

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

December 1, 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
London McBride, Member*
Haifaa Moammar, Member
Jared Morgan, Member

*Member McBride joined the meeting at 7:23 p.m.

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

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Pledge of Allegiance

Chair Rona led the Pledge of Allegiance.

Stephanie Condran, Human Resources Analyst, explained procedures for making public comment

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Items from Committee Members

Mily Huntley, Human Resources and Equity Manager, discussed the annual Martin Luther King Jr. celebration; coordination with The King Center in Atlanta; educational events on January 11-12; Nonviolence 365 training for residents; and she indicated that additional information was available from the Parks, Recreation and Community Services Department.

Member Moammar discussed the passing of Bill Wynn; his experience in the City; and his wish for an Equity Committee in Culver City.

Chair Rona reported that Mr. Wynn had served as Chair of the Martin Luther King Jr. Advisory Celebration Committee for years, and noted his wish for Culver City to be a City of Kindness and Equity.

Member Bano reported that December is Universal Human Rights month; she discussed the background and intent of the designation; she encouraged everyone to try to get to know someone who is different from themselves, and to use #standupforhumanrights or #humanrights when using social media; and she asked everyone to share what they had learned.

Member Dennis reported that November 20 was the 22nd Annual Transgender Day Remembrance; discussed murders in Los Angeles and around the world; and the desire for openness, acceptance and equality for everyone.

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Public Comment - Items NOT On the Agenda

Chair Rona invited public comment and explained procedures for receiving public comment.

The following members of the public addressed the Committee:

Jane Leonard, former Labor Management Representative and Chair of the Finance Advisory Committee (FAC), discussed how Labor communicates information when serving on Committees; the intention that the Labor Representative of the EHRAC would have the same accountability; she noted that there were two Representatives on the FAC, while only one Representative on the EHRAC; and she expressed support for transparency.

Janice Goldhaber stated that she was legally blind and serves on the Disability Advisory Committee; she reported that Dr. Janet Hoult had wanted to address the EHRAC, but had difficulty joining the meeting; and she noted the value of having a liaison between the two Committees.

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Receipt and File Correspondence

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

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Consent Calendar Items

Item C-1

Approval of Minutes for the Regular Meeting of October 27, 2020

Chair Rona expressed gratitude for the meeting minutes and received clarification that a third party transcribes the minutes.

Member McBride joined the meeting.

MOVED BY MEMBER DENNIS, SECONDED BY MEMBER MOAMMAR AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF OCTOBER 27, 2020 AS SUBMITTED.

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Order of the Agenda

Item A-2 was deferred to the next meeting.

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Action Items

Item A-1

1) Continued Discussion of the Ad Hoc Subcommittee's Draft Work Plan; (2) Consideration of Appointing Liaison(s) to Other City of Culver City's Committees, Boards, Commissions and Racial Equity Action Plan (R.E.A.P) Consultants; (3) (if desired) Form Ad Hoc Subcommittees if Needed Based on the Proposed Work Plan, and Appoint Members Thereto; (4) Make Recommendations to City Council on Proposed Work Plan for Fiscal Year 2020-2021; and (5) Provide Direction to Staff if Deemed Appropriate

Chair Rona thanked the Ad Hoc Work Plan Subcommittee for their efforts; discussed procedures for moving forward; and creation of a professional document.

Member Dennis read the Equity and Human Relations Advisory Committee Work Plan Draft II and the Committee considered the document paragraph by paragraph.

Discussion ensued between staff and Committee Members regarding the process to review the document; the process to create the draft; concerns with the description of the EHRAC as a "citizen group"; use of the word "resident"; agreement to change the wording in the description to read "The EHRAC is a body made up of nine members appointed by the City Council..."; serving as an example for other communities; leaving the description open for a time when non-citizens can serve; Labor Representatives who might not live in the City; the student representative position; support for use of the word community as the intent is establish a better community; remaining consistent with the language in the Bylaws; and agreement to strike language referring to "community individuals."

Additional discussion ensued between staff and Committee Members regarding the purpose of the EHRAC; punctuation; a suggestion to strike the words "protected categories or" in the first bullet point under "Purpose"; retaining the wording to remain consistent with the Bylaws; leaving language open to add to protected categories; information taken from the Bylaws; differences between the Bylaws and the Work Plan; methods for tracking issues; clarification that much of the language in the Work Plan is taken from the Bylaws;

submission of the annual progress report; concern that the draft does not reflect input from meeting with staff; and Committee agreement that the word "staff" be added to the sentence under Work Plan Prioritized Action Steps that addresses input received in formulating the Work Plan.

Further discussion ensued between staff and Committee Members regarding the "Partnerships, Education and Public Events" section; subcommittees vs. liaisons; allowing for flexibility; clarification that committees are not allowed within the EHRAC; agreement to add language just before the Partnerships and Public Events section to indicate: "The EHRC will establish ad hoc subcommittees and/or liaisons as necessary to implement this Work Plan"; concern with the term "demographic groups"; census terminology; a suggestion to use the term "applicable stakeholder groups"; use of the term "demographic group" to encompass everything; concern with sounding bureaucratic; pejorative overtones for identity politics with the use of the term "identity groups"; working to defuse wording; ensuring maximum flexibility to define groups; a suggestion to indicate "cultivating relationships among affected groups"; and Committee agreement to stay with the original language indicating "among different demographic groups".

Discussion ensued between staff and Committee Members regarding Committee consensus to delete language in the first task indicating "Establish an Ad Hoc Subcommittee and/or liaisons to" since that language has previously been indicated at the top of that page; a suggestion to change "specialty groups" to read "identity groups"; agreement to change "related to" to "such as"; terminology to replace LGBTQ; adding plus sign after LGBTQ; concern with including anti-racism and conflict resolution with a list of identity groups; a suggestion to change "identity groups" to "interest groups"; inclusion of transgender individuals, homeless individuals and others, as well as issues such as ableism, disableism, anti-racism; a suggestion not to detail different interests and focuses by stating "identity and interest groups to be determined by the Committee"; a suggestion to reach agreement on the intent of each task and then have an ad hoc wordsmithing committee make changes; ways to facilitate a quicker process and allow input from everyone; use of "such as" rather than the word "etc."; remaining consistent with the wording of the Bylaws; agreement to change the word "good" to "positive" in the second task; and

agreement to strike the last task and add "cultural diversity" to the previous task.

Additional discussion ensued between staff and Committee Members regarding agreement to strike the word "Review" from the "Review City Policies and Procedures" heading; the importance of parallel structure; the role of the Committee; the Committee task to audit City policies through an equity lens per request of the City Manager or City Council Subcommittee; the ability of the Committee to recommend policy; Committee response to requests or concerns from the public; support for keeping the Objective as written; creation of the working group; clarification that the working group consists of employees that have gone through the Government Alliance for Race and Equity (GARE) training; Committee agreement to add "...that is charged with further developing and implementing..." in the first task to explain the intent of the working group; clarification that the Racial Equity Consultant would be leading the working group to help facilitate; agreement to add "action plan facilitated by the City's Racial and Equity Consultant" as the end of the first task; a suggestion to change "equity related concerns" in the second task to read "for the purpose of achieving equity and positive human relations"; a suggestion to delete "Establish a liaison between the EHRAC and the Civil Service Commission to..." in the fourth task; well-established hiring procedures; the Civil Service Commission; clarification regarding the intent of the task to examine hiring practices and procedures in the Civil Service Rules; the current process; the potential for a liaison with the Civil Service Commission; benefits to including the task; respecting the role of the Civil Service Commission; the task to review potential Civil Service rule amendments and make recommendations that promote inclusivity and representation in diverse populations; the role of the Committee to take a look at past and present hiring practices and procedures; Committee Bylaws and the role of the Committee; promoting harmony and inclusivity; approval of the Work Plan by the City Council; ensuring that duties do not interfere with another Commission, Committee or Board; staff resources to assist with completion of tasks; access to information to allow for basing recommendations on past practice and examine past hiring; the ability to make recommendations based on a specific area of focus; hiring practices that work against equity or against the promotion of inclusivity; scope of the Committee in the first year; the living document; the ability

to add items at a later time; and Committee agreement to strike the task addressing review of Civil Service Rules due to potential conflicts with the Civil Service Commission.

Further discussion ensued between staff and Committee Members regarding the "Outreach and Communication" section; Committee agreement to change the first part of the wording under Objective to read: "Improving community relations by developing and improving methods of communication, gathering public input, presenting community data..."; ensuring maximum flexibility; Committee agreement to add "Review and" before the word "Develop" in the first task; procedures for the public in making a complaint regarding staff; feedback from the public regarding methods to report the perception of discrimination; concern with duplicating efforts; a suggestion to add a task to review the Committee's website page and make recommendations on ways to improve it; the previous task covering mass communication; and agreement by the Committee to add "the EHRAC website page" to the second task before the words "...and other forms of mass communication".

Discussion ensued between staff and Committee Members regarding "Locating and Identifying Resources/Grants/Sponsors"; Committee agreement to remove the words "Locating and Identifying"; Committee agreement to substitute "the Work Plan" for "prioritized steps and activities"; Committee agreement to delete the words "Establish an Ad Hoc Subcommittee to" as well as "goals and" in the first task; the aspiration to improve society; the shared vision of the Committee; Committee agreement to change the word "vision" to "purpose" in the second task; whether the task is to provide additional funding or alternative funding; funding priorities; community groups; event sponsorship; and Committee agreement to change the word "supports" to "support" and "of the EHRAC" to "described in this" in the second task.

Additional discussion ensued between staff and Committee Members regarding the "Recognize Community Contributions to Human Relations and Equity section"; means of recognition; keeping options open; recognitions that carry more weight if they come from the Mayor or the City Council; development of recognition criteria; the task to develop the award and define what standards should be met; agreement to make the following changes: delete the word "Recognize" from "Community Contributions to Human Relations and Equity"; remove the word

"the" before the word "accomplishments" in the first task; change "Prepare a recognition speech, letter, card, certificate, acknowledgement, etc. from the EHRAC to recognize" to "Adopt various ways to recognize"; adding "organizations" after "accomplishment(s) of" in the first task; deletion of the word "the" before the word "positive" in the first task; adding "...for their contributions to positive human relations and equitable outcomes based on criteria and standards developed..." before "...by the EHRAC" in the second task.

Further discussion ensued between staff and Committee Members regarding Committee agreement to change "final draft" to read "Work Plan" in the "Work Plan Prioritized Action Steps" to clarify that the Work Plan was approved at the December 2020 meeting; and acknowledgement that the document is a living document.

MOVED BY VICE CHAIR VALVERDE, SECONDED BY MEMBER MORGAN AND UNANIMOUSLY CARRIED, THAT THE EHRAC APPROVE THE WORK PLAN AND FORWARD TO THE CITY COUNCIL.

MOVED BY CHAIR RONA, SECONDED BY MEMBER BANO AND UNANIMOUSLY CARRIED, THAT CONSIDERATION OF SUBCOMMITTEES AND LIAISONS BE AGENDIZED FOR THE NEXT EHRAC MEETING ON JANUARY 26, 2021.

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Item A-2

(1) Discussion of Changing the Equity and Human Relations Advisory Committee Regular Meeting from the 4th Tuesday of the Month to Another Day; (2) Discussion on Changing the Name of the Committee; (3) Make Recommendations to City Council on Proposed Changes; and (4) Provide Direction to Staff if Deemed Appropriate

Chair Rona indicated that due to the lateness of the hour, Item A-2 would be carried over to the next meeting.

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Public Comment for Items NOT On the Agenda (Continued)

Chair Rona invited public participation.

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

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Items from Staff

Mily Huntley, Human Resources and Equity Manager, discussed recruitment for the Labor Seat, and indicated that the City Council would make the appointment at the January 11, 2021 City Council meeting.

Discussion ensued between staff and Committee Members regarding clarification that the Labor Representative is not compensated for their time; the appointment made during the public City Council meeting; background information for the candidates included in the staff report available to the public; and the intent to have a new Member sworn in at the January 26 EHRAC meeting.

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Items from Equity and Human Relations Advisory Committee Members

Discussion ensued between staff and Committee Members regarding upcoming agenda items; how to disseminate surveys; accessibility for people of different language groups in the City; and consideration by the Outreach Subcommittee.

Member Grimes read the following quote from Angela Davis which she felt to be applicable to the EHRAC: "Feminism involves so much more than gender equality and it involves so much more than gender. Feminism must involve consciousness of capitalism (I mean the feminism I relate to, and there are multiple feminisms, right). So it has to involve consciousness of capitalism and racism and colonialism, and ability and more genders than we can even imagine and more sexualities than we ever thought we could name."

Member McBride discussed the holidays as a season of being grateful; focusing on those who don't have; he noted that this was a time for reflection and enjoying friends and family; he viewed the EHRAC as a family; discussed creating a community of love, respect and compassion for one another; using the season as a springboard to carry on work being done

by the Committee; and serving as an example to those they seek to serve.

Chair Rona indicated that Hannukah would begin on December 10; she discussed the story behind Hannukah; and diversity.

Member Moammar hoped that the EHRAC would be able to recognize the work of Bill Wynn.

MOVED BY MEMBER MOAMMAR, SECONDED BY VICE CHAIR VALVERDE AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE ADJOURN IN MEMORY OF BILL WYNN.

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Adjournment

There being no further business, at 11:08 P.M., the Equity and Human Relations Advisory Committee adjourned to Tuesday, January 26, 2021, 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