

Summary

ESTABLISHMENT of A CULVER CITY HUMAN RELATIONS COMMITTEE

TO BE PROPOSED BY

THE CULVER CITY HUMAN RELATIONS WORK GROUP

JANUARY 28, 2019

IN THE WORDS OF DR. MARTIN LUTHER KING, JR.

Make a career of humanity. You will make a better person of yourself, a better nation of your country, and a better world in which to live.

MAJOR GOALS of THE HUMAN RELATIONS COMMITTEE

We propose that the major goals of the Human Relations Committee be:

- to help embrace the rich diversity of the people who live and work in our City and who visit here
- to create a safe space for residents to describe issues they have experienced in the community
- to enable people to easily report incidents of discrimination on the part of city employees, contractors and volunteers
- to seek peaceful and respectful resolution of human relations issues impacting residents and visitors
- to foster a sense of safety and respect for everyone in the community

Therefore, the Committee will focus on the City's strengths, while also working to resolve problems.

APPRECIATION OF DIVERSITY AND INCLUSION

The Committee will encourage positive interaction between people by promoting an appreciation of diversity and inclusion. It will facilitate and plan:

- Community dialogue
- Cultural and educational programs
- Forums and workshops
- Trainings

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COLLABORATION—THE COMMITTEE’S MOST IMPORTANT TOOL

Collaboration will be the Committee’s most important tool. Collaboration between the Committee and:

- The City Council
- The City Manager’s Office and City Attorney’s Office
- The Police Department
- The Fire Department
- All other city departments
- City commissions and committees
- The Culver City Unified School district
- Civic and business groups
- Religious institutions
- Businesses

PREVENTING AND RESPONDING TO DISCRIMINATION

Residents and non-residents have complained that they have been objects of discrimination, at times by city staff, at other times by fellow residents.

The Committee will aim to prevent intercultural tension, bullying, hate incidents and hate crimes.

The Committee will address issues of bias, stereotyping, prejudice and discrimination based on:

- Race
- Ethnicity
- National origin
- Religion
- Gender
- Sexual orientation
- Gender identity
- Age
- Disability
- Class
- Any other arbitrary factor

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METHODS

The Committee will create a variety of opportunities for people to report an act of discrimination on the part of any city employee, contractor or volunteer and to seek a resolution. The means of reporting will be communicated widely.

Committee members will recruit trained mediators who will assist members of the public to resolve conflicts between themselves and city employees, contractors and volunteers.

Members will evaluate various programs of human relations training and recommend appropriate training to city staff and other entities.

The Committee will review existing city policies as they relate to human relations, suggest revisions where appropriate and recommend new policies.

The Committee will be assisted by a current staff member who will serve on a part-time basis as the human relations representative.

COMPOSITION OF THE HUMAN RELATIONS COMMITTEE

The Human Relations Committee will be composed of seven members, representing Culver City's diverse community. They will be appointed by the City Council.

MEMBERS OF THE CULVER CITY HUMAN RELATIONS WORK GROUP

Alan Rudoff
Alba Navas
Amber Harris
Bea Dyball
Carlene Brown
Donna Kent
Rev. Floyd McKeithen
Gary Silbiger
Haifaa Moammar
Rev. Janet McKeithen
Julissa Gutierrez
Kimberly Ferguson
Leah Pressman
Linda Childs
Michelle Dennis
Michael Hudson
Paul Green
Rebecca Rona-Tuttle
Rick Tuttle
Rosemary Quintero
Samia Bano
Steven Fisher
Summer McBride