

OFFICIAL MINUTES 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

May 25, 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  
Haifaa Moammar, Member  
Jared Morgan, Member

**Absent:** London McBride, 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 Morgan led the Pledge of Allegiance.

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### **Items from Committee Members**

Vice Chair Valverde announced a presentation on the 1921 Tulsa Race Massacre at the UCLA Hammer Museum on June 1.

Member Dennis reported that many advocates were asking that President Biden honor a campaign promise to consider altering official documents to provide a third gender option; she reported other countries that offer gender neutral passports; and indicated that currently 19 states and Washington DC offer X gender identification on identification documents.

Member Moammar reported that Member McBride could not be at the meeting as he is part of a presentation on the one year anniversary of the death of George Floyd; she discussed the Juneteenth Celebration on June 19; and she encouraged people to check on the website for additional details.

Chair Rona discussed serving as the liaison to the Cultural Affairs Commission; encouraging the Commission to visit the EHRAC webpage and subscribe to email updates; speaking at the recent City Council meeting; the recent EHRAC event on Hate Crimes; the upcoming Juneteenth Celebration; encouraging everyone to subscribe to email updates; and she suggested that liaisons with meetings before June 19 attend and announce the event.

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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 no correspondence received.

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**Consent Calendar Items**

Item C-1

**Approval of Minutes for the Regular Meeting of April 27, 2021**

Chair Rona described the proper protocol for consideration of the minutes.

Member Dennis acknowledged staff for the accurate capture of the variety and magnitude of topics and information covered in her presentation.

Stephanie Condran, Human Resources Analyst, noted that minutes were completed by a third-party vendor who requested the Committee to be explicit in the information provided at the meetings.

THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVED MINUTES FOR THE REGULAR MEETING OF APRIL 27, 2021 (ABSENT MEMBER MCBRIDE).

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**Order of the Agenda**

Chair Rona asked that Item A-5 be pulled and held over for the next meeting.

Member Dennis received clarification that the topic of Spanish translations was included in Item A-5.

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**Action Items**

Item A-1

**Presentation and Discussion in Honor of Asian American and Pacific Islander Heritage Month by Anita Gaur; (2) Discuss and Share Comments about the Presentation; and (3) Provide Direction to Staff if Deemed Appropriate**

Chair Rona introduced the item.

Vice Chair Valverde introduced Anita Gaur from the Asian Pacific Cultural Union at Culver City High School.

Anita Gaur, Asian Pacific Cultural Union, discussed the club meeting structure; education; information about topics affecting the community; recent issues with Asian Hate; the partnership with AAPI So Cal; movies, podcasts and books available to understand the Asian perspective; and she presented a video providing background on the club and on Asian American Pacific Islander month.

Discussion ensued between Ms. Gaur and Committee Members regarding appreciation for the presentation; bravery; personal heroes; diversity and co-existence; the rise in violence and hate crime; the focus on eastern Asians; clarification regarding what is considered Asia; recommendations for the EHRAC; and agreement by Ms. Gaur to share resources with the Committee.

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Item A-2

**1) Discuss and Share Comments on the Hate Crimes Report and Community Conversation Held on May 14, 2021; and (2) 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 Moammar discussed the Hate Crimes Report and Community Conversation held on May 14; the work of the Subcommittee to put on the event; and she indicated that she would like the event to be held annually with solutions offered.

Discussion ensued between staff and Committee Members regarding the fact that reported incidents are a fraction of what actually happens; facilitating greater understanding in the City; work done in the Social Work Masters Program; defining hate crimes; racial slurs; verbal abuse; racial aggressions; micro-aggressions; education; guidance; providing enough time for the speaker to present and the moderator to ask questions; asking the police department direct questions to find out how crimes are managed; anecdotal evidence indicating that the police do not address issues; School District jurisdiction; defining hate crime and addressing it; feeling safe enough to report issues;

graffiti; vandalism; requesting that the police take part on an equal footing with the presenter; what was learned from the experience to shape future discussion; appreciation for ideas on how witnesses can intervene; providing witness intervention training; asking other bodies in the City such as the Parks Recreation and Community Services Commission about what they do to address hate incidents in the parks; involving other organizations in the presentation; the focus of the presentation on the police and the Prison Industrial Complex; support for a different kind of report; working to improve outreach in the future; The Culver City News; the Culver City Facebook page; events with banners; and engaging in an overall discussion regarding improved outreach for future events.

Chair Rona invited public comment.

The following member of the public addressed the Committee:

Yasmine-Imani McMorris, Council Member, congratulated the Committee on their first event; indicated that she had amplified the event on her Facebook page and would do her best to continue that for future events; discussed much needed context and data; concerns about the reliance on police as being the only accountability check for this behavior; laws that provide no protection against violence and no material changes to the conditions that produced it after the fact; she recommended *We Do This 'Til We Free Us* by Mariame Kaba; investing in tools that offer alternatives outside of the Prison Industrial Complex; building community; finding a way to respond to real issues that people are experiencing; the tenor of the presentation; the need to innovate and provide education to the wider community; and education that does not center on calling the police.

Item A-3

**(1) Receive Report from the Ad Hoc Subcommittee to Plan Public Events for the 2020-2021 Fiscal Year Regarding the Juneteenth Celebration; (2) Discuss, Modify (if Desired) and Approve the 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.

Member Moammar reported meeting with Cicely Bingener who held a similar event last year; she discussed meetings; and she summarized the Subcommittee report.

Discussion ensued between staff and Committee Members regarding appreciation for the effort put into the event; historic information available; choosing the most effective time for the event; press releases; outreach; distribution of electronic and hard copy fliers; lead time necessary to promote the event; and agreement to adopt the plan with the time to be determined later.

MOVED BY MEMBER BANO, SECONDED BY MEMBER GRIMES AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE ACCEPT THE AGENDA FOR THE JUNETEENTH EVENT AS WRITTEN, WITH THE TIME TO BE DETERMINED BY THE SUBCOMMITTEE (ABSENT MEMBER MCBRIDE).

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Item A-4

**(1) Receive Report from the Ad Hoc Subcommittee to Plan Public Events for the 2021-2022 Fiscal Year; (2) Discuss Report 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 Committee budget; money spent on training; appreciation to staff for their encouragement to increase the budget; carryover funds; the amount of money available for the next fiscal year; Committee bylaws regarding meeting frequency; and she provided a correction noting text should read "Civil Discourse Workshop: Member Michelle Dennis volunteers to take the lead".

Vice Chair Valverde provided a summary of the report for the Public Events Ad Hoc Subcommittee for Fiscal Year 2021-2022; he noted that ideas would have to be fleshed out with further subcommittee meetings; he encouraged Members to think about what they want to participate in; he discussed proposed events; event components; partnerships; continued subcommittee work; and input from the full Committee.

Member Dennis discussed the purpose of the proposed Civil Discourse Workshop; outreach; participation; and facilitation by outside experts.

Chair Rona discussed Transgender National Day of Remembrance; the request from staff for events to take place at the regular meeting time; and she reported that Justin Jampole of the Wende Museum had offered to host the event free of charge.

Discussion ensued between staff and Committee Members regarding the Civil Discourse Workshop; the importance of the book mentioned by Council Member McMorris and a suggestion to include it in several events; timing for the workshops; certification; creation of the ad hoc subcommittees; the proposed Indigenous Peoples' Day event; the annual event at University High School; the proposed Non-Violence Workshop; scheduling; staff support; combining events with regular meetings; standing action items; the bylaws; regular meetings; special meetings; creation of an ad hoc training subcommittee; and the need for additional work and consideration by the ad hoc subcommittee.

MOVED BY MEMBER DENNIS, SECONDED BY VICE CHAIR VALVERDE AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE ACCEPT THE LIST OF PROPOSED EVENTS WITH DIRECTION TO THE SUBCOMMITTEE TO RETURN IN JUNE WITH SPECIFIC RECOMMENDATIONS FOR DATES AND WHICH EVENTS WOULD BE STAND-ALONE AND WHICH WOULD BE COMBINED WITH REGULAR MEETINGS (ABSENT MEMBER MCBRIDE).

Additional discussion ensued between staff and Committee Members regarding Committee Member participation in events and clarification that the community calendar on the City website indicates which Fridays the City is closed.

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Item A-5

**(1) Further Discussion of the Report from the EHRAC Outreach and Communication Ad Hoc Subcommittee on Recommendations for Changes to the EHRAC Webpage, and Determine Next Steps on Implementing Said Recommendations; and (2) Provide Direction to Staff If Deemed Appropriate**

Chair Rona indicated that she had requested that the item be held over until the June EHRAC meeting pending a report from

staff regarding protocol and responses to each of the ad hoc subcommittee recommendations.

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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**

MOVED BY VICE CHAIR VALVERDE, SECONDED BY MEMBER GRIMES AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A REPORT FROM THE HISTORICAL MARKERS SUBCOMMITTEE FOR THE JUNE MEETING (ABSENT MEMBER MCBRIDE).

MOVED BY MEMBER BANO, SECONDED BY MEMBER MORGAN AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A DISCUSSION OF CREATING A SUBCOMMITTEE FOR THE CREATION OF EDUCATIONAL MATERIALS FOR DISTRIBUTION TO THE PUBLIC WITH A PRIORITY PLACED ON WITNESS INTERVENTION TRAINING MATERIALS (ABSENT MEMBER MCBRIDE).

MOVED BY MEMBER MORGAN, SECONDED BY MEMBER MOAMMAR AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A DISCUSSION AT THE NEXT MEETING OF CREATING AN AD HOC SUBCOMMITTEE TO CONSIDER PROVIDING EDUCATION OR SMALL READINGS AT THE CITY HALL SUMMER CONCERT SERIES IF THERE IS ONE (ABSENT MEMBER MCBRIDE).

Additional discussion ensued between staff and Committee Members regarding subcommittee work on the recognition event; combining the award with one of the special events; and agendizing a report from the Community Contributions Ad Hoc Subcommittee.

Member Moammar proposed a motion to agendize a report from the Community Contributions Ad Hoc Subcommittee and Member Morgan seconded the motion.



Additional discussion ensued between staff and Committee Members regarding the nomination process, review, criteria, and voting; items to be discussed; presenting the award during a regular meeting; design of the medallion; the nomination form; and direction to the subcommittee to try to imagine every detail to make an event happen.

MOVED BY CHAIR RONA, SECONDED BY MEMBER MOAMMAR AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE DIRECT THE COMMUNITY CONTRIBUTIONS AD HOC SUBCOMMITTEE TO CONVENE TO DISCUSS ALL DETAILS NECESSARY FOR THE PROGRAM TO BE IMPLEMENTED AND RETURN IN JUNE WITH A REPORT (ABSENT MEMBER MCBRIDE).

Chair Rona proposed a motion to agendize a discussion of possible trainings for the Committee to take part in and Member Bano seconded the motion.

Discussion ensued between staff and Committee Members regarding forming a subcommittee to identify the trainings and bring back recommendations for the whole Committee to consider; concern with stacking too many items on the June agenda; and efforts to shorten discussions in order to consider more action items per meeting.

MOVED BY CHAIR RONA, SECONDED BY MEMBER BANO AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A DISCUSSION IN JUNE OF POSSIBLE TRAINING FOR THE COMMITTEE TO TAKE PART IN (ABSENT MEMBER MCBRIDE).

MOVED BY CHAIR RONA, SECONDED BY MEMBER DENNIS AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A FOLLOW UP TO THE JUNETEENTH CELEBRATION (ABSENT MEMBER MCBRIDE).

MOVED BY CHAIR RONA, SECONDED BY MEMBER DENNIS AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A REPORT FROM THE OUTREACH AND COMMUNICATIONS SUBCOMMITTEE FOR JUNE (ABSENT MEMBER MCBRIDE).

MOVED BY CHAIR RONA, SECONDED BY MEMBER DENNIS AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A REPORT FROM THE OUTREACH AND COMMUNICATIONS SUBCOMMITTEE FOR JUNE (ABSENT MEMBER MCBRIDE AND WITH MEMBER MORGAN ABSTAINING AS HE NEEDED TO ATTEND TO HIS CHILD).

MOVED BY CHAIR RONA, SECONDED BY MEMBER DENNIS AND UNANIMOUSLY CARRIED, THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A REPORT FROM THE PROPOSED PUBLIC EVENTS SUBCOMMITTEE FOR JUNE GIVING ALL MEMBERS THE OPPORTUNITY TO REVIEW THE PROPOSED SCHEDULED EVENTS AND THE OPPORTUNITY TO VOLUNTEER TO SERVE ON AD HOC SUBCOMMITTEES (ABSENT MEMBER MCBRIDE AND WITH MEMBER MORGAN ABSTAINING AS HE NEEDED TO ATTEND TO HIS CHILD).

Chair Rona discussed her background, experiences, and reasons for joining the EHRAC.

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#### **Items from Staff**

Responding to inquiry, Walter Castillo introduced himself and provided background on his experience, noting that he had planned a more formal presentation at the June meeting.

Mily Huntley, Human Resources and Equity Manager, provided an update on applications to the Committee; discussed the selection of the new Chair and Vice Chair; appointment of an employee seat; the appointment of the student seat; and she indicated that there was not a statistical report available on discrimination, retaliation or harassment complaints filed to the City this month.


Discussion ensued between staff and Committee Members regarding applications received so far; applicant interviews; the appointment process; ethics training provided on Webex on June 24; and Committee reports to the City Council.

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**Adjournment**

There being no further business, at 10:44 P.M., the Equity and Human Relations Advisory Committee adjourned to Tuesday, June 22, 2021.

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for   
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

8/9/2021  
Date