civil discourse; the cover letter; who the organizations would share the Guidelines with; distribution to organizations and businesses; use of the word "colleagues" to cover everyone who the Guidelines would be shared with; and sharing the recommended Guidelines with the community.

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: AUTHORIZE THE SUBCOMMITTEE TO PROCEED CONTINGENT UPON SUBSEQUENT FINAL STAFF APPROVAL AT THE MAY EHRAC MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-5

1) Receive a Report from the Seniors Event Ad Hoc Subcommittee about the All-Ages Event on Ageism in May; 2) Determine Next Steps; and 3) Provide Direction to Staff as Deemed Appropriate

Vice Chair Di Vincente discussed confirmed panelists noting that the subcommittee had chosen to retain the existing date.

Discussion ensued between staff and Committee Members regarding location; set up; seating arrangements; the projector and screen; the need to call a special meeting; agenda items; the live-stream; Webex; refreshments; the suggestion to hold the regular meeting after the event; clarification that there is no guarantee that the event would end on time; making accommodations for seniors; allowing the opportunity for people to socialize afterwards; potential start times; geriatrician Louise Aronson; self-perception; ageism; discrimination; marginalization; stereotypes; prejudice; agreement to make the event from 6:00 P.M. - 8:00 P.M. with the Committee meeting from 8:00 P.M. - 9:00 P.M.; clarification that the room is only available until 9:00 P.M.; whether a walk-through is necessary; the meeting flier; encouragement for young people to attend the meeting; and Vote 16.

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Public Comment - Items NOT On the Agenda

Chair Valverde invited public comment.

Josseline Ponce, Human Resources Technician, indicated that no public comment had been received for Items NOT on the agenda.

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Items from Equity and Human Relations Advisory Committee Members

Committee Member Dennis discussed the definition of antisemitism as read earlier in the meeting, and she asked that the EHRAC agendize consideration of requesting that the City Council adopt a resolution condemning antisemitism per the International Holocaust Remembrance Alliance definition.

Discussion ensued between staff and Committee Members regarding amending the earlier statement; use of the new definition; creation of a subcommittee to work to put the definition with a statement; timing; the process; the transgender statement from Member Dennis; creation of an ad hoc subcommittee to develop protocol and logistics for promotion of events; creation of a subcommittee to plan for Latino Heritage month; agenda items for the May and June meetings; the Diversity Awareness project; the short agenda for May; the potential to roll over items to June; a suggestion to invite Member McBride to make a presentation on revisions to training for police cadets in response to George Floyd and other incidents; making a recommendation that the City Council create a Culver City Police Community Center; continuing the discussion about working with other CBCs after additional input from staff; receipt of a report on the status of the Bystander Intervention Training under items from staff; staff update on communication between CBCs in May for potential subcommittee creation in June; and rolling over agenda items that require further research and discussion.

MOVED BY MEMBER RONA AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE THE FOLLOWING ITEMS FOR THE MAY EHRAC MEETING:

1. THE LGBTQIA DISCUSSION ON THE FLAG AND ADOPTION OF A STATEMENT; AND,
2. AMENDMENT OF THE PREVIOUS EHRAC STATEMENT CONDEMNING ANTI-SEMITISM WITH THE INTERNATIONAL HOLOCAUST REMEMBRANCE ALLIANCE DEFINITION PROVIDED BY MEMBER RONA; AND,
3. CONSIDERATION OF A PRESENTATION FROM MEMBER MCBRIDE ON REVISIONS TO POLICE CADET TRAINING; AND,
4. UPDATE ON QUESTIONS REGARDING THE BROWN ACT AND COLLABORATION WITH OTHER CBCS; AND,
5. STAFF REPORT ON THE AD HOC DIVERSITY AWARENESS PROJECT; AND,
6. DISCUSSION ON DISTRIBUTION OF CIVIL DISCOURSE TRAINING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

ABSENT: BRADLEY, MCBRIDE, MORGAN

Member Dennis exited the meeting.

MOVED BY VICE CHAIR DI VINCENTE AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE THE FOLLOWING ITEMS FOR THE JUNE EHRAC MEETING:

1. PRESENTATION FROM MEMBER MCBRIDE ON REVISIONS TO POLICE CADET TRAINING; AND,
2. CONSIDERATION OF DEVELOPMENT OF A POLICE COMMUNITY CENTER; AND,
3. AD HOC COMMITTEE DISSOLUTION AND DEVELOPMENT; AND,
4. CONTINUE DISCUSSION REGARDING EHRAC QUESTIONS; AND,
5. STATUS REPORT ON BYSTANDER INTERVENTION TRAINING; AND,
6. STATUS OF RECOGNIZING AND PREVENTING HARASSMENT AND DISCRIMINATION; AND,
7. CONSIDERATION OF CREATING AN AD HOC SUBCOMMITTEE TO DEVELOP PROTOCOL FOR LOGISTICS AND PROMOTION OF COMMITTEE EVENTS.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Member Moammar indicated that she would not be present for the June meeting.

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Adjournment

There being no further business, at 9:35 P.M., the Equity and Human Relations Advisory Committee adjourned.

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Josseline Ponce
SECRETARY of the Culver City Equity and Human Relations
Advisory Committee
Culver City, California

APPROVED

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.

Jeremy Bocchino
CITY CLERK

Date