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CULVER CITY EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE

REGULAR MEETING OF THE
CULVER CITY EQUITY AND
HUMAN RELATIONS ADVISORY COMMITTEE
CULVER CITY, CALIFORNIA

August 25, 2020
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. via WebEx Events.

Members Present: Rebecca Rona, Chair
Carlos Valverde, Vice Chair
Samia Bano, Member
Michelle Dennis, Member
Kira Grimes, Member
Luis Martinez, Member
Jared Morgan, Member
London McBride, Member
Haifaa Moammar, Member

Staff Present: Mily Huntley, Human Resources and Equity
Manager
Serena Wright-Black, Assistant City
Manager
Lisa Vidra, Senior Deputy City Attorney
Stephanie Condran, Human Resources Analyst

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Pledge of Allegiance

Member Morgan led the Pledge of Allegiance.

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Stephanie Condran, Human Resources Analyst, discussed procedures for making public comment.

Chair Rona discussed transparency and the importance of being able to see all Members; expressed appreciation to staff for their help; she indicated that she would like the opportunity for Members to make announcements at the start of each meeting; and she invited everyone to see *The Dreamers* on August 29, a play narrated by Council Member Daniel Lee to commemorate the March on Washington.

Vice Chair Valverde discussed the 50th anniversary of the Chicano Moratorium on August 29 and he invited everyone to find further information on the UCLA website to become more educated.

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Public Comment for Items NOT On the Agenda

Lisa Vidra, Senior Deputy City Attorney, clarified that the chat function is for technical issues or for members of the public to indicate that they would like to speak, but not for Committee Members to speak to each other.

Chair Rona invited public comment.

The following members of the public addressed the Committee:

Carlene Brown reported that she had previously addressed the City Council to ask that Lieutenant Martinez be removed from the Committee due to his involvement in a 2013 wrongful death, but she reported a change in her views, to embrace his participation as an opportunity to transform the community through the practice of restorative justice; she discussed repairing harm caused by criminal behavior; and she suggested that perhaps Lt. Martinez could become a model for transforming policing culture.

Sebastian Hernandez, Culver City Action Network (CCAN), read an excerpt from the case against Luis Martinez.

Ana Gonzalez expressed concern that Luis Martinez was not fit to serve as Labor Representative to a board that is tasked with evaluating instances of racial prejudice; discussed the promotion of Lt. Martinez following the murder of Lejoy Grissom; Qualified Immunity; failure of the justice system; she asserted that the Culver City Police Department (CCPD) needed to provide better training; and she asked that Lt. Hernandez be removed, with a qualified BIPOC Member appointed instead.

Vitania Benian, POC for Change, discussed the appointment of Luis Martinez as Labor Representative to the EHRAC; the quality of being fair and impartial; the history of police institutions; privilege; and she asked that Lt. Martinez resign.

Noshine Maoung discussed the death of Lejoy Grissom and found the appointment of Luis Martinez to the EHRAC unacceptable.

Mischa Burton discussed the murder of Lejoy Grissom; Qualified Immunity; the failure of the justice system; and she asserted that the appointment of Luis Martinez as Labor Representative of the EHRAC was not appropriate and she wanted to see an appropriate appointment made.

Chair Rona noted that Member Martinez was not on trial; discussed the selection process; skills brought to the Committee; acknowledged the distressing time; noted the valuable work to be done by the Committee; and she hoped that things could be put behind them with the best expected of every Committee Member.

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Receipt and File Correspondence

Mily Huntley, Human Resources and Equity Manager, indicated that correspondence received would not be read into the record as it had been distributed to Committee Members.

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Consent Calendar Items

Item C-1

Approval of Minutes for the Regular Meeting of July 28, 2020

Lisa Vidra, Senior Deputy City Attorney, indicated the need to correct a typographical error.

Member Moammar noted that her name had been misspelled on page 5.

MOVED BY VICE CHAIR VALVERDE, SECONDED BY MEMBER BANO AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF JULY 28, 2020 AS CORRECTED.

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Order of the Agenda

No changes were made.

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Action Items

Item A-1

Diversity, Equity and Inclusion Training by Sahar Consulting, LLC

Chair Rona invited public comment.

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

Chair Rona introduced the item and presenter.

Sahar Andrade, Sahar Consulting, asked participants to consider the question of whether everyone is biased; discussed the definition of equity and inclusion; differences between equity and equality; the definition of unconscious bias; neuroscience; first impressions and priming; perceptions and solutions; micro-aggression; identity triggers; acknowledging bias; anger; demographic

traits; diversity; unique characteristics; differences and similarities; asset building; acknowledging that representation is not necessarily inclusion; ensuring that everyone feels welcomed and valued; creating spaces to amplify voices; inclusive behaviors; providing different representation on the Committee; distribution of resources; implicit bias; inherited patterns and behaviors; the natural tendency to stay with what one is used to; social categorization; subconscious control of the brain; intuition; blind spots; fault vs. responsibility; minimizing bias; the need for a mind shift; the instinct to work against diversity; translating differences as danger; treating symptoms rather than root causes; perceptions vs. reality; unexamined behavior; internal bias; imposing views onto someone else; intrinsic bias; disregarding information; working to prove your theory vs. having an open mind; selective consumption of information; and the tendency to change if little is at stake.

Sahar Andrade, Sahar Consulting, led Committee Members in group activities and discussion ensued regarding who people consider the most trusted people in their lives; gender vs. physical structure; the natural gravitation toward commonality; stereotypes; cultural identifiers; and building empathy to minimize bias and prejudice.

Sahar Andrade, Sahar Consulting, continued her presentation discussing the Law of Similarity; the Rule of Proximity; the reptilian brain vs. the mammalian brain; parts of the brain that work against each other; survival instincts; the thinking brain; disconnecting the survival brain; ethnocentricity; being different; judging people by our own standards; affinity groups; the neuropsychology of "in" groups; people who respond positively or agree with you; "out" groups; unconscious bias against women leaders; gender inequality; second generation bias; removing names from resumes to remove unconscious bias; disability bias; sexual bias; beauty bias; first impressions; the fact that discrimination leads to racism; the importance of eliminating unconscious bias; the fact that differences are more perceived than similarities; priming; Google's bear vs. wolf analysis; shortcuts in the brain; solutions; self-awareness; diversity and inclusion; the Implicit Association Test; identifying blind spots; knee-jerk reactions; acknowledgement that bias is normal and decision making should be slowed down; assumptions of what is acceptable; judging by intentions vs. judging by words or

actions; education about other cultures; being open to differences; exercising empathy; inclusive leadership; ensuring that people are not blamed or shamed for bias, but rather are educated; tolerance; acceptance; allowing for differences; understanding that people do the best they know how; common logic; common practice; creating a culture of inclusion; multidimensional feedback; identification of common ground; examination of bylaws and job descriptions for bias; hiring someone who is culturally fit; minimizing risks by using a diverse panel or committee; the importance of developing the empathy muscle; individual responsibility not to discriminate; and reverse engineering acceptance.

Discussion ensued between Ms. Andrade, staff and Committee Members regarding overcoming resistance; incremental change; communication using "I" statements; not telling people what they need to do; ensuring that people do not feel attacked; empathy vs. compassion; taking half a minute to detach from the survival brain; brain regeneration; creation of new pathways and new habits; the importance of empathy and other perspectives; breathing exercises; identifying triggers; evolving; hidden agendas; bias; the importance of being reminded to be aware; finding out rather than making assumptions; looking for commonalities; finding a positive way to approach people and bond; going beyond tolerance to acceptance; the basis that diversity is judged on; the Government Alliance on Race and Equity (GARE); the importance of inclusion; the responsibility to make change; new dimensions to unconscious bias; understanding that there is so much that we do not know; the three different sides of the truth; trusted individuals; what it means to be inclusive and aware of differences and similarities; reenforcing the need to check biases; the importance of being a nice person; wanting the outcome of a situation to come out in your favor; the importance of respect for others; using the training to inform decision making; and appreciation for the presentation.

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Continued (1) Discussion of Ad Hoc Outreach Subcommittee's Recommendations to Secure Public Input in the Development of the Work Plan (2) Discussion and Approval of Fiscal Year 20/21 Work Plan; (3) Discussion of the Possible Creation of Subcommittees; (4) (If Desired) Creation of Subcommittees; (5) (If Desired) Appointment of Members to Such Subcommittees; and (6) Direction to Staff to Submit the Work Plan to City Council for Approval as Appropriate

Member Dennis discussed the Ad Hoc Outreach Subcommittee's recommendations to secure public input in the development of the work plan; the intent to maximize public input to the workplan; support for multiple methods to provide input; the ability to provide input anonymously; availability of information in Spanish and English; providing open and structured pathways for input; full Committee approval of the public input guidelines and recommendations set forth in the report; a proposed public input session on September 22; and a request that staff implement recommendations and follow guidelines, including the recommended survey to be made available to the public.

Discussion ensued between staff and Committee Members regarding support for the work of the Ad Hoc Outreach Subcommittee; the importance of receiving the maximum degree of public input; timing of the proposed meeting; having Committee Members take an active role in obtaining feedback; concern with public comment being disregarded; establishing a way to respond to community feedback; explaining public process and how complaints will be addressed; concerns raised regarding Member Martinez; the confluence of factors; the recommendation not to engage with speakers; strong emotions; the difficulty of resolution; concern with discussing an item that is not on the agenda; Brown Act issues; the inability to discuss Items Not on the Agenda; back and forth communication with the public; public comment; clarification regarding what is covered under Items from Committee Members; receiving consensus regarding future agenda items; Committee bylaws and purview; approval of subcommittee recommendations with the proviso that staff determine whether they can accommodate the timeframe for the September meeting; regular outreach methods; the Public Safety Review Project survey; and comparing current communication methods with

the long list of recommendations from the Ad Hoc Outreach Subcommittee.

Member Dennis proposed a motion that the Committee approve the Ad Hoc Outreach Subcommittee recommendations on page 2 of the staff report. Member Morgan seconded the motion.

Discussion ensued between staff and Committee Members regarding procedure; potential delays if changes are made; current outreach; costs for certain methods; staff time; methods that the City does not already use but would not be too expensive; having the Ad Hoc Outreach Subcommittee meet with staff and return with a revised report; a suggestion to move forward with recommendations with the understanding that they are just recommendations that the City staff can do their best with; and delegation of authority to the Ad Hoc Outreach Subcommittee to revise recommendations after meeting with staff and not to delay another month by having to return to the Committee.

Member Dennis modified the motion to have the Equity and Human Relations Advisory Committee approve the recommendations set forth in the report and grant authority to the Ad Hoc Outreach Subcommittee to agree to modifications based on staff input. Member Morgan accepted the modification.

Serena Wright-Black, Assistant City Manager, acknowledged clear guidance and draft survey questions provided by the Ad Hoc Outreach Subcommittee; noted that the Committee is an advisory body and had provided sufficient information for staff to proceed; discussed the budget; mailing costs; and Committee assistance with dissemination of the surveys.

Member Dennis modified the motion to indicate that the Equity and Human Relations Advisory Committee would approve the recommendations of the Ad Hoc Outreach Subcommittee with the exception of mailing of notices by U.S. Mail to all City residents. Member Morgan accepted the modification.

MOVED BY MEMBER DENNIS, SECONDED BY MEMBER MORGAN AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE RECOMMENDATIONS OF THE AD HOC OUTREACH SUBCOMMITTEE TO SECURE PUBLIC INPUT IN THE DEVELOPMENT OF THE WORK PLAN WITH THE EXCEPTION OF MAILING NOTICE TO ALL CITY RESIDENTS BY U.S. MAIL.

Additional discussion ensued between staff and Committee Members regarding a suggestion that the Ad Hoc Outreach Subcommittee take on the role of communication; the bylaws; extending the scope of the Ad Hoc Outreach Subcommittee; purpose and objectives; a suggestion to establish an Ad Hoc Work Plan Subcommittee; creation of the workplan using community input; workplans of other cities; structure; content; gathering input at the September meeting and continuing into the October meeting if need be; whether to wait for the next meeting to make recommendations; educating the community through events and activities; creating an ad hoc committee to look into community dialogues and events; promotion of ongoing events that relate to equity and inclusion; establishing criteria; defining specifically what is going to be done for whom; establishing ways to measure and quantify results; achievability; relevancy; effectiveness; when to know that something is accomplished and done; the need for public input to answer questions; relevance; the critical nature of public input; acting strategically; ensuring that the workplan reflects the criteria; the importance of the process; diversification in hiring practices; the community survey; prioritizing items; addressing policies rooted in racism and discrimination; the process for addressing complaints from the community; the mission of the Committee to respond to the public; distribution of the survey; dissemination of poll type survey questions; determination of preferred topics of conversation; and formation of a subcommittee to compile and analyze information collected by the Ad Hoc Outreach Subcommittee including survey data, and workplan recommendations.

Chair Rona proposed a motion to form an Ad Hoc Workplan Subcommittee to address input from the September meeting, as well as survey results, and return to the Committee with draft recommendations.

Serena Wright Black, Assistant City Manager discussed the role of staff to provide administrative support; receipt of public comment; the practice of synthesizing and summarizing public comment; survey results presented at the September meeting for Committee Members to consider; information from Committee Members; and in-person information received at the September meeting.

Chair Rona noted that the Ad Hoc Workplan Subcommittee would synthesize all information gathered as well as any input at the September Committee.

MOVED BY CHAIR RONA, SECONDED BY MEMBER DENNIS AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY ESTABLISH AN AD HOC WORKPLAN SUBCOMMITTEE TO ADDRESS THE INPUT FROM THE SEPTEMBER MEETING AS WELL AS RESULTS FROM THE SURVEY.

Stephanie Condran, Human Resources Analyst, indicated that public comment had been received, but that the speaker was no longer in the meeting.

Chair Rona asked staff to reach out to the speaker and request that they to return to make their comments in September as the item would continue to be discussed at that meeting.

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Public Comment for Items NOT On the Agenda (Continued)

Mily Huntley, Human Resources and Equity Manager, indicated that no additional public comment had been received.

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Items from Staff

Mily Huntley, Human Resources and Equity Manager, discussed complaints made since the last meeting; reported difficulty attaching the report to the meeting agenda; noted that the information would be emailed to Committee Members; she displayed the complaint; and she discussed the details of the complaint and the process.

Discussion ensued between staff and Committee Members regarding the investigation process for complaints against the police department; staff agreement to provide the portion of the penal code that applies to the situation; the role of the Committee to be available to complainants to provide a guide and a place to be heard; having CCPD engage in the Human Relations; the current process; the potential for complainants to feel concern with taking on a large, bureaucratic structure; defining the role of the Committee; providing a Human Relations role, rather than an

investigative role; clarification that the complainant is a resident; awareness of the complaint through social media; Community Connect; utilizing the Public Comment portion of the meeting to hear complaints; finding the balance of addressing complaints legally, within City parameters as opposed to hearing complaints on social media; an observation that the Committee cannot solely rely on people attending Committee Meetings in order to make complaints; the importance of providing an anonymous process; and Committee review of the complaint form.

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Items from Equity and Human Relations Advisory Committee Members

Member Dennis expressed empathy for the people who spoke at the beginning of the meeting; discussed policy; composition of the Committee; Committee purview; responsibility of the Committee to guide people who need help; City Council purview; and concern that complainants be heard in the proper body.

Discussion ensued between staff and Committee Members regarding the role of the Committee; guiding people to where they can find resolution; and forwarding recommendations to the City Council.

Vice Chair Valverde read the following quote from Daisaku Ikeda: "Whatever our ethnicity, whatever our religion, we all have families we love; there is a future we all want to protect. And no human being can escape the eternal rhythms of life: birth, aging, sickness, death. When we are grounded in this most fundamental perspective of the commonality of our lives, we can rise above any differences and without fail achieve empathy and dialogue."

Chair Rona asked that the quote be included in the minutes and requested a copy of the slides from the training.

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Adjournment

There being no further business, at 11:16 P.M., the Equity and Human Relations Advisory Committee adjourned to September 22, 2020.

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Mily Huntley
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 Green
CITY CLERK

Date