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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

April 27, 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

Staff Present: Mily Huntley, Human Resources and Equity Manager
Serena Wright-Black, Assistant City Manager
Heather Baker, Assistant City Attorney
Stephanie Condran, Human Resources Analyst

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Pledge of Allegiance

Member Di Vincente led the Pledge of Allegiance.

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Items from Committee Members

Chair Rona reported that Member Grimes would not be re-applying as student representative for the next year; she discussed Member report-backs; reasons to attend meetings of other bodies; outreach; she indicated that she had attended the April 26 City Council meeting and provided a report on EHRAC activities; discussed the City Council vote to adopt recommendations in the Solidarity Consulting Report; and she related a recent conversation she had with a person who had been the first baby born in the Manzanar internment camp.

Vice Chair Valverde discussed efforts to identify a new student representative and he received clarification that the deadline to apply is May 17, 2021.

Member Bano discussed Ramadan; reported on the Parks, Recreation and Community Services Commission meeting that she attended; discussed outreach; social media; and proactive outreach to the Culver City News.

Member Dennis discussed education and clarification regarding what transgender means; active participation and acceptance into mainstream society; and working to ensure the safety of transgender persons.

Member Di Vincente invited everyone to attend the UCLA Alumni Town Hall on April 29 open to the public on Zoom with Anna Spain Bradley, the Vice Chancellor for Equity, Diversity and Inclusion at UCLA, and she reported attending the April 26 City Council meeting, the joint meeting of the City Council and the Committee On Homelessness on April 19, and the Civil Service Commission meeting on April 7.

Member Grimes reported attending the Disability Advisory Committee (DAC) meeting on April 14; discussed the new public safety program released by Culver City Fire Department; she indicated that she would not be reapplying to serve on the EHRAC for the next fiscal year but would always be available to help; and she expressed appreciation for the experience serving on the EHRAC and all that she had learned.

Responding to inquiry, Member McBride discussed being a Crime Prevention Officer related to Equity, Diversity and Inclusion Instruction, and he reported that on April 29 he would be attending the Racial Identity and Profiling Course in Sacramento.

Member Moammar reported attending the joint meeting of the Committee on Homelessness and the City Council on April 19; discussed consideration of housing and homelessness; the presentation on emergency shelters; and she provided background on herself and her decision to join the EHRAC.

Member Morgan reported attending a City Council meeting to voice his opinion about zoning and discussed his participation in Culver City for More Homes.

Vice Chair Valverde reported that the Culver City Historical Society would be providing a talk on the history of the Kirk Douglas Theater on April 28.

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Public Comment - Items NOT On the Agenda

Chair Rona discussed procedures for making public comment.

The following member of the public addressed the Committee:

Will Rickards indicated being a member of the Baha'i Community; provided background on the religion; invited everyone to attend a day of celebration on June 12 including agencies involved with racial justice; discussed previous conferences; future collaboration; and he expressed appreciation for the important work of the EHRAC.

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Receipt and File Correspondence

Stephanie Condran, Human Resources Analyst, reported distribution of written correspondence to Committee Members.

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Consent Calendar Items

Item C-1

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

Chair Rona noted that it was unclear how the minutes would be used; asked that the minutes be revised to clarify whether

use of the word "workplan" on page 5 was referring to the City workplan or the Committee workplan; she questioned whether the minutes could be voted upon before changes were made; requested that "Professor Wong from PCC", be changed to read "Sociology Professor Marshall Wong from Pasadena City College"; and she asked that wording on page 11 be revised to read "a statement that Vice Chair Valverde, Member Grimes and she had crafted about hatred and violence against Asian Americans and Pacific Islanders".

Discussion ensued between staff and Committee Members regarding procedures for addressing changes to the meeting minutes; agreement to furnish additional information; a request to insert information; and clarification that all references to the workplan on page 5 referred to the City Council workplan.

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 MARCH 23, 2021 AS AMENDED.

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Order of the Agenda

No changes were made.

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Action Items

Item A-1

Presentation and Discussion Led by Equity and Human Relations Advisory Committee (EHRAC) Member Michelle Dennis on the Four Characteristic Spectrums of Human Beings: (1) Physiology, (2) Sexual Orientation; (3) Gender Identity; and (4) Gender Expression

Chair Rona introduced the item.

Member Dennis expressed appreciation for the opportunity to make the presentation; provided a presentation on the conceptual framework to begin to understand the applicable terminology to the gender-nonbinary, transgender communities as contrasted with other LGBT communities; discussed basic

characteristic spectrums; the male and female spectrum; the intersexed category; variations; sexual orientation; identity; confusion with misapplication of terms; physiology vs. gender identity; categorical terms; gender reassignment; transvestites; cross-dressers; gender expression; gender non-binary expression; fetus development; intervening variables; lack of alignment between developmental processes; different gender identities classified as either male or female; variations of gender expression; gender fluid; vague-gender; inter-gendered; cisgender; the four dimensions; she explained that gender identity is distinct from sexual orientation and gender expression is distinct from gender identity; noted the still-evolving terminology; and discussed the percentage of the population that are transgender, transvestites, cross-dressers and gender non-binary.

Chair Rona read a question from Kim Ferguson inquiring about the effect of hormones on where a person ends up on the spectrum.

Discussion ensued between Committee Members regarding hormonal effects on the physiology dimension; the Olympics; the fact that there is no legal definition of male or female; the Transgender Law Center, the National Center for Transgender Equality; additional information available; the individual choice of the way a person presents; societal norms for masculine and feminine; they, them, or hir; categorization; creating awareness and identity; inaccuracy of labels and categories; the many variations; goals of the transgender gender nonbinary community to expand the concept of gender expression to provide freedom for everybody; what is considered "normal"; the transgender homecoming king at Culver City High School; the transitioning experience; incorporation of standards of care for transgender youth in the medical community; advances being made; the change from classification as a disease to a dysphoria; average age when issues come up; criminalizing the medical community for providing care; the physical alteration process; providing a framework to deepen understanding; and appreciation for the presentation.

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(1) Consideration of Adopting a Statement Condemning Hatred and Violence Towards the Asian American and Pacific Islander Community; and (2) Provide Direction to Staff if Deemed Appropriate

Chair Rona reported that she, Vice Chair Valverde, and Member Grimes had worked to craft a statement condemning hatred and violence toward the Asian American and Pacific Islander community which she presented to the Committee, and she expressed appreciation for the inclusion of actions provided by Vice Chair Valverde that anyone can take in response to hatred and violence.

Vice Chair Valverde read the statement.

Discussion ensued between staff and Committee Members regarding appreciation for the encouragement to be a part of the solution; agreement to emphasize the ways to report to the EHRAC; clarification that the complaint form is intended for issues with staff; the requirement that everyone stand up and oppose violence, discrimination and bias everywhere; and agreement to change wording from "our Committee" to "the Equity and Human Relations Advisory Committee."

MOVED BY MEMBER MOAMMAR, SECONDED BY VICE CHAIR VALVERDE AND UNANIMOUSLY CARRIED, THAT THE EQUITY, AND HUMAN RELATIONS ADVISORY COMMITTEE ADOPT A STATEMENT CONDEMNING HATRED AND VIOLENCE TOWARDS THE ASIAN AMERICAN AND PACIFIC ISLANDER COMMUNITY IN CULVER CITY AND THE COUNTRY.

Chair Rona invited public comment.

The following member of the public addressed the Committee:

Jane Leonard cautioned the Committee to make sure they work with the City Attorney's Office with regard to issues of race, ethnicity and national origin as they are federally protected classes; discussed civil rights protections; limited jurisdiction; clarity regarding level of authority; and complaints that come forward regarding that level of protected classes.

Discussion ensued between staff and Committee Members regarding procedures for statement release and distribution.

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Item A-3

Discuss Public Events Planned in May and June 2021; (2) Discuss and Create an Ad Hoc Subcommittee to Plan Public Events for the 2021-2022 Fiscal Year; (3) If Desired, Form Said Ad Hoc Subcommittee and Appoint Members Thereto, and Provide Direction to Staff if Deemed Appropriate

Chair Rona introduced the item.

Member Moammar discussed the event for the 2019 Hate Crime Report on May 14; collaboration with Dr. Marshall Wong of the Los Angeles County Human Relations Committee; moderation by Member McBride; the Juneteenth event on June 19; and staff support.

Discussion ensued between staff and Committee Members regarding event time; event length; outreach; event access; ensuring that Culver City Police Department (CCPD) is invited; the community calendar; procedures for submitting questions to the Q&A; discussion of hate crimes that have occurred in Culver City; holding a post mortem discussion after the event; a suggestion to lengthen the discussion to allow for deeper consideration due to the importance of the topic; lifting of the pandemic restrictions; clarification that events are virtual; allowing for greater access; education rather than celebration at the Juneteenth event; requiring student participation; timing issues related to teaching the history; adding a musical element as well as poetry and dance to the event; paving the way for future events; providing resources for additional research outside of the event; outreach to the Siter City Committee, the Chamber of Commerce and the Mosque; and providing announcements and information to garner interest from other bodies that Committee Members liaise with.

Additional discussion ensued between staff and Committee Members regarding formation of an ad hoc subcommittee to plan events for the 2021-2022 fiscal year; learning from events in 2021; potential event ideas; coordination with the Historical Society; research done by Member Morgan; procedures for report-backs; the charge of the subcommittee to come up with a list of possible events starting in July; resources for the ad hoc subcommittee to take advantage of; and work done by the previous subcommittee.

MOVED BY MEMBER GRIMES, SECONDED BY MEMBER DI VINCINTE AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE CREATE THE FISCAL YEAR 2021-2022 PUBLIC EVENTS AD HOC SUBCOMMITTEE TO CONSIDER THEMES AND OTHER DETAILS RELATED TO PUBLIC PROGRAMMING AND PROJECTS FOR THE COMING FISCAL YEAR.

MOVED BY VICE CHAIR VALVERDE, SECONDED BY MEMBER GRIMES AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPOINT CHAIR RONA, VICE CHAIR VALVERDE, AND MEMBERS BANO AND DENNIS TO SERVE ON THE FISCAL YEAR 2021-2022 PUBLIC EVENTS AD HOC SUBCOMMITTEE.

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Item A-4

(1) Receive Report from Partnership, Education and Public Events Ad Hoc Subcommittee and Public Events Ad Hoc Subcommittee on Historical Markers and Meeting with the Culver City Historical Society; (2) Discuss Report's Recommendations and Determine Next Steps on Implementing the Work Plan; and (3) Provide Direction to Staff if Deemed Appropriate

Chair Rona introduced the item.

Vice Chair Valverde discussed the intent of the subcommittee to create markers or signs to educate the public about events and people in Culver City history; the meeting between the ad hoc subcommittee and the President and Vice President of the Culver City Historical Society; other cities that have taken similar action; future school field trips where students could visit the markers to learn about the past of the City; he presented an image of a marker in the City of Orange; discussed the use of QR codes; the history of the City; identification of themes; and research and work necessary to move forward.

Discussion ensued between staff and Committee Members regarding the importance of jazz in the history of the City; support for moving forward; associated costs; identification of locations; ways to broaden the collaboration; involvement of students to create a documentary video to advertise the City more widely; contributions from organizations and businesses in the City; providing a historical context;

cities around the country with similar programs; support for continued research and implementation; defining what constitutes history; and expanding the ad hoc subcommittee.

MOVED BY CHAIR RONA, SECONDED BY VICE CHAIR VALVERDE AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE INCREASE THE SIZE OF THE PUBLIC EVENTS AD HOC SUBCOMMITTEE ON HISTORICAL MARKERS BY ONE MEMBER.

MOVED BY CHAIR RONA, SECONDED BY MEMBER GRIMES AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPOINT MEMBER DI VINCENTE TO THE PUBLIC EVENTS AD HOC SUBCOMMITTEE ON HISTORICAL MARKERS.

Discussion ensued between staff and Committee Members regarding creation of a group to undertake a process so that as historical events occur they get added; subcommittee consideration of what period of history is covered; and acknowledgement of who came before.

Chair Rona invited public comment.

The following member of the public addressed the Committee:

Hope Parrish, Culver City Historical Society, expressed appreciation for being able to meet with the subcommittee; discussed the Public Art Tour and booklet created by Louise Coffey-Webb for Cultural Affairs; support for exploring the history of the City back to indigenous peoples; the internship program with the High School; opportunities for students; and she did not feel that there was a timeframe for history.

Chair Rona was temporarily disconnected from the meeting.

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Item A-5

(1) Receive Report from Racial and Equity Study 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

Vice Chair Valverde introduced the item and invited public comment.

Member Di Vincente discussed the Police Operations and Data Analysis Report by the Center for Public Safety Management (CPSM); the focus of the study; the conclusion that the CCPD provides quality law enforcement services; strengths and challenges; unit specific recommendations made for consideration; methodology; and comparisons with other cities in the nation.

Chair Rona returned to the meeting and received clarification regarding the summary of the CPSM report.

Member Grimes discussed the Culver City Review of Public Safety Services Recommendations to Advance Racial Equity and Social Justice by Solidarity Consulting, race consciousness vs. racial discrimination; color blindness vs. equal treatment; implementation of equal treatment when addressing Public Safety; she noted that racial justice is often produced when the remedies for racial harms converge with some other interest of the majority of the population noting that was something to keep in mind when working to gain support; noted that racial justice strategy should draw on the experience and knowledge from people who have been directly impacted; discussed the impact of taking the police off of traffic stops; and changes to the way policing is interpreted.

Member McBride discussed the 2019 Hate Crimes Report by the Los Angeles Commission on Human Relations; history of the Los Angeles County Commission on Human Relations; clarification regarding what constitutes a Hate Crime; people who do not come forward; the penal code; protected classes; misdemeanors and felonies; fear related to reporting certain crimes; criminal activity motivated by bias; things that spark hate crimes; copycat crimes; special impacts on the victims and the community; the potential of failure to address hate crimes causing isolated incidents to explode into widespread community tension; and the importance of prioritizing response to enable prosecution.

Discussion ensued between staff and Committee Members regarding suggested events; community discussions and panels targeted to bringing together the workplan and the substance of the reports; different categories listed in the report; county organizations dedicated to addressing hatred of certain categories; hate being fostered at an early age; groups that target youth for indoctrination to continue the system of hate; the need for collaborations and coalitions

to address problems; similarities with terrorist organizations; home-grown terrorists; and the feeling that the ad hoc subcommittee could be disbanded as the task is complete.

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Item A-6

(1) Receive Report from Outreach and Communication 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 invited public comment.

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

Chair Rona discussed the make-up of the subcommittee and the charge to make recommendations on the complaint form and the EHRAC webpage.

Member Grimes summarized recommendations to make the complaint form more accessible and easier; discussed adding language to indicate that if staff receives an incomplete complaint form, they may not be able to adequately address the complaint; allowing the option for people not to fill out areas they do not have information for; providing a Spanish version of the complaint form; adding an option to indicate basis for the complaint; identifiable information; and removal of the request for a phone number.

Discussion ensued between staff and Committee Members regarding recently agreed upon revisions to the Complaint Form; clarifying that incomplete information could result in a less effective complaint; contact information; follow up; removal of the requirement for a phone number, but not the request for a phone number; providing a place to indicate preferred mode of contact; anonymous submissions; clarification that incomplete information does not preclude staff from investigating; the intent of staff to clarify what it means to submit an incomplete form; and the timeline for the revised form.

Chair Rona discussed the experience of subcommittee members with building websites; designing a website to meet numerous needs; consistency; new recommendations; and revisions agreed to by staff from the Committee recommendations made in February.

Mily Huntley, Human Resources and Equity Manager, discussed staff perspective on requested items; limited staff resources; the inability to provide a Spanish version for each Commission, Board and Committee (CBC) webpage; consistency; and clarification that translation of CBC websites is not included the current workplan.

Discussion ensued between staff and Committee Members regarding clarification that translation of the website is possible technically, but policy limitations prevent it from happening in practice; items that staff consented to at a previous meeting prior to meeting with and receiving information from the Chief Information Officer; Information Technology standard practices related to CBC pages; use of Google Translate; use of Open Cities; lack of a technological solution; staff resources necessary to do a manual translation; event posting to the Community Calendar; the contact button; and the email distribution list.

Member Di Vincinte provided instruction on how to navigate to City events on the City webpage and how to find information related to the EHRAC.

Additional discussion ensued between staff and Committee Members regarding ways to humanize the City webpage; creation of a welcome video or message; consistency with public webpages; City standards for CBC webpages; placement of items requested by the Committee throughout the website; alignment of items with where they are placed; the explore button; ensuring that it is easy to find information regarding equity, race and racism; staff support of recommendations; adding specific pages under explore to logically group items; quality of translations; City use of systems that cannot be translated; the policy issue for the City to confront; institutionalized bias and discrimination; the ability of the Committee to weigh in on the City budget; examination of costs to translate CBC pages; creation of an ad hoc subcommittee vs. full Committee consideration of an item; Committee consensus to bring the topic back as an agenda for future consideration; classification of Culver City as a Sanctuary City; programming to support the Spanish language community;

City translators; the three supported languages; staff agreement to bring back a report about what is currently in place; new pages proposed; content for the new pages; and use of Google Translate.

Further discussion ensued between staff and Committee Members regarding discussion of the suggestions by the Chief Information Officer; the intent to increase the ability of the public to locate and read about the City's Equity and Human Relations efforts; providing an Equity and Human Relations link; consistency with other CBCs; key words to provide the visitor with a list of subpages on the website; the Racial Equity Action Plan (REAP) on the general Race and Equity page; additional discussion regarding translations; instructions for accessing Committee meetings in text and video format; the commitment of IT to provide additional information for access of virtual meetings for all CBCs; adding a photo gallery of images for events; delineating between the Race and Equity webpage and the EHRAC webpage; illustrations of diversity and inclusion; the need for more information on the structure of a program before providing a portal enabling the public to nominate individuals; staff resources; creation of a periodic nomination form and process; use of the Community Calendar for upcoming events; descriptions of events on the Race and Equity webpage; access to agendas and meeting minutes; identifying a photo illustrating diversity and inclusion; videos aimed specifically at youth; consent issues; alignment with the bylaws and the workplan; further discussion of including the names, photos and bios of individual members; and the Google Translate feature.

Additional discussion ensued between staff and Committee Members regarding media release forms; the new Equity and Human Relations Committee Advisory page that would be separate from the CBC page; a request that staff responses to each recommendation be placed in writing under each Committee recommendation for consideration before the next meeting; focusing on the intent of the changes and the benefits to the City; policy issues; human relations issues; feasibility of changes in the current framework; a suggestion to hold the item to the next meeting for additional consideration; and the initial response from staff vs. the new response from staff after conferring with IT.

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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

Chair Rona discussed report backs from the Fiscal Year 2021-2022 Public Events and Projects Ad Hoc Subcommittee, the Public Events Ad Hoc Subcommittee and the Community Contributions Ad Hoc Subcommittee at the next meeting; the need to grow the audience; expanding presentations into public events; and she invited anyone who wanted to provide a presentation at the next meeting.

Vice Chair Valverde discussed High School students who do presentations; allowing outside presentations; and potential presenters.

Additional discussion ensued between staff and Committee Members regarding the timeframe for moving the awards process forward; suggestions for student presenters; the Tolerance Club; a suggestion that Vice Chair Valverde and Member Grimes work on identifying up to three students to make a presentation to the Committee; timing of the presentation; inviting Common Peace to make a presentation; concern with making substantive decisions on a non-agendized item; a suggestion to agendize a discussion of instituting a time limit for Committee meetings; the May workshop; and a suggestion for Committee Members to think about presentations they might like to organize or deliver.

Chair Rona reported that the CBC agendas indicate the ability to meet until midnight.

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Items from Staff

Serena Wright-Black, Assistant City Manager, reported that Walter Castillo would be taking over for Human Resources and Equity Manager Mily Huntley who would be continuing in a different capacity.

Chair Rona thanked Mily Huntley, Human Resources and Equity Manager, for her patience and guidance.

Discussion ensued between staff and Committee Members regarding consideration of meeting length; standard language on all agendas indicating that at 11:00 p.m. the body is to evaluate whether to hold items over to the next meeting or to continue; the role of the Chair to facilitate meetings; and equal standing of each Committee Member and their ability to make motions.

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Adjournment

There being no further business, at 11:44 P.M., the Equity and Human Relations Advisory Committee adjourned to Tuesday, May 25, 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