APPROVED OFFICAL MINUTES 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

February 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
Anissa Di Vincente, Member
Kira Grimes, Member
London McBride, Member*
Haifaa Moammar, Member
Jared Morgan, Member

*Member McBride joined at 7:45 p.m.

Absent: Michelle Dennis, Member

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 Bano led the Pledge of Allegiance.

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Items from Committee Members

Chair Rona thanked staff for their valuable assistance; discussed her job as Communications Director for a public health agency; focusing on matters of equity; disparities, especially with regard to COVID; the various forms that inequities take; the reminder to consider everything through an equity lens; she thanked Vice Chair Valverde for alerting her to diversitybestpractices.com; discussed the cultural diversity calendar on the site; Purim; harassment of people of Asian descent; the mission of the Committee to serve people of many different backgrounds; and the U.S. census.

Vice Chair Valverde discussed reflecting on world events; moments in history; recognition of March 21 as International Day of Elimination of Racial Discrimination; and Cesar Chavez Day.

Member Bano discussed the Guibord Center in Los Angeles.

Member Moammar discussed Black History month; architect Paul R. Williams; Malcom X; she noted that Vice Mayor Daniel Lee is the first elected African American Council Member to serve in the 100 year history of Culver City; and she acknowledged recently elected Council Member Yasmine-Imani McMorrin as the first African American woman to serve.

Member Morgan provided background on himself; described experiences that inspired him to become an activist and to serve on the Committee; and he discussed the route to equity through Human Relations.

Vice Chair Valverde discussed Prop 187, passed in 1994, but never implemented due to numerous lawsuits.

Member Morgan observed that Prop 187 was the catalyst for the "Brown Wave" or the increase in activism by people of color.

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Public Comment - Items NOT On the Agenda

Chair Rona invited public comment.

The following members of the public addressed the Committee:

Dr. Janet Cameron Hoult provided background on herself; discussed her experience seeing Dr. Martin Luther King Jr. speak in 1961; creative student protests; her active participation in the Congress of Racial Equality (CORE); she felt Dr. King's words were ignored when people do not recognize that everyone is equal: and she encouraged everyone to follow Dr. King's words to defeat racial injustice.

Chair Rona discussed Brown Act Rules and procedures for receipt of public comment.

Christina Harley provided background on herself; discussed her participation in the 2012 Dr. Martin Luther King Jr. Celebration; her play celebrating the legacy of Dr. Martin Luther King Jr.; the focus on inclusivity; and she read an excerpt from the play.

Shannon Theus shared a poem by Chair Rona that she read at the last Democratic Club meeting called: "Let My People Breathe."

Will Rickards provided background on himself; discussed upcoming holidays; the Bahá'í Faith ; the Bahá'í calendar; upcoming celebrations; he expressed interest in collaborating with other groups in the City on projects of service; and he indicated that he would return at the next meeting with formal invitations to upcoming activities.

Chair Rona discussed agendizing presentations to share with the community and allowing the community to share with the Committee.

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Receipt and File Correspondence

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

Chair Rona expressed hope that more members of the community would participate in the future.

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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 McBride joined the meeting.

Item C-1

Approval of Minutes for the Regular Meeting of January 26, 2021

MOVED BY MEMBER GRIMES AND SECONDED BY VICE CHAIR VALVERDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF JANUARY 26, 2021 AS SUBMITTED.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Order of the Agenda

No changes were made.

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Action Items

Item A-1

(1) Receive Report from Partnerships, Education and 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.

Lisa Vidra, Senior Deputy City Attorney, received clarification regarding the composition of the subcommittee.

Member Bano indicated that she and Members Moammar, Grimes, and Vice Chair Valverde had met as the Partnerships, Education and Public Outreach Ad Hoc Subcommittee to brainstorm ideas; she discussed the focus on events and effective communication; bringing people together rather than dividing them; types of events; identified topics of interest based on survey and subcommittee input; addressing topics in an intersectional manner; and including young people in the events.

Member Moammar clarified that Saint Joseph's Center addresses homeless issues, not mental health issues.

Subcommittee Members read the different event types identified by the Ad Hoc Subcommittee and suggested timelines.

Discussion ensued between staff and Committee Members regarding creation of a City walking tour guide book for users of all ages; providing the history of various areas in the City; ranches that used to exist in Culver City; and the potential for creation of a documentary about Culver City.

Chair Rona invited public input.

The following member of the public addressed the Committee:

Dr. Leah Pressman provided background on herself; discussed the Talk Project; POC for Change; collaboration with the Culver City Unified School District (CCUSD); she proposed an event to highlight a book by Kenneth Paul Rosenberg that about issues within the mental health system; discussed Surgeon General, Nadine Burke Harris; Adverse Childhood Experiences (ACEs); events connected with Steve Silberman and his book, *NeuroTribes*; collaboration with the Wende Museum; suicide awareness; and programming through Erika's Lighthouse.

Discussion ensued between staff and Committee Members regarding support for the historical markers and walking tour concept; the Historical Society; City Historian Julie Lugo Cerra; ethnic and cultural history of Culver City; a suggestion to have a guest share a bit of City history before concerts at the Summer Concert series; establishing priorities; the story telling event; holding a speaker event in April; holding an event to mark Juneteenth; working with

the Committee on Homelessness to do a joint event in the context of the Speaker Series; communication between the two Committees; holding a joint public meeting; Brown Act Rules; resources included in the Work Plan; types of subcommittees; ability of members of the public and other Committees to attend; clarification that EHRAC Members can attend meetings as a member of the public, but cannot speak representing the EHRAC; a suggestion to have an event in the future with Saint Joseph's to raise awareness about homeless issues; a suggestion to have topics align with recognition months; a suggestion to have a speaker address hate crimes; ensuring that similar topics are spread out; creation of an ad hoc subcommittee to discuss an event with a representative from the County of Los Angeles Human Relations Commission to present data on hate crimes in Culver City; concern that hate crimes is a heavier topic than was intended for the speaker series; the intent to educate about hate crimes and hate incidents; the speaker series vs. presentations; a suggestion to hold a symposium on hate crimes; the intent to hold several events before the end of the fiscal year; establishing general parameters for the events; empowering the existing subcommittee to move forward with the help of staff; creating a separate subcommittee for each event; the feeling that Juneteenth should not be a part of speaker series; and whether to have a separate subcommittee for each event.

Chair Rona proposed a motion to establish two ad hoc subcommittees to deal with two events, each to occur during this fiscal year, one related to hate crime, and the other to celebrate Juneteenth. Member Bano seconded the motion and the discussion continued.

Vice Chair Valverde suggested that one of the proposed subcommittees work on hate crimes and investigate finding a speaker on homelessness, and the other subcommittee address the Juneteenth event.

Chair Rona revised her motion to create an ad hoc subcommittee charged with establishing one event on homelessness and one on hate crime with a report brought back to the EHRAC, and another ad hoc subcommittee created and charged with establishing and presenting recommendations on the creation of a Juneteenth event.

Additional discussion ensued between staff and Committee Members regarding timing for the homelessness event; a

suggestion to have less subcommittees; the importance of doing quality work; ensuring that people are not spread too thin; and allowing everyone a chance to contribute.

Member McBride proposed a substitute motion to appoint an ad hoc subcommittee to identify two events and to focus on implementing them.

Discussion ensued between staff and Committee Members regarding procedures for motions, amendments and substitute motions.

Member Di Vincente seconded Member McBride's motion.

MOVED BY MEMBER MCBRIDE AND SECONDED BY MEMBER DI VINCENTE THAT THE EQUITY AND HUMAN RESOURCES ADVISORY COMMITTEE IDENTIFY TWO EVENTS AND CREATE AN AD HOC PUBLIC EVENTS SUBCOMMITTEE TO FOCUS ON IMPLEMENTING THEM.

AYES: DI VINCENTE, GRIMES, MCBRIDE, MOAMMAR, MORGAN
NOES: BANO, RONA, VALVERDE
ABSENT: DENNIS

Further discussion ensued between staff and Committee Members regarding staff assistance with planning events; encouragement to Committee Members to be involved in planning the event with staff; and willingness of several Members to serve.

MOVED BY CHAIR RONA AND SECONDED BY MEMBER MCBRIDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPOINT MEMBERS DI VINCINTE, MCBRIDE, MOAMMAR AND MORGAN TO THE AD HOC PUBLIC EVENTS SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Chair Rona received agreement from Member Moammar that she would organize the ad hoc subcommittee meetings and interact with staff, with the ad hoc subcommittee to bring back a report to the full Committee.

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Item A-2

(1) Receive Report from Outreach and Communications Ad Hoc Subcommittee on Implementation of Work Plan Tasks; (2) Discuss 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 summarized the material of record; discussed suggestions to improve the EHRAC website page; encouraging communication with staff, volunteers and Committee Members; providing multiple versions of the complaint forms; accessibility; recommendations on the complaint form; allowing an opportunity to make a complaint without providing identifying information; incomplete complaint forms; and recommended changes to the complaint form.

Discussion ensued between staff and Committee Members regarding support for increasing a welcoming environment on the main page by providing pictures of Members along with their bio and contact information; providing a Spanish language website; support for having a welcome video in multiple languages; current availability of the majority of the website in Spanish; keeping all City webpages uniform; another City body that sought to provide bios on their webpage; allowing ease of contact; reliability of translation apps; providing multiple versions of the complaint forms; tracking for follow-up; the charge of the Committee to track trends; complaint resolution; status of incomplete forms; complaints received to date; the process for handling complaint forms; information currently required on the forms; and staff agreement to return with information on the complaint handling process.

Chair Rona moved to create an ad hoc subcommittee to focus on creation of an anonymous public complaint form and Member Bano seconded the motion.

Additional discussion ensued between staff and Committee Members regarding confusion created by offering multiple forms; a suggestion to have one form with the option to disclose identity or not; the difficulty of conducting a

thorough investigation and following-up on anonymous complaints; indicating on the form that it would be helpful for follow-up and investigative purposes if the complaint was not anonymous; and making it clear that complaints would be addressed confidentially.

Chair Rona withdrew her original motion and proposed a substitute motion to form an ad hoc subcommittee to create an anonymous survey on the webpage to identify concerns. Member Moammar seconded the motion.

Additional discussion ensued between staff and Committee Members regarding clarification on the work required of the subcommittee and goals of the survey; the intent to receive feedback on events and identify trends and/or issues surfacing in the City; whether creation of a monthly action item to receive information on survey forms and submitted complaints is necessary; and making revisions to the complaint form.

MOVED BY MEMBER GRIMES AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY & HUMAN RELATIONS ADVISORY COMMITTEE: DIRECT STAFF TO REVIEW THE COMPLAINT FORM AND MAKE EDITS TO ENSURE THAT INFORMATION IN SOME FIELDS IS NOT REQUIRED AND CERTAIN SECTIONS ARE POSSIBLY ANONYMOUS.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Discussion ensued between staff and Committee Members regarding a suggestion for semi-annual outreach to raise awareness and encourage people to take the survey, and staff agreement to meet internally and return with recommendations about the complaint form and website at the March or April EHRAC meeting.

MOVED BY MEMBER GRIMES AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY & HUMAN RELATIONS ADVISORY COMMITTEE: FORM AN AD HOC SUBCOMMITTEE TO CREATE AN ANONYMOUS SURVEY ON THE WEBPAGE TO IDENTIFY CONCERNS.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

MOVED BY CHAIR RONA AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY & HUMAN RELATIONS ADVISORY COMMITTEE: APPOINT CHAIR RONA AND MEMBERS BANO, DENNIS AND GRIMES TO SERVE ON THE AD HOC SURVEY SUBCOMMITTEE.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Vice Chair Valverde indicated that he had wanted to discuss creation of historical markers and public monuments in Item A-1, and he proposed establishing an ad hoc subcommittee to work with the Historical Society to research cultural and ethnic history in the City with a report provided to the Committee.

Discussion ensued between staff and Committee Members regarding pairing the historical markers with walking tours; researching whether there is already a process in place; and the procedure to take action on Item A-1.

MOVED BY VICE CHAIR VALVERDE AND SECONDED BY CHAIR RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE RE-OPEN ITEM A-1.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-1
(Continued)

(1) Receive Report from Partnerships, Education and 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

Vice Chair Valverde received clarification regarding the number of people necessary to serve on a subcommittee.

MOVED BY VICE CHAIR VALVERDE AND SECONDED BY MEMBER MOAMMAR THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE CREATE AN AD HOC SUBCOMMITTEE TO REPORT FINDINGS BASED ON COMMUNICATION WITH THE CULVER CITY HISTORICAL SOCIETY ON HOW TO GET MARKERS CREATED TO FACILITATE AN UNDERSTANDING OF THE CULTURAL AND ETHNIC HISTORY OF CULVER CITY.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-3

(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 EHRAC; (3) Discuss The Creation and Dissemination of Surveys; and (4) Provide Direction to Staff if Deemed Appropriate

Chair Rona received Committee consensus to hold over the agenda item to the next meeting.

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Item A-4

(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 received Committee consensus to hold over the agenda item to the next meeting.

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Public Comment for Items NOT On the Agenda (Continued)

Chair Rona invited public participation and explained procedures for making public comment.

The following member of the public addressed the Committee:

Carlene Brown expressed gratitude to the Committee for their work and she shared a poem from Langston Hughes for Black History Month entitled "Let America Be America Again".

Chair Rona received clarification that the poem was written in 1936.

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Items from Equity and Human Relations Advisory Committee Members

Member McBride discussed his inspiration for joining the Committee; his experience serving as a police officer; police culture; George Floyd; the history of law enforcement; equity, diversity and inclusion training; working within the police department and in the community; and he sought to make changes through uniting everyone.

Chair Rona received clarification regarding procedures for proposing a presentation at an upcoming meeting.

MOVED BY MEMBER RONA AND SECONDED BY MEMBER BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE HAVE A PRESENTATION ON MARCH 23, 2021 IN HONOR OF CESAR CHAVEZ AND THE WORK THAT HE DID TO CREATE THE UNITED FARM WORKERS.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

MOVED BY VICE CHAIR VALVERDE AND SECONDED BY MEMBER GRIMES THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE CREATE THE CESAR CHAVEZ AD HOC SUBCOMMITTEE AND APPOINT VICE CHAIR VALVERDE AND MEMBER GRIMES THERETO.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Discussion ensued between staff and Committee Members regarding items for the next meeting including Items A-3 and A-4 that were deferred, and consideration of reports from the Ad Hoc Community Contributions Subcommittee and the Ad Hoc Study Subcommittee.

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Items from Staff

Mily Huntley, Human Resources and Equity Manager, reported that no complaints had been received via the City website or by any other means; discussed receipt of the Ways and Means Ad Hoc Subcommittee report; she asked subcommittee members to be on the lookout for an email from staff within the next week; she noted that the Public Event Ad Hoc Subcommittee would be discussing two events for this fiscal year; and she discussed the current budget balance.

Discussion ensued between staff and Committee Members regarding carryover requests for unused funds; logistics of sharing video files at the meeting; audio issues; and receiving a report from the Public Event Subcommittee and from the Survey Subcommittee at the March meeting if time permits.

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Adjournment

There being no further business, at 11:59 P.M., the Equity and Human Relations Advisory Committee adjourned to Tuesday, March 23, 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

12 APR 2021
Date