

SPECIAL MEETING OF THE
CULVER CITY EQUITY AND
HUMAN RELATIONS ADVISORY COMMITTEE
CULVER CITY, CALIFORNIA

May 28, 2024
6:30 P.M.

Call To Order & Roll Call

Vice Chair Bano called the regular meeting of the Culver City Equity and Human Relations Advisory Committee to order at 6:33 P.M. in the Dan Patacchia Room at City Hall.

Members Present: Carlos Valverde, Chair
Samia Bano, Vice Chair
Jezenia Aguirre, Member
London McBride, Member*
Haifaa Moammar, Member
Ayla Moses, Member**
Ifunanyachukwu Nweke, Member***
Denice Renteria, Member
Rebecca Rona-Tuttle, Member

*Member McBride arrived at 6:55 P.M.

**Member Moses arrived at 6:36 P.M.

***Member Nweke arrived at 6:37 P.M.

Staff Present: Michelle Hamilton, Senior Human Resources and
Equity Manager
Jeannine Houchen, Human Resources Equity
Analyst
Monica Kilaita, Deputy City Attorney
Josseline Ponce, Human Resources Technician

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Pledge of Allegiance

Vice Chair Bano led the Pledge of Allegiance.

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Items from Members/Staff

Chair Valverde indicated that Vice Chair Bano was running the meeting as a group of his students was being honored by the City Council next door and he would be leaving for a few minutes to read the awards.

Chair Valverde exited the meeting.

Vice Chair Bano asked that the Item A-4 be considered before Item A-1.

Member Moses joined the meeting.

Member Rona reported attending the Culver City Hate Crimes program noting that she always learns something new.

Member Nweke joined the meeting.

Member Rona discussed the Jazz Hands for Autism celebration.

Member Nweke thanked those who attended the Jazz Hands for Autism celebration and expressed hope that other Members would be able to attend future events.

Member Moses reported attending an event with Jewish teens from all over the world.

Member Moammar noted that May was Asian American Month.

Vice Chair Bano reported attending the May Parks, Recreation and Community Services Commission meeting as the EHRAC liaison; discussed revision of the bike plan; efforts to obtain feedback about the parks; community meetings; field usage; remarks about protests on the UCLA campus; conflict between those who play tennis and those who play pickleball; and she reported attending the Jazz Hands for Autism event.

Michelle Hamilton, Senior Human Resources and Equity Manager, thanked those who attended the recent Hate Crimes event; reported that Marshall Wong was retiring but staff intended to continue the yearly event; indicated that staff would distribute booklets for those Members unable to attend the event; she discussed attending the recent Olympics Super

Subcommittee meeting; the vendor secured for the Racial Equity Action Plan (REAP); an upcoming presentation in July; community engagement; EHRAC participation; sponsorship of Bystander Training; the United Against Hate Campaign; release of information to the public; creation of promotional materials; planned activities; Committee participation; and she reminded Committee Members to check their Culver City email once per week noting the importance of responding to messages from staff.

Vice Chair Bano indicated that she had forgotten to report her attendance of the Olympics Super Subcommittee event, and she discussed ensuring that the Olympics are more equitable in terms of access, participation, and impacts to residents.

Discussion ensued between staff and Committee Members regarding clarification on the makeup of the Olympics Super Subcommittee; the Culver City-specific event; outreach; interaction with other entities; the preliminary meeting held; and previous participation in the Olympics by Culver City.

Chair Valverde returned to the meeting.

Jeannine Houchen, Human Resources Equity Analyst, reported receipt of a complaint in the Discrimination, Harassment, and Retaliation portal that was outside of the Committee's jurisdiction and outside of Culver City boundaries that was forwarded to the Culver City Police Department (CCPD).

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Public Comment - Items NOT On the Agenda

Jeannine Houchen, Human Resources Equity Analyst, indicated that no requests to make Public Comment for Items NOT On the Agenda had been received.

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Receipt of Correspondence

None.

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Consent Calendar Items

Item C-1

Approval of Minutes for the Regular Meeting on April 23, 2024

Member Rona noted that a reference to land use acknowledgement on page 6 should read land acknowledgement instead; on page 7 there was a reference to a commentator, but that person was actually a presenter; she proposed changing wording on page 9 to indicate "budgeted funding of a videographer for the Diversity Awareness projects"; expressed concern that the reference to the start time for both the May and June meetings at 6:30 P.M. on page 11 should indicate a 6:30 P.M. start time for May and a 6:00 P.M. start time for June; and she suggested adding clarification on page 14 about specific information on the award applications that cannot be shared.

Discussion ensued between staff and Committee Members regarding clarification that the Committee had agreed to vote on the start time for the June meeting at the May meeting.

Member McBride joined the meeting.

MOVED BY CHAIR VALVERDE, SECONDED BY MEMBER MOAMMAR AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING ON APRIL 23, 2024 WITH AMENDMENTS AS SUGGESTED BY MEMBER RONA.

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Order of the Agenda

Item A-4 was heard before Item A-1.

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Action Items

Item A-4
(Out of Sequence)

(1) Receive a Report from the Educational Materials Ad Hoc Subcommittee; (2) If So Desired, Discuss and Consider Approval of Report's Recommendations; and (3) Determine Next Steps as Deemed Necessary

Vice Chair Bano reported preparing a report based on her separate meetings with Member Nweke and with Member McBride; discussed revisions to their original vision based on feedback from staff and Committee Members; consensus to create materials focused on promoting specific resources on how to combat discrimination and hate; being a more effective bystander; creating a series of fliers focused on different areas; creating graphic images; creation of a slide show or mini-video; social media; various ways to spread the word about different resources; a suggestion to agendize presentations during regular meetings followed by a Q&A and discussion to promote greater understanding of different topics; education for the Committee and for the public; staff presentations on different City policies and resources focusing on combating hate; the expertise of Member McBride on combating hate and the previous presentation he made on the topic; adding events to the list for the coming fiscal year; focusing on the topic of combating hate and bystander intervention; inviting experts to conduct workshops that allow time for attendees to practice skills they learned in small groups; holding a roundtable discussion on how to combat hate with the City Council and CCPD; and she presented sample fliers developed by other cities.

Member Renteria exited the meeting.

Discussion ensued between staff and Committee Members regarding concern with going beyond the scope of the ad hoc subcommittee; the task to develop educational materials; participation in United Against Hate; a suggestion that the ad hoc subcommittee wait until the Bystander Training has been done to ascertain what is needed with the educational materials; previous promotion of the 211 number; concern with taking the role of other subcommittees that focus on special events; whether the Ad Hoc Educational Materials Subcommittee also encompasses events; the evolution of the EHRAC; the Ad Hoc Events Subcommittee; advertising; creating longstanding materials; creating documents out of events; combining the subcommittees; clarification that the subcommittee meant to recommend programming ideas to the EHRAC, not necessarily to taking them on; formation of different subcommittees to take charge of the events; support for the basic idea of creating fliers to highlight resources to share with the public; confusion caused by the programming suggestions in the report; and use of the thriving Art Department at the High School for graphics.

MOVED BY MEMBER RONA AND SECONDED BY VICE CHAIR BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: RECEIVE A REPORT FROM THE AD HOC EDUCATIONAL MATERIALS SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: AGUIRRE, BANO, MCBRIDE, MOAMMAR, MOSES, NWEKE,
RONA, VALVERDE
NOES: NONE
ABSENT: RENTERIA

Additional discussion ensued between staff and Committee Members regarding next steps.

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Item A-1

(1) Receive and File the Report From the Land Acknowledgement Ad Hoc Subcommittee; (2) Discuss, Make Recommendations to Revise and/or Update Draft Land Acknowledgement Statement, As Deemed Appropriate; and (3) If So Desired, Authorize Staff to Transmit Updated Draft Land Acknowledgement Statement and/or Recommendations to City Council For Consideration

Member Rona discussed information provided by staff; delineating Committee options; and the timeframe for the land acknowledgement requested by the City Council.

Member Renteria returned to the meeting.

Member Rona discussed subcommittee options; Committee consideration of requesting more time to allow for proper research and drafting of an appropriate document; resources identified by Member Moammar; the process; and land acknowledgements from other entities gathered by Member McBride.

Discussion ensued between staff and Council Members regarding whether the acknowledgement should be specific to the tribe that lives in Culver City; various tribes that inhabited the area; the importance of hearing from various representatives before reporting to the City Council; taking the time to do a proper job; the report that is the basis for the Los Angeles County Land Acknowledgement; clarification on the options

before the EHRAC including providing no recommendation, providing modification to the previous statement, or leaving the statement as is; how much additional time is requested for a report; the need for the Committee to make a recommendation to the City Council; and completion of the item in time for Indigenous People's Day.

Additional discussion ensued between staff and Committee Members regarding appreciation for the work of the ad hoc subcommittee; being careful to be sensitive to the topic; ensuring that the matter is not rushed for bureaucratic reasons and that voices are heard and honored; the feeling that the most appropriate thing to do is to pause and research; support for requesting additional time from the City Council; the exciting moment and weight of the matter; educational material that can be produced; the time period for restructuring the item; modifying the item rather than accepting as is, or not at all; creation of a working timeline; a suggestion to consider the item at the August 27 EHRAC meeting; the deadline to provide information to staff to be included on a meeting agenda; outreach during Playa Vista construction; Member turnover and reconstitution of subcommittees; continuing members; ensuring that the EHRAC is allowed to participate in the process; allowing sufficient time for research; options for the Committee as presented by staff; using a land acknowledgement from another city; the sense of urgency to make a decision; whether the Committee could make a recommendation pending additional research; keeping things open ended; the potential for guidance from the county report and land acknowledgement; clarification that nothing is currently being used; staff outreach to tribes and the one response received; defaulting to the extensive research done by Los Angeles County until Culver City can do their own land acknowledgement; the feeling that the research has been done; a suggestion that the ad hoc subcommittee examine the item with the goal of having a decision by the August EHRAC meeting; the work of the county to facilitate meetings with the designated tribes; a suggestion to reach out to local historians who understand the area; tribes who lived on the west side; and the map produced by UCLA.

THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE PASSED A MOTION TO:

1. RECEIVE AND FILE THE REPORT FROM THE LAND ACKNOWLEDGEMENT AD HOC SUBCOMMITTEE; AND,

2. REQUEST THAT THE CITY COUNCIL ALLOW ADDITIONAL TIME FOR THE EHRAC TO DO WORK AND RESEARCH WITH THE POTENTIAL TO TURN IN A RECOMMENDATION AT THE AUGUST 27, 2024, EHRAC MEETING; AND,

3. IF THE CITY IS UNABLE TO WAIT FOR THE UPDATED REPORT, THE EHRAC RECOMMENDS THAT CULVER CITY USE THE COUNTY OF LOS ANGELES LAND ACKNOWLEDGEMENT STATEMENT.

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Item A-2

(1) Receive a Report from the Equity and Human Relations Awards Ad Hoc Subcommittee; (2) If So Desired, Discuss and Consider Approval of the Report's Recommendations; and (3) Determine Next Steps as Deemed Necessary

Member Renteria indicated that the ad hoc subcommittee was comprised of herself and Members Aguirre, Moammar, and Rona; discussed meeting frequency; the deadline for nominations; total nominations received; review of the nominations; application of the rubric to reevaluate the nominees; selection of two finalists per category; allowing the EHRAC to have a greater voice in the final selection; she announced the finalists; and asked Committee Members to review the information and make a recommendation.

Discussion ensued between staff and Committee Members regarding the language from the nominations used in the report.

The Committee paused discussion for 15 minutes to review the documents.

Member Renteria reminded anyone familiar with nominees who felt that they might not be able to be objective to abstain from the vote.

Chair Valverde indicated working with both students nominated in the student category and he felt it appropriate for him to abstain.

Additional discussion ensued between staff and Committee Members regarding support for both student nominees; sense of commitment to bring out the voices of people who are generally

underserved; support for issues that students are concerned about; and raising awareness of genocide happening in the world.

Member Moses indicated the need to abstain.

MOVED BY MEMBER RENTERIA AND SECONDED BY MEMBER MCBRIDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: PRESENT THE EQUITY AND HUMAN RELATIONS STUDENT AWARD TO SOPHIA GOMEZ.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: AGUIRRE, BANO, MCBRIDE, MOAMMAR, NWEKE, RENTERIA,
RONA
NOES: NONE
ABSTAIN: MOSES, VALVERDE

Discussion ensued between staff and Committee Members regarding the non-profit category; the serious lack of services for the deaf and blind; the invisible deaf and blind population; increasing awareness of services; and support for the Education Foundation.

Members McBride, Moses, and Nweke indicated the need to abstain from the item.

MOVED BY MEMBER RENTERIA AND SECONDED BY CHAIR VALVERDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: PRESENT THE EQUITY AND HUMAN RELATIONS NON-PROFIT CATEGORY AWARD TO NO LIMITS FOR DEAF CHILDREN AND FAMILIES.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: AGUIRRE, BANO, MOAMMAR, RENTERIA, RONA, VALVERDE
NOES: NONE
ABSTAIN: MCBRIDE, MOSES, NWEKE

Additional discussion ensued between staff and Committee Members regarding the business category; childcare; inviting people to reapply in the future; communities that have been ignored; support for Duenas Family Childcare; work with a diverse population; creating a bilingual environment; grass roots organizing; the cost of childcare; lowering barriers; providing access to resources for Hispanic families in Culver City; the valuable service; support for a City subsidy; support for Happyland due to their mission statement; teaching peace, love and hope; diversity with students at the

school; creating a safe space for all family lifestyles, sexualities, races, and socio-economic backgrounds; and support for Happyland as embodying the focus of the EHRAC.

MOVED BY MEMBER NWEKE AND SECONDED BY CHAIR VALVERDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: PRESENT THE EQUITY AND HUMAN RELATIONS BUSINESS CATEGORY AWARD TO DUENAS FAMILY CHILDCARE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: AGUIRRE, BANO, MCBRIDE, MOAMMAR, MOSES, NWEKE,
RONA, VALVERDE
NOES: NONE
ABSTAIN: RENTERIA

Discussion ensued between staff and Committee Members regarding the efforts of Abby Klein; La Ballona as serving as a model for other schools; the efforts of Cicely Bingener over many years; unsung heroes; difficulty choosing; the award given last year highlighting community building with the unity and diversity picnics project; placing the focus on a different area this year; support for the wonderful activities to promote full acceptance and celebration of LGBTQ+ families; professional development sessions to help implement an inclusive school environment; and continuing work.

MOVED BY VICE CHAIR BANO AND SECONDED BY CHAIR VALVERDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: PRESENT THE EQUITY AND HUMAN RELATIONS INDIVIDUAL CATEGORY AWARD TO ABBY KLEIN.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: AGUIRRE, BANO, MOSES, NWEKE, RONA, VALVERDE
NOES: NONE
ABSTAIN: MCBRIDE, MOAMMAR, RENTERIA

Discussion ensued between staff and Committee Members regarding the need for another meeting of the ad hoc subcommittee for additional recommendations to be brought forward to the next meeting, and support for inviting those who were not awarded this year to reapply next year.

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Item A-3

(1) Discuss the Equity and Human Relations Advisory Committee (EHRAC) Meeting Needs for the Remainder of 2024; and (2) If So Desired, Determine and Approve Meeting Dates and Times for the Remainder of 2024

Discussion ensued between staff and Committee Members regarding meeting start time for the June meeting; concern with keeping student members late; taking students, parents, and staff into consideration; and unanimous Committee support was received for starting EHRAC meetings at 6:00 P.M. moving forward.

MOVED BY MEMBER RENTERIA, SECONDED BY MEMBER MOAMMAR AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE START REGULAR EHRAC MEETINGS AT 6:00 P.M. MOVING FORWARD.

Additional discussion ensued between staff and Committee Members regarding meeting dates for the rest of the year; special meetings; a suggestion to move the September meeting date to the second Tuesday of the month; holidays; conflicts with the School Board meeting; Latino Heritage Month; Transgender Day of Remembrance; the proclamation last year; holding a special meeting in November; LGBT Awareness Month; Indigenous Peoples Day; and agreement to meet on June 25, July 23, August 27, September 17, October 22, with a special meeting on November 19 to commemorate Transgender day of Remembrance, and not to hold a meeting in December.

MOVED BY VICE CHAIR BANO, SECONDED BY MEMBER RENTERIA AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE SET THE FOLLOWING MEETING DATES FOR THE REMAINDER OF 2024: JUNE 25, JULY 23, AUGUST 27, SEPTEMBER 17, OCTOBER 22, AND NOVEMBER 19, 2024.

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Public Comment - Items NOT On the Agenda (Continued)

Chair Valverde invited public comment.

No requests to speak were received.

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**Items from Equity and Human Relations Advisory Committee
Members/Staff**

Vice Chair Bano reported that she would not be present for the June meeting.

Member Rona indicated that she would bring Culver City Landlord Tenant Mediation Board (LTMB) fliers for everyone at the next meeting, and she asked to agendaize consideration of creating an ad hoc subcommittee to discuss and come forth with a specific recommendation to create a similar flier to market the EHRAC.

Vice Chair Bano requested that a report from the Ad Hoc Race Relations Subcommittee be agendaized; indicated attending the Olympics Super Subcommittee meeting; and she proposed agendaizing a discussion of what the EHRAC would like to recommend to the City Council in terms of making the Olympics more equitable.

Discussion ensued between staff and Committee Members regarding the need for additional guidance from the Olympics Super Subcommittee; acknowledgement of the value of discussion; the EHRAC as a liaison; additional outreach; the importance of communication with staff to alert them of availability to participate; the fact that the Olympics Supercommittee had been discussing things for a year before extending the invitation to others to participate; whether minutes were available for the first Super Subcommittee meeting for EHRAC consideration; the inability of the Chair to participate at the first meeting; a request that the EHRAC receive a presentation about the role of Culver City in the Olympics; the ability of EHRAC Members to attend Olympics Super Subcommittee meetings; Bystander Training scheduled for the June 25 EHRAC meeting; providing training to employees and to the EHRAC; outreach to encourage public participation; a suggestion to agendaize an update from the Ad Hoc Diversity Awareness Project Subcommittee; clarification that the June meeting would be recorded and posted; clarification that no certificate would be provided for the Bystander Intervention Training; a request to agendaize a report from the Ad Hoc Awards Subcommittee; a request to populate the Ad Hoc Indigenous Peoples Subcommittee at the June meeting; a request to agendaize a report on the Ad Hoc Soccer Signage

Subcommittee and to add a Member to that subcommittee; appreciation to staff for their efforts; and a request that Committee Members review the biannual report recently distributed to Committee Members for an agenda discussion at the June meeting.

Member Moses announced a presentation on May 30 at the High School on the trip she recently took and with information on how to get involved.

Chair Valverde indicated that Committee Members were invited to attend the presentation at the High School and he discussed procedures to attend.

Member Rona asked that the Ad Hoc Awards Subcommittee Members meet after the meeting.

Chair Valverde received clarification that elections for EHRAC Chair and Vice Chair would be held in July.

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Adjournment

There being no further business, at 9:10 P.M., the Equity and Human Relations Advisory Committee adjourned to June 25, 2024.

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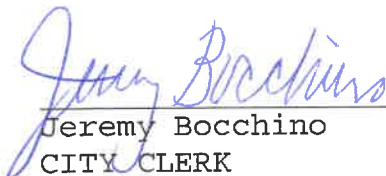
Dana Anderson
SECRETARY of the Culver City Equity and
Human Relations Advisory Committee
Culver City, California

APPROVED



Carlos Valverde
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 Bocchino
CITY CLERK



Date