

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

March 23, 2021
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
Anissa Di Vincente, Member
Kira Grimes, Member
London McBride, Member*
Haifaa Moammar, Member
Jared Morgan, Member

*Member McBride joined the meeting at 7:59 p.m.

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 Dennis led the Pledge of Allegiance.

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Items from Committee Members

Chair Rona discussed elements added to the meeting; the importance of keeping items short; ensuring that Members do not engage in extensive discussions of non-action items; encouragement for Members to share resources; and she invited Members to share life experiences that inspired them to serve on the Committee

Members Bano and Di Vincente discussed life experiences that motivated them to serve on the Committee.

Member Moammar encouraged everyone to look at information she provided to help people figure out what to do about incidents of hate.

Member Grimes reported a hate crime incident at Fox Hills Park that occurred on March 22.

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Public Comment - Items NOT On the Agenda

Chair Rona invited public comment.

Stephanie Condran, Human Resources Analyst, reported no requests to speak.

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Receipt and File Correspondence

Stephanie Condran, Human Resources Analyst, read e-comment received from Sierra Ryder regarding affordability and social justice, noting that the comment had been distributed to Committee Members.

MOVED BY MEMBER MOAMMAR AND SECONDED BY VICE CHAIR VALVERDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECEIVE AND FILE CORRESPONDENCE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Presentations

Item P-1

Presentation of the City's Racial Equity Action Plan by Dr. Ramsey and Ms. Jenkins of Mason Tillman Associates

Jenine Jenkins, Mason Tillman Associates, reported that Dr. Ramsey was unavailable; provided background on the organization; discussed addressing disparities; the Racial Equity Action Plan (REAP); the strategic goal for racial equity; promoting diversity and inclusion within the workplace and equity in delivery of services to residents; embedding equity within the structural framework; objectives; tasks; and the process.

Discussion ensued between Ms. Jenkins, staff and Committee Members regarding examination of the City's budget; hidden inequities; data collection; outreach; community meetings; surveys; census data; the history of the City; and creating inclusive policy for the benefit of all groups.

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Consent Calendar Items

Mily Huntley, Human Resources and Equity Manager, introduced the item and explained procedures for consideration of Consent Calendar Items.

Member Moammar asked that her name and Vice Chair Valverde's name be added to the Historical Committee mentioned on page 11 of the minutes since they serve on it.

Vice Chair Valverde received clarification that the minutes did not need to be changed to reflect the fact that the report he was supposed to provide had not been put on the current agenda.

Chair Rona apologized for omitting the item from the current agenda; asked that a correction be made to page 3 of the minutes to indicate that the poem read by Shannon Theus was not written by the Chair, but had been written by the person that read it.

Item C-1

Approval of Minutes for the Regular Meeting of February 23, 2021

MOVED BY MEMBER BANO AND SECONDED BY MEMBER MORGAN THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF FEBRUARY 23, 2021 AS CORRECTED.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Order of the Agenda

No changes were made.

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Action Items

Item A-1

Discussion with the Ad Hoc City Council Policies Subcommittee Regarding the Residency Requirement for Equity and Human Relations Advisory Committee Members

Chair Rona introduced the item.

Council Member Vera indicated that he and Council Member McMorris serve on the City Council Equity Subcommittee, and he questioned whether the EHRAC wanted to make changes to residency requirements.

Council Member McMorris thanked the Committee for their efforts, especially Chair Rona for working to create the EHRAC; she discussed people who spoke in support of creating the EHRAC who are non-residents; housing costs in the City; people who are part of the community that may not actually live in Culver City; and concerns with being exclusionary.

Discussion ensued between Committee Members regarding Culver City as a destination in the region; ensuring representation from people who work in the City; long-term economic interests of the City; having a requirement that the person regularly visits the City; the reputation of the City; workforce vs. resident population; people who live Culver City-adjacent; families that go to school in the City, but do not live in it; and clarification that the Committee had not made the decision regarding residency requirements.

Council Member Vera acknowledged that everyone seemed to agree that non-residents be allowed to serve on the EHRAC; he indicated that they would take the matter back to the City Council for consideration; and he thanked the Committee for their time and consideration.

Council Member McMorris thanked the Committee for their consideration of the matter.

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Item A-2

Discussion Regarding the Equity and Human Relations Advisory Committee's Initial Recommendations to City Council for the Fiscal Year 2021/2022 Budget Process

Chair Rona introduced the item.

Mily Huntley, Human Resources and Equity Manager, provided a summary of the material of record.

Discussion ensued between staff and Committee Members regarding the timeframe to provide feedback; input sought from the Committee; potential racial inequities with asset allocation; the workplan-driven process; public engagement with the departments; difficulty of addressing perceived equity issues; opportunities for public input into workplan presentations when they are made to the City Council; the process; the ability of the Committee to provide input into the workplan; City Manager oversight of City operations; workplans as operational documents submitted to the City Manager; and the connection between workplans and the budget.

Member McBride joined the meeting.

Additional discussion ensued between staff and Committee Members regarding creating public trust by allowing additional opportunity for interaction between the public and City departments; items to help the EHRAC do a better job in the next fiscal year; training for Committee Members; input from the ad hoc subcommittees; event frequency; budget support for monthly events through the EHRAC; staff resources; timing for implementation; the existing workplan; identification of proposed events; costs; items that might incur extra expense; a suggestion for training on how to encourage members of the public who do not already value equity, diversity and inclusion to provide understanding and create a revised set of values; hosting a community-wide discussion on civil discourse; developing a skill-set among community leaders; speaker honorariums; UCLA training on implicit bias; non-violence training; creation of an ad hoc subcommittee to identify trainings and events; creation of a hotline; defining the process to handle communication; process and outcome; and costs for a hotline.

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Item A-3

Presentation and Discussion on Cesar Chavez by Vice Chair Valverde and Member Grimes

Chair Rona introduced the item.

Vice Chair Valverde provided a presentation on Cesar Chavez, and he discussed and his own family's experience.

Discussion ensued between staff and Committee Members regarding appreciation for the presentation; the alliance between the United Farmworkers and Cesar Chavez; the treatment of farmworkers; the experience of those in rural areas; the difficult work done by the workers and by the activists; and the importance of remembering that the workers are still out there doing difficult tasks.

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Item A-4

(1) Receive Report from Public Events Ad Hoc Subcommittee on Implementation of Work Plan Tasks; (2) Discuss Recommendations and Determine Next Steps on Implementing Work Plan; and (3) Provide Direction to Staff If Deemed Appropriate

Chair Rona introduced the item and invited public comment.

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

Member Moammar reported on recent ad hoc subcommittee meetings; discussed the Hate Crime Report from 2019; contact with Sociology Professor Wong from PCC; the potential date of April 23 for the presentation; increased incidents; defining what a hate crime is; educating people about their rights; the family that was verbally attacked in Fox Hills; and she noted that Professor Wong had indicated willingness to provide weekly reports to the EHRAC, and Cicely Bingener had expressed willingness to provide an educational presentation for Juneteenth on June 19.

Discussion ensued between staff and Committee Members regarding the Hate Crime presentation; potential dates; scheduling conflicts; providing the presentation at a Committee meeting vs. as a stand-alone event; coordination between Professor Wong, the subcommittee and staff; public outreach; ensuring public participation; costs; money allocated for events in the current budget; training being drafted by the REAP consultant; and a request that staff investigate costs associated with training.

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Item A-5

(1) Receive Report from Community Contributions Ad Hoc Subcommittee on Implementation of Work Plan Tasks; (2) Discuss Recommendations and Determine Next Steps on Implementing Work Plan; and (3) Provide Direction to Staff If Deemed Appropriate

Chair Rona introduced the item and invited public comment.

The following member of the public addressed the Committee:

Carlene Brown thanked the Committee for the inspiring presentation; discussed student awareness of Cesar Chavez; award criteria; and she suggested presenting a youth award to the founder of POC for Change.

Committee Member Di Vincente provided a report on the recent meeting of the Community Contributions Ad Hoc Subcommittee; discussed research into examples of similar programs by other cities; creation of an annual award; timing; award types; criteria; the nomination and acceptance process; outreach; and award type and design.

Discussion ensued between staff and Committee Members regarding the schedule; residency requirements; long-term recognition of honorees; the application deadline; clarification on the spelling of Cicely Bingener's name; ensuring that there is a visible event to recognize honorees; and a suggestion to combine the recognition with an EHRAC event.

Chair Rona proposed that the subcommittee discuss suggestions made and return with additional information at the next meeting.

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Item A-6

(1) Discuss Appointing Liaison(s) to Other City of Culver City's Committees, Boards, and Commissions; (2) (if desired) Appoint Liaisons to Other City's Committees, Boards and Commissions For the Purpose of Attending Meetings of the Designated Commission, Board or Committee and Report back to the EHRAC; (3) Discuss the Creation and Dissemination of Surveys; and (4) Provide Direction to Staff if Deemed Appropriate

Chair Rona introduced the item; discussed the role of a liaison; the ability of Members to provide public comment at the meetings they attend; and frequency of meeting attendance.

Discussion ensued between Committee Members regarding availability to attend meetings and preferences for serving; the potential conflicting schedule with the Committee on Homelessness; bodies that have their meetings listed on the City calendar; clarification regarding which bodies are

independent and which are affiliated with the City; Brown Act Committees; criteria as to whether meeting with the other body assists with the mission of the EHRAC; and liaisons vs. partnerships.

MOVED BY VICE CHAIR VALVERDE, SECONDED BY MEMBER DENNIS AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPOINT THE FOLLOWING MEMBERS TO SERVE AS LIAISONS TO THE FOLLOWING BODIES:

CHAIR RONA - CULTURAL AFFAIRS COMMISSION
VICE CHAIR VALVERDE - CULVER CITY HISTORICAL SOCIETY
MEMBER BANO - PARKS RECREATION AND COMMUNITY SERVICES COMMISSION
MEMBER DENNIS - FINANCE ADVISORY COMMITTEE
MEMBER DI VINCENTE - CIVIL SERVICE COMMISSION
MEMBER GRIMES - DISABILITY ADVISORY COMMITTEE AND LANDLORD TENANT MEDIATION BOARD
MEMBER MCBRIDE - MARTIN LUTHER KING JR., CELEBRATION COMMITTEE
MEMBER MOAMMAR - COMMITTEE ON HOMELESSNESS
MEMBER MORGAN - GENERAL PLAN UPDATE COMMITTEE

Discussion ensued between staff and Committee Members regarding notification to the other bodies regarding the liaison relationship; clarification that Members can speak during the public comment period of the meeting to update the other body on public information about what is happening with the EHRAC; and clarification that Members should not be stating positions on behalf of the EHRAC unless authorized by the full Committee.

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Item A-7

(1) Discussion on Changing the Name of the Committee; (2) Make Recommendations to City Council on Proposed Change; and (3) Provide Direction to Staff if Deemed Appropriate

Chair Rona introduced the item and asked for a motion to change the name of the Committee to the Human Relations Committee.

Member Di Vincinte moved to recommend that the City Council change the name of the Equity and Human Relations Advisory

Committee to the Human Relations Committee. Member Bano seconded the motion and the discussion continued.

Chair Rona discussed her reasons for recommending the change; goals of the Committee; the workplan; the origin of the Committee; and whether the terms Equity or Advisory are necessary to the title.

Discussion ensued between staff and Committee Members regarding use of the acronym; the importance of Equity in the title; the fact that all bodies are advisory, but most do not have the word in their title; other important words that are part of the mission, but not in the title; the importance of keeping Equity in the title; similarities in meaning between Equity and Human Relations; concern with changing the name at the current time; establishing a subcommittee to consider other names and implications of making a change; the City Council recommendation when the Committee was formed; support for removing the word Advisory; people who don't really understand what Human Relations means; and the meaning and importance of both terms.

Member Dennis proposed a substitute motion that the Equity and Human Relations Advisory Committee recommend that the City Council change the name of the Committee to the Equity and Human Relations Committee. Member Morgan seconded the motion.

MOVED BY MEMBER DENNIS, SECONDED BY MEMBER MORGAN AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RECOMMEND THAT THE CITY COUNCIL CHANGE THE NAME OF THE COMMITTEE TO THE EQUITY AND HUMAN RELATIONS COMMITTEE.

Serena Wright-Black, Assistant to the City Manager, clarified that the motion was to recommend that the City Council consider the name change.

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Public Comment - Items NOT On the Agenda

Chair Rona invited public comment.

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

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Items from Equity and Human Relations Advisory Committee Members

Member Dennis discussed the importance of education and communication of clear definitions of gender terms; ordinary and natural diversity of the human race; providing a common foundation for discussion; and she offered to provide a presentation to explain terminology.

Member Dennis proposed a motion to agendize a presentation of gender terminology for the April Equity and Human Relations Advisory Committee meeting. Vice Chair Valverde seconded the motion and the discussion continued.

Additional discussion ensued between staff and Committee Members regarding support for recognizing the community; a suggestion to hold an event in addition to a Committee presentation; and providing a framework to understand the terms.

MOVED BY MEMBER DENNIS, SECONDED BY VICE CHAIR VALVERDE AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE PLACE AN ITEM ON THE APRIL AGENDA TO CLARIFY GENDER TERMINOLOGY.

Chair Rona proposed a motion to create the Ad Hoc Fiscal Year 2021-2022 Public Events Subcommittee. Member Bano seconded the motion and discussion continued.

Discussion ensued between staff and Committee Members regarding procedure; the need to place an item on the agenda for the next meeting to consider creation of the subcommittee; the existing Ad Hoc Survey Subcommittee; workload; people who serve on more than one subcommittee at a time; and possible adoption of a Committee statement.

MOVED BY CHAIR RONA, SECONDED BY MEMBER BANO AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE PLACE CONSIDERATION OF CREATING AN AD HOC FISCAL YEAR 2021-2022 PUBLIC EVENTS SUBCOMMITTEE ON THE AGENDA FOR THE APRIL COMMITTEE MEETING.

Chair Rona proposed a motion that the Equity and Human Relations Advisory Committee adopt a statement that she had crafted about hate crime with Vice Chair Valverde.

Lisa Vidra, Senior Deputy City Attorney, clarified that since the item was not agendaized, action could not be taken, but the item could be placed on a future agenda.

MOVED BY CHAIR RONA, SECONDED BY MEMBER MOAMMAR AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE CONSIDERATION OF ADOPTING A STATEMENT REGARDING HATE CRIME AT THE APRIL COMMITTEE MEETING.

Chair Rona indicated that she would email the statement to staff for inclusion in the staff report for the next meeting.

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Items from Staff

Mily Huntley, Human Resources and Equity Manager, reported one complaint received via the City website on February 25; she indicated that the Police Department was conducting the investigation as the complaint had been leveled against a Police Department employee; she discussed questions from the Ways and Means Subcommittee; the EHRAC budget and remaining balance; costs for salary, training and public events; the Administrative Services Human Resources Division budget; costs for in-person meetings vs. virtual meetings; the grant process; clarification that there is no staff person assigned to handle the grant process; priorities for the website adopted by the Committee; communication with the IT department and the City Attorney's Office; consistency with other Commissions, Boards and Committees; items approved to move forward including: creation of a link to a document welcoming Members, creation of a "contact us" button with Member and staff email addresses, and training for Committee Members as to the parameters of email correspondence with the public; challenges with and options for providing a webpage in Spanish; use of Granicus; concern with the accuracy of the Google translate widget; approved elements recommended by the Committee for the Race and Equity webpage: incorporating certain elements into the Racial Equity Action Plan currently being drafted by the consultant; procedures for incomplete complaint forms; and proposed adjustments to complaint forms.

Discussion ensued between staff and Committee Members regarding clarification on who determines whether complaints move forward or not due to incomplete information; procedures

for non-sworn staff vs. sworn staff; the amount of information presented; a suggestion that the staff response be referred back to the Outreach and Communications Subcommittee for consideration; the importance of equality of presentation of data on the web; and Committee consensus to direct staff to meet with the subcommittee and place an item on a future agenda for consideration.

MOVED BY MEMBER DENNIS, SECONDED BY MEMBER BANO AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE REFER THE TOPIC OF THE WEBPAGE AND THE COMPLAINT FORM BACK TO THE SUBCOMMITTEE AND AGENDIZE A DISCUSSION OF THE ITEM FOR THE APRIL MEETING.

Vice Chair Valverde indicated that he wanted to provide a report from his meeting with the Historical Society at the April meeting and wanted to place an item on the agenda.

MOVED BY VICE CHAIR VALVERDE, SECONDED BY MEMBER MCBRIDE AND UNANIMOUSLY CARRIED, TO AGENDIZE A REPORT BACK FROM THE AD HOC SUBCOMMITTEE THAT MET WITH THE HISTORICAL SOCIETY FOR THE APRIL COMMITTEE MEETING.

MOVED BY MEMBER DI VINCENTE, SECONDED BY CHAIR RONA AND UNANIMOUSLY CARRIED TO AGENDIZE A REPORT BACK ON RECOMMENDATIONS FROM THE AD HOC PUBLIC SAFETY REVIEW SUBCOMMITTEE ON HATE CRIMES FOR THE APRIL COMMITTEE MEETING.

Discussion ensued between staff and Committee Members regarding balancing the agenda; ensuring that items can be heard and voted on; a suggestion to request that items be placed on a future agenda so that staff can work with the Chair; concern with creating the expectation that every item can be on the following agenda; the report of the Equity Study Ad Hoc Subcommittee that has been waiting to be heard; the need to submit reports to staff two weeks before the meeting date to allow for agenda creation; the deadline for items to be placed on the agenda for the April EHRAC meeting; a request that the person writing up the report include the names of the subcommittee members; and staff agreement to reach out to Members Dennis, Grimes, Vice Chair Valverde and Chair Rona to speak about the recommendations for the website and the complaint form.

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Adjournment

There being no further business, at 10:59 P.M., the Equity and Human Relations Advisory Committee adjourned to Tuesday, April 27, 2021.

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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