

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

September 22, 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.

Members Present: Rebecca Rona, Chair
Carlos Valverde, Vice Chair
Samia Bano, Member
Michelle Dennis, Member
Kira Grimes, Member
Luis Martinez, Member
London McBride, Member
Haifaa Moammar, Member
Jared Morgan, 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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Chair Rona indicated that Announcements from Members would follow the Pledge of Allegiance.

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Pledge of Allegiance

Member Dennis led the Pledge of Allegiance.

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Announcements from Members

Chair Rona indicated that the time between Rosh Hashana and Yom Kippur was the time to make apologies to anyone whom they believe to have harmed during the course of the year, and she read a quote: "Justice, justice, you shall pursue."

Member Morgan read a quote from Malcolm X: "We need more light about each other. Light creates understanding, understanding creates love, love creates patience, and patience creates unity."

Vice Chair Valverde recognized Latino Heritage month from September 15 - October 15; discussed observing the occasion at school; and celebrations of independence by Latin American countries on September 15 and 16.

Member Moammar offered to provide information on the Association of Human Relations Organizations to anyone who expressed interest.

Member Dennis discussed matters recently in the press and the item to be considered on the agenda.

Member Bano discussed virtual interfaith storytelling programs hosted by Human Assistance and Development International, a non-profit organization in Culver City.

Member Martinez discussed Salvadoran Independence Day noting that El Salvador was his home country.

Chair Rona indicated that Members would have the opportunity to make announcements at each meeting.

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Public Comment for Items NOT On the Agenda

Chair Rona discussed The Brown Act; indicated that any Committee Member could be reached by email; and she invited public comment.

The following members of the public addressed the Committee:

Kimberly Ferguson discussed efforts to establish the Committee; the mission; acting as a liaison and a sounding board between the City and the community; real or perceived discrimination or mistreatment; public comment against the appointment of Luis Martinez; availability of transcripts for public review; allowing actions for the viability of the Committee and for community acceptance of the Committee as trustworthy and working fairly in all situations, including potential cases that may involve the police; staff altercations with the public; and allowing Member Martinez to discuss his reasons for applying to the position.

Carlene Brown discussed the appointment of Member Martinez; the students who spoke at the City Council meeting; the need to remember Lejoy Grissom; qualified immunity; the process for the appointment; transparency; comments made about protecting Culver City renters; preserving the fabric of the community; and appreciation to the students and Council Members who are looking for a way to repair the situation.

Karlo Silbiger provided background on himself; congratulated new Committee Members; discussed beginning preparations by the Committee on Homelessness to discuss the issue of housing and historical imbalances as it relates to race; effects of discriminatory policies; ensuring that racism in housing does not happen again; and the need for serious discussion and potential coordination between the Committee on Homelessness, the General Plan Advisory Committee and the Equity and Human Relations Advisory Committee (ERAF).

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Receipt and File Correspondence

Mily Huntley, Human Resources and Equity Manager, indicated that one piece of correspondence had been received and had been distributed to Committee Members regarding establishing Culver City Community Mental Health Centers, helping people and giving them hope.

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Consent Calendar Items

Item C-1

Approval of Minutes for the Regular Meeting of August 25, 2020

MOVED BY MEMBER MOAMMAR, SECONDED BY MEMBER BANO AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF AUGUST 25, 2020 AS SUBMITTED.

Chair Rona expressed appreciation for the detailed minutes.

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Order of the Agenda

Chair Rona moved Announcements from Members to after the Pledge of Allegiance.

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Action Items

Item A-1

(1) Receive Public Input on Fiscal Year 20-21 Work Plan Activities (2) Review and Discuss Results from the Community Survey; (3) (If Desired) Appoint Members to the Ad Hoc Work Plan Subcommittee; and (4) (If Desired) Make Recommendations to City Council on Proposed Work Plan for Fiscal Year 20-21

Chair Rona invited public comment.

The following members of the public addressed the Committee:

Carlene Brown reiterated comments from an earlier meeting that restorative justice should be front and center, especially given the appointment of Member Martinez; discussed addressing and repairing harm; the civil trial; and allowing relationships and the community to transform.

Chair Rona indicated that the Ad Hoc Work Plan Subcommittee would likely consider restorative justice.

Paula Amezola de Herrera provided background on herself; reported that she was running for Culver City School Board (CCUSD); discussed her commitment to improving the fabric of the community and ensuring that everyone is heard and has a voice; congratulated the Committee on their formation; suggested that the Committee hold Community Conversations; discussed renter protections; sexual harassment; the ban on adult soccer in City parks; and ensuring equal access for all people.

Gary Silbiger noted that the City took two decades to establish the Committee; wanted to see the City look at community activities; discussed the Martin Luther King Jr. Celebration Committee; his service as Mayor and Council Member; establishing a Cesar Chavez celebration; education; offering a variety of events each year; built-in racism and prejudice in society; special events; and staff training.

Kimberly Ferguson expressed support for comments made by former Mayor Silbiger and she wanted to see informative programming for the community on how to address issues.

Chair Rona reported that the Ad Hoc Outreach Subcommittee had prepared a set of recommendations that the EHRAC and the City had used to produce a public survey on relevant items.

Mily Huntley, Human Resources and Equity Manager, provided an overview of the community survey distribution and results.

Discussion ensued between staff and Committee Members regarding community survey results; missing responses from non-English speakers; the large number of people who do not file reports; providing clear methods for safe reporting of incidents; the importance of addressing people who don't feel safe reporting; adverse effects on the community; student concerns with school structure; unfair treatment and racism; a suggestion to sponsor study groups; potential collaboration with the School Board Subcommittee to provide programming; the importance of student input; the need for restructuring school functions; Committee purview; work of the School District over the past two years on a comprehensive plan to address equity and access; opposing perspectives; finding common ground; protected categories; Committee liaisons; collaboration with the Committee on Homelessness; providing a voice for the homeless; the importance of making it clear how people can communicate issues with the Committee; establishing a Communications Subcommittee; violent crime in

homeless encampments; the need to address issues; offering Spanish translation of the survey; groundwork to access Spanish speakers; promotion and distribution of physical surveys in parks and at City Hall; establishing guidelines for community gatherings and conversations; ensuring that impacted individuals participate; shifting the way that cities relate to citizens; active engagement; the need to help people understand how the City works; The Brown Act; appreciation for the clarification regarding the inability to respond to Items Not on the Agenda; programming to allow people to get to know City staff; outreach done by the Police Department; bumping of heads and division within Culver City leadership; setting a good example; whether the Committee has the capacity to address homelessness; work to change the system; working within strengths; advocating for the homeless by educating the public; thinking of new possibilities; focusing on the well-being of the entire community; increasing quality of life; improving personal interactions; making a contribution to the City; the joint meeting between the Committee on Homelessness and the Parks, Recreation and Community Services Commission; hearing from affected parties; creating a platform for formerly homeless people to be heard; and appointments to the Ad Hoc Work Plan Subcommittee.

MOVED BY CHAIR RONA, SECONDED BY MEMBER DENNIS AND UNANIMOUSLY CARRIED, THAT THE EQUITY & HUMAN RELATIONS ADVISORY COMMITTEE: APPOINT VICE CHAIR VALVERDE AND MEMBERS GRIMES, MOAMMAR, AND MORGAN TO THE AD HOC WORK PLAN SUBCOMMITTEE.

Additional discussion ensued between staff and Members regarding shortening the name of the Committee; removing the word "advisory" as all committees are advisory; increasing the purview of the Outreach Subcommittee to include Communication; the Work Plan Subcommittee; content of Committee Bylaws; review of work plans from other cities; and establishing a point person on the Work Plan Subcommittee to interact with staff.

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Public Comment for Items NOT On the Agenda (Continued)

Chair Rona invited public participation.

The following members of the public addressed the Committee:

Will Rickards expressed appreciation to the Committee for their efforts and discussed his work with Vice Chair Valverde on the Parks, Recreation and Community Services Commission event "Growing Up Intercultural in Culver City."

Donna Kent discussed the process to report a complaint and people who might like to remain anonymous.

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Items from Staff

Lisa Vidra, Senior Deputy City Attorney, indicated that per the request of the Committee at the previous meeting, the agenda packet included the Police Department policy for personnel complaints as well as the legal authority for conducting internal investigations and the Police Officer's Bill of Rights, and she indicated that members of the public could request the information from staff if interested.

Chair Rona received Committee consensus to agendize a presentation to explain the complaint process and differences between regular City staff and Police Department staff, and to invite Lieutenant Pete Hernandez of the Professional Standards Unit to speak about the process.

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Items from Equity and Human Relations Advisory Committee Members

Member Dennis discussed the Public Comment period for Housing and Urban Development (HUD) rule changes regarding shelters that would require transgender human beings to stay in shelters that correspond to their gender at birth; difficulty finding shelter; organizations fighting the change; recent articles on transgender and gender non-binary people; and gender creative parenting.

Discussion ensued between staff and Committee Members regarding the need for education about terminology and life experience of transgender and gender non-binary people; a recent online forum on hate violence in California; taking the opportunity to provide information on transgender and gender non-binary people to the community; the number of transgender and gender non-binary people in the country;

information compiled by the Los Angeles County Commission on Human Relations and support for the Work Plan Subcommittee to contact them; and available resources.

Chair Rona proposed a motion to make changes to the process by which the Labor Representative is appointed to the Committee and once approved, take the recommendations to the City Council. Member Bano seconded the motion and the discussion continued.

Serena Wright-Black, Assistant City Manager, reported that the City Council had discussed the matter at the August 24, 2020 meeting with agreement that the City Council Equity Subcommittee would reconsider the process for appointments to all Committees, Boards and Commissions.

Additional discussion ensued between staff and Committee Members regarding having the Committee propose a specific process; feedback from the public regarding a lack of transparency; timing of the discussion; scheduling; a suggestion to invite a speaker to address the issue; City Council consideration of the item; communication with a member of the City Council who expressed interest in Committee consideration of the item; speakers scheduled for the November meeting; finalization of the work plan in the October meeting; the amount of community concern; ongoing discussion of the work plan; starting the conversation in October and continuing into November; outreach to the City Council to determine where they are in their process before the next meeting; the deliberative process of determining the work plan; including Member Martinez in the process; clarification that the discussion is about the process moving forward; allowing everyone a chance to weigh in on the process; clarification that the City Council has tasked their Equity Subcommittee with examining the process for appointments to all bodies; and different requirements between bodies.

MOVED BY CHAIR RONA, SECONDED BY MEMBER BANO AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE PLACE ON THE OCTOBER AGENDA AND CONTINUE INTO NOVEMBER, CONSIDERATION OF CHANGES TO THE PROCESS BY WHICH THE LABOR REPRESENTATIVE IS APPOINTED, AND ONCE APPROVED BY THE COMMITTEE, TAKE RECOMMENDATIONS TO THE CITY COUNCIL.

MOVED BY MEMBER DENNIS, SECONDED BY MEMBER BANO AND UNANIMOUSLY CARRIED, THAT THE MEETING BE ADJOURNED IN HONOR OF RUTH BADER GINSBERG.

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Adjournment

There being no further business, at 9:38 P.M., the Equity and Human Relations Advisory Committee adjourned to October 27, 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