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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

June 22, 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*

Absent: London McBride, Member
Haifaa Moammar, Member
Jared Morgan, Member

*Member Grimes joined the meeting at 8:52 P.M.

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 Bano led the Pledge of Allegiance.

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Items from Committee Members

Chair Rona discussed serving as the liaison to the Cultural Affairs Commission; reported inviting the Commission to the Juneteenth event and encouraging them to visit the EHRAC webpage and subscribe to email updates; expressed appreciation for the efforts of Mily Huntley and Member Grimes noting this was their last meeting; indicated that Lizbeth Mendez would be joining the Committee as a student member; and she reported that the City Council had adopted a resolution acknowledging the racial history of Culver City.

Vice Chair Valverde reported a possible hate crime involving an Asian woman who was attacked in Culver City recently; discussed the need to reiterate the Committee statement condemning hate; continued work to curb that kind of behavior; the Equity and Inclusion Plan being put into place in the School District; teachers working with the Latino community; improving dialog between school and home; and other affinity groups.

Member Bano thanked Vice Chair Valverde for acknowledging the incident in Culver City, and she announced a storytelling event on June 23 on addressing the wounds of racism organized by IslamiCity with additional information available at: guibordcenter.org.

Member Dennis discussed Pride month in June.

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Public Comment - Items NOT On the Agenda

Chair Rona discussed procedures for making public comment.

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

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Receipt and File Correspondence

Stephanie Condran, Human Resources Analyst, reported that correspondence received had been distributed to Committee Members.

Chair Rona indicated that the correspondence received related to housing.

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Consent Calendar Items

Item C-1

Approval of Minutes for the Regular Meeting of May 25, 2021

MOVED BY CHAIR RONA AND SECONDED BY MEMBER BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF MAY 25, 2021.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Order of the Agenda

No changes were made.

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Action Items

Item A-1

(1) Discuss and Share Comments on the Juneteenth Celebration Held on June 19, 2021; and (2) Provide Direction to Staff if Deemed Appropriate

Chair Rona introduced the item noting that Member Moammar had planned to lead the discussion, but could not be present.

Stephanie Condran, Human Resources Analyst, provided information on the number of participants.

Chair Rona invited public participation.

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

Discussion ensued between staff and Committee Members regarding appreciation for the work of Cicely Bingener; support for having a stand-alone event rather than having it as part of a regular Committee meeting; appreciation for the poem shared by Mildred Cunningham; support for holding a similar event, but in person next time; and a suggestion for more emphasis on the educational component next year.

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Item A-2

(1) Receive Report from the Community Contributions Ad Hoc Subcommittee on Equity and Human Relations Awards; (2) Discuss Report's Recommendations and Determine Next Steps; 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.

Member Di Vincente discussed Subcommittee meetings and meetings with representatives from the Historical Society; naming the award; award categories; the nomination form and process; deadline; number of candidates per award category; the inability to appeal the vote or change votes; outreach and promotion; medallion design; award criteria; required information; and the planned awards ceremony in April.

Discussion ensued between staff and Committee Members regarding the award process; notification of nominees; having the medallion reflect the name of the award and having the award reflect the name of the Committee; work done by the Subcommittee; creating a short-list for each type of award category; providing the full committee with the top candidates to choose from; time adjustments for the consideration and selection process; the limited number of meetings; workload; Subcommittee recommendations for top two awardees per category; continued work by the Subcommittee; and the process for presentation of the awards.

MOVED BY MEMBER DENNIS AND SECONDED BY VICE CHAIR VALVERDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE THE RECOMMENDATIONS OF THE AD HOC AWARD SUBCOMMITTEE CONCERNING THE EQUITY AND HUMAN RELATIONS AWARD WITH

INSTRUCTION TO SUBMIT NO MORE THAN THREE POSSIBILITIES FOR EACH CATEGORY ALONG WITH NOMINATION MATERIALS, THE VOTE TAKEN AT THE FOLLOWING MEETING, THE PRESENTATION MADE AT A JOINT MEETING WITH THE CITY COUNCIL, AND ENSURE THAT THE MEDALLION REFLECTS THE NAME OF THE EQUITY AND HUMAN RELATIONS AWARD.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Item A-3

(1) Receive Report from the Ad Hoc Subcommittee to Plan Public Events for the 2021-2022 Fiscal Year; (2) Discuss Report's Recommendations and Determine Next Steps on Implementing Work Plan; and (3) Provide Direction to Staff If Deemed Appropriate

Chair Rona introduced the item.

Discussion ensued between staff and Committee Members regarding making documents available to the public; incorporating finalized dates into the document; posting the schedule of events and a short description on the website; consideration of the proposed dates; reasoning behind dates chosen; the meeting with the Gabrielino-Tongva indigenous people; the proposed schedule of meetings and events; and planning.

Mily Huntley, Human Resources and Equity Manager, reviewed meeting dates proposed by the Subcommittee; discussed consistency; conflicts with other Committees; she suggested that the Indigenous Peoples Day occur on a regular Tuesday evening rather than the date proposed; expressed support for hosting the Transgender National Day of Remembrance event on November 20; discussed the staff recommendation to hold the Listen and Learn event with Hispanic residents on August 24 noting that in the past, people have not come out to events in November and the beginning of the school year could be a better date; advised that March 29 could be a better date for the Childhood and Equity movie screening currently being proposed for December due to conflicts with regular holiday events; she suggested moving the Poverty, Economic Diversity and Equity event to the 4th Tuesday of the month for consistency; expressed support for holding the Civil Discourse Workshop during a regular meeting; and support for

the dates proposed by the Subcommittee for the Asian American Storytelling event and the Non-Violence Workshop.

Additional discussion ensued between staff and Committee Members regarding concern with using regular meetings for events; the amount of work that goes into each event; concern with holding the Childhood and Equity movie screening during spring break; support for moving the December 14 event to December 7; concern with moving the date for the Indigenous Peoples event; support for holding the Listen and Learn event in early November in the auditorium as holding it in August is too early in the school year; Committee bylaws; the ability to hold extra meetings; staff resources; clarification that events and meetings are all publicly noticed; the importance of aligning events with regular meetings; Committee support for keeping regular meetings separate from events; special meetings; the ability of Subcommittees to meet at any time; the need for approval of Subcommittee work by the full Committee; extra work during the first 12 months of the Committee; things to learn during the first year of activities; concern with adding hurdles to moving forward; workload for Committee Members; support for re-thinking dates that staff does not agree on; ensuring that events are well-attended; taking the school calendar into account; a suggestion that the Ad Hoc Subcommittee meet with staff to work out dates; agreed upon dates; the ability to schedule a special meeting to deal with necessary business; availability of staff who provide support to other bodies; the feeling that special meetings create extra work for Committee Members; other Committee tasks in addition to public events such as the need to create literature; agenda planning; staff experience putting on events; and ensuring that the event date makes sense with regard to the larger event being celebrated.

Member Grimes joined the meeting.

Further discussion ensued between staff and Committee Members regarding agreed upon dates, and continued consultation between staff and the Subcommittee to identify appropriate dates for the Civil Discourse Workshop, the Childhood and Equity movie screening, and to hold the Listen and Learn event on either 11/2 or 11/9.

MOVED BY MEMBER DENNIS AND SECONDED BY VICE CHAIR VALVERDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE THE FOLLOWING SCHEDULE OF MEETINGS AND EVENTS FOR FISCAL YEAR 2021-2022 AS SHOWN IN THE REPORT: THE REGULAR MEETING IN JULY, THE INDIGENOUS PEOPLES EVENT ON OCTOBER 12, THE REGULAR MEETING IN OCTOBER, THE TRANSGENDER DAY OF REMEMBRANCE EVENT ON NOVEMBER 20, THE REGULAR MEETING IN JANUARY, THE POVERTY, ECONOMIC DIVERSITY AND EQUITY EVENT ON FEBRUARY 22, THE REGULAR MEETING IN APRIL, THE ASIAN AMERICAN STORYTELLING WORKSHOP ON MAY 24 AND THE NON-VIOLENCE WORKSHOP ON JUNE 28.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Staff agreed to post the schedule on the website, with the Listen and Learn event, the Childhood Equity movie night, and the Civil Discourse event listed with a note that dates and times are to be determined.

Additional discussion ensued between staff and Committee Members regarding ad hoc subcommittee appointments.

MOVED BY CHAIR RONA AND SECONDED BY MEMBER DENNIS THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE MAKE THE FOLLOWING AD HOC SUBCOMMITTEE APPOINTMENTS:

INDIGENOUS PEOPLE'S DAY - CHAIR RONA AND MEMBER DI VINCENTE
TRANSGENDER DAY OF REMEMBRANCE - MEMBER DENNIS AND VICE CHAIR VALVERDE
LISTEN AND LEARN - VICE CHAIR VALVERDE AND MEMBER BANO
CHILDHOOD EQUITY MOVIE SCREENING - MEMBERS BANO AND DI VINCENTE

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-4

(1) Discuss the Creation of an Ad Hoc Subcommittee to Plan Trainings for EHRAC Members; (2) (if desired) Form an Ad Hoc Subcommittee to Plan Trainings and Appoint Members Thereto; 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.

Discussion ensued between staff and Committee Members regarding the importance of cultural humility; making use of a Speakers' Bureau; preaching to the choir; finding ways to increase effectiveness; formation of an ad hoc subcommittee to look at trainings; the number of existing subcommittees; required training by the City; a suggestion to wait on the proposed training until the end of the fiscal year when it might be more clear what training would be useful and effective; capacity of the Committee; growth of the Committee; scheduling concerns; whether the trainings are for the Committee or for the community; and distributing the workload.

Chair Rona offered to provide a one-hour webinar on Cultural Humility for staff to distribute to interested Committee Members with the potential for creating a training with the speakers if there is interest.

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Item A-5

(1) Discuss the Creation of an Ad Hoc Subcommittee to Provide Educational Readings During the Summer Concert Series; and (2) Provide Direction to Staff if Deemed Appropriate

Discussion ensued between staff and Committee Members regarding involvement of Member Morgan; clarification that there is no summer concert series in Culver City this year; and communication with Member Morgan about transferring the item to the Fiesta La Ballona event.

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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 noted that certain action items were being continued over such as the formation of a subcommittee to create educational materials for the public, reports from the Outreach and Communication Ad Hoc Subcommittee, the Monuments Ad Hoc Subcommittee, and the Public Events Ad Hoc Subcommittee.

Vice Chair Valverde discussed work on historical monuments; work with the Historical Society; expanding the subcommittee to look at possible monuments or art installations dedicated to ideas such as non-violence; and agendizing a discussion of expanding the Subcommittee by adding members.

MOVED BY VICE CHAIR VALVERDE AND SECONDED BY MEMBER BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE THE EXPANSION OF THE HISTORICAL MONUMENTS SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Member Dennis discussed the workplan; the list of events and scope of the contribution to the City from a new Committee; and she expressed appreciation to Chair Rona and Vice Chair Valverde for their leadership.

Member Di Vincente thanked Member Grimes for her participation in the Committee noting that she would be missed.

Vice Chair Valverde expressed appreciation for Member Grimes and her efforts noting the importance of the perspective that she brought to the establishment of the Committee.

Member Grimes thanked everyone for their kind words.

Member Bano expressed appreciation for Member Grimes.

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Items from Staff

Stephanie Condran, Human Resources Analyst, reported that the complaint form was now available in Spanish on the City's website.

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Adjournment

There being no further business, at 9:46 P.M., the Equity and Human Relations Advisory Committee adjourned to Tuesday, July 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