APPROVED 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

January 25, 2022
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
Lizbeth Mendez, Member
Haifaa Moammar, Member
Jared Morgan, Member*

Absent: London McBride, Member

*Member Morgan joined the meeting at 8:03 P.M.

Staff Present: Steven Pham, Interim Human Resources Director
Lisa Vidra, Assistant City Attorney
Stephanie Condran, Human Resources Analyst

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Pledge of Allegiance

Member Mendez led the Pledge of Allegiance.

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Items from Committee Members

Chair Rona introduced staff.

Member Dennis discussed first occurrences for the participation of transgender and gender non-binary communities in mainstream society, and reported that the Miss U.S.A. Beauty Contest had its first transgender beauty contestant who represented in the state of Nevada.

Member Moammar reported that January is National Human Trafficking Prevention Month and she indicated that information on the Youth at Work Program is available at eeoc.org for high school students starting their first jobs.

Member Bano discussed the December Parks, Recreation and Community Services meeting noting that she had missed the January meeting.

Member Mendez discussed Black History month in February; being an ally for the Black community; injustice; and coming together to educate people for a better world.

Vice Chair Valverde expressed support for comments made by Member Mendez; discussed the importance of observances at the high school; cultural pep rallies; and individual work in classrooms.

Chair Rona discussed anti-Semitic events in Texas in January; the Outreach and Communication Subcommittee; equity; the recent Martin Luther King Jr. celebration held at the Senior Center; she thanked the City staff for their work to increase accessibility to the City website by providing Spanish translation of certain information; and she introduced the Interim Human Resources Director, Steven Pham.

Steven Pham, Interim Human Resources Director, discussed his commitment to support the Committee; staffing issues; and encouragement to the Committee to communicate with staff regarding events.

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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:

Dr. Golastani provided background on herself; discussed community-wide activities; events; creating a space for people to get to know one another; "Front Yard Friends"; a recent Baha'i event; providing a regular space for all residents to share; building understanding through conversation; policy changes; long-term change; regular Unity and Diversity Picnics; youth engagement; training high school students to lead discussions; diversity; logistics; and collaboration with the EHRAC.

Chair Rona expressed appreciation for the information and indicated that she was interested in learning more.

Vice Chair Valverde thanked Dr. Golastani for providing information and indicated that he would follow-up.

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Receipt of Correspondence

Stephanie Condran, Human Resources Analyst, reported that two e-comments had been received and transmitted to Committee Members.

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Consent Calendar Items

Item C-1

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

Chair Rona asked that language in motions on page 6 and page 7 be modified to read "…as outlined in the report of the ad hoc subcommittee" rather than "in the staff report" as was noted, and she questioned why the special community meeting on September 14 had not been held, noting that a motion had been made on page 9 to hold it.

Stephanie Condran, Human Resources Analyst, indicated that after research, staff had provided notification indicating a lack of staff resources for the meeting.

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF OCTOBER 26, 2021 AS AMENDED.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: BANO, DENNIS, DI VINCENTE, MENDEZ, MOAMMAR, RONA, VALVERDE
NOES: NONE
ABSENT: MCBRIDE, 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 Civil Discourse Workshop held on December 4, 2021; and (2) Provide Direction to Staff if Deemed Appropriate

Member Dennis provided a report on the Civil Discourse Workshop; discussed active conversation and participation by the public; the Institute for Civility and Government; the intention for the Subcommittee to suggest proposed Civil Discourse Guidelines; COVID; staff resources; delays to receipt of the report from the consultants; Committee review of the proposed guidelines; public participation; and Committee input on the Workshop.

Discussion ensued between staff and Committee Members regarding the real cost of incivility; stress; triggers; health impacts; listening skills; focusing on the content not the person; equal treatment regardless of circumstances; respect, dignity and communication with offering and receiving; maintaining the presumption of good intentions; maintaining openness as the foundation of respect; seeing issues from different perspectives; future community and policy discussions; introducing the guidelines to the School District; the discussion about trauma; content created by the non-profit; clarification that content from the afternoon session has been shared on the City website; appreciation to Member Dennis for bringing the event forward; concerns with issues related to the use of Webex vs. Zoom; participant

feedback; concern with a lack of participant diversity; increasing participation; outreach; cultural factors; City government; challenges; engaging communities of color; doing the minimum; the feeling that public participation works when the government wants it to work; allocation of resources; designating staff positions to facilitate participation; providing the opportunity for intimate, direct connection; continued use of virtual communication; the need to allocate resources to facilitate real communication; difficulty finding the meeting code; the inability to see the public; the perception and reality of participation; communication with Information Technology (IT) staff to improve the process; lack of diversity of those expressing themselves; diversity on the Committee; the perception that the event was a more of a listening session; lack of comment from the public; promotion on social media; Committee Member promotion of events; Committee Member connections on social media; the Brown Act; posting of announcements vs. opinions; additional research by staff; and creation of an annual event.

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Item A-2

(1) Discuss and Share Comments on the Transgender Day of Remembrance Commemoration Held on November 20, 2021; and (2) Provide Direction to Staff if Deemed Appropriate

Member Dennis acknowledged the Committee and the City for hosting the first such event in the City; thanked participants; discussed reading of the names and showing the pictures of transgender individuals killed in the prior year; emotional impact; statistics and legal issues vs. individuals killed; and equity and equality for transgender and gender non-binary people.

Discussion ensued between staff and Committee Members regarding participation by a high school student; invitations to Council Members; the importance of increasing participation; announcements to the City Council by Chair Rona; potential other methods to invite Council Members; and revisiting the Outreach Subcommittee.

Member Morgan joined the meeting.

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Item A-3

(1) Discussion of the Report from the Community Contributions Ad Hoc Subcommittee Regarding the Community Contributions Award and Medallion and Determine Next Steps; and (2) Provide Direction to Staff if Deemed Appropriate

Member Moammar provided a report from the Community Contributions Ad Hoc Subcommittee on the Equity and Human Relations Award; discussed recent meetings; City Council approval for the use of the City seal; applications received; nominations; categories; creation of the medallions; costs; production; and the timeline.

Discussion ensued between staff and Committee Members regarding a reminder that the award is the Equity and Human Relations Award, not the Community Contributions Award; the selection process; clarification on necessary Committee action; funding approval; the number of awards; total cost; the decision making process; staff vetting of applicants; scheduling of the item on a City Council agenda for approval; encouragement for the Committee to provide the names as soon as possible; staff resources; disappointment in the absence of student nominations; and a suggestion to provide framed certificates.

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Item A-4

(1) Discussion of the Draft "Helpful Tips to Prevent Harassment and Discrimination" Bystander Intervention Document from the Educational Materials Ad Hoc Subcommittee; (2) Consider Approval of the Document and Determine Next Steps; and (3) Provide Direction to Staff if Deemed Appropriate

Chair Rona invited public comment.

Stephanie Condran, Human Resources Analyst, indicated that no requests to speak had been received.

Chair Rona acknowledged the work done by Subcommittee Members Bano, Di Vincente, McBride, and Mendez.

Discussion ensued between staff and Committee Members regarding items not on the agenda that can be discussed at

the end of the meeting under Items from Members, and staff additions to the document provided by the subcommittee.

Member Mendez discussed the draft of the Bystander Intervention document; defining what a hate crime is; awareness of surroundings; how to take action; accountability; education; and available resources.

Discussion ensued between staff and Committee Members regarding creation of a series of pamphlets by the EHRAC; distribution at City events; sharing through social media; appreciation for the work done; the focus placed on hate crime; actual number of hate crimes in the City; other forms of discrimination; micro-aggressions; providing a list of different actions where intervention would be appropriate; broader issues to counteract; providing bullet points; making it easier for people to intervene; and additional work of the subcommittee.

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Item A-5

(1) Discussion of the Report from the Historical Monuments Ad Hoc Subcommittee; (2) Consider Approval of the Report's Recommendations and Determine Next Steps; and (3) Provide Direction to Staff if Deemed Appropriate

Chair Rona introduced the item and reported that the Historical Monuments Ad Hoc Subcommittee had received a request for input from Cultural Affairs.

Vice Chair Valverde provided a report on work done by the Historical Markers Ad Hoc Subcommittee; discussed difficulty moving forward; understanding the mechanisms in the City; ensuring that efforts are not being duplicated; commemorating events with plaques, markers, murals, or monuments; the redesign of the City Hall Plaza; establishing a diversity walk with information about different groups; setting priorities; involvement of other groups; next steps; and input on other things to consider.

Discussion ensued between staff and Committee Members regarding Sony as a resource; playing video information in the lobby of City Hall as a resource for the community; Member Di Vincente's photographs of the Tongva locations throughout the City; subcommittee objectives; creating small parkway

gardens representing different ethnic groups; project renderings; ideas that are not necessarily historical; broadening the scope of the subcommittee to include diversity; the original charge of the subcommittee; the challenge to identify historical moments due to lack of records; and changing the name to accurately reflect the mission of the subcommittee.

Vice Chair Valverde proposed a motion to change the name of the Historical Monuments Ad Hoc Subcommittee to the Diversity Project Ad Hoc Subcommittee. Member Moammar seconded the motion.

Additional discussion ensued between staff and Committee Members regarding changing the name of the ad hoc subcommittee; attribution; perceptions; allowing for flexibility; highlighting historical moments; symbolic elements; the intent to take on racial, cultural and social diversity in the City; the fact that changing the original charge of the subcommittee was not agendized; referencing the meeting where the original charge of the subcommittee was discussed; placing an item on a future agenda to discuss a change to the scope and title of the ad hoc subcommittee; and support for the work proposed.

Vice Chair Valverde withdrew his motion.

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Item A-6

(1) Discussion of the Report from the Childhood and Equity Movie Screening Ad Hoc Subcommittee for the Event Program; (2) Consider Approval of the 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 requests to speak had been received.

Member Moammar provided a report on the work of the Childhood and Equity Movie Screening Ad Hoc Subcommittee; discussed postponing the March 22 screening date due to the worsening pandemic situation; use of an online format; holding an in-person event on April 12 at Robert Frost Auditorium; the

proposed event schedule; and securing the screening license once the date is set.

Discussion ensued between staff and Committee Members regarding the value of holding an in-person event; costs for a virtual vs. in-person screening; the recommendation to postpone until the event can be held in person; the ability for people to view the movie on their own; limitations of Webex; flexibility on Zoom; concern with limited time allocated for the panel and for questions and comments; providing people with lead time to watch the movie in advance and join for the discussion; the value of the conversation; benefits of the discussion for people who have not seen the film; teachers who would be willing to show the film in class prior to the event; difficulty of watching the film due to the heavy subject; allocating the necessary time for discussion; following a similar model as the Civil Discourse Workshop; proposed panelists; scheduling; holding the event in the next fiscal year; securing the auditorium; extending the event time; consideration of other locations; holding events where the students already are; and confirmation of speakers.

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Item A-7

(1) Discussion of the Report from the Asian American Storytelling Ad Hoc Subcommittee for the Event Program; (2) Consider Approval of the Report's Recommendations and Determine Next Steps; and (3) Provide Direction to Staff if Deemed Appropriate

Member Bano provided a report from the Asian American Storytelling Ad Hoc Subcommittee; discussed the event program; exploration of anti-Asian sentiment; the proposed date; and getting story tellers from different parts of Asia.

Discussion ensued between staff and Committee Members regarding clarification that the intent is to utilize real people telling real stories; storytelling events to bring forth the experience of different groups in the City; achieving connection between people; identified storytellers; the preference for Culver City residents, but openness to all; the virtual event; and the focus on the Asian-American experience and areas included in Asia.

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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 changes to the calendar and use of the March 25 date set aside for the Childhood and Equity Movie Screening for a regular meeting.

Member Mendez reported that the Poverty and Economic Diversity Ad Hoc Subcommittee did not have a date for when they want to present their project, and she noted that a rough draft had been presented to staff for Committee consideration in February.

Chair Rona noted that the Poverty and Economic Diversity Community Conversation event had originally been planned for February 15 but more details were needed to move forward with recommendations for an event.

Vice Chair Valverde discussed revisiting the report with the Listen and Learn Ad Hoc Subcommittee; survey results from Fiesta La Ballona; translation of responses received in Spanish; additional consideration by the ad hoc subcommittee; and he proposed a motion to agendize a report from the Listen and Learn Ad Hoc Subcommittee for the February meeting.

Discussion ensued between staff and Committee Members regarding looking at the calendar and scheduling; the February 15 time slot reserved for an event that is not happening; moving the regular meeting to February 22; and adding agenda items.

Vice Chair Valverde discussed timing of the applications to serve on the Equity and Human Relations Advisory Committee; the one year term for student representatives; and he proposed a motion to allow for more opportunity for people to prepare by releasing applications in March rather than in April.

Discussion ensued between staff and Committee Members regarding term length for students and employees; Committee consensus was achieved to request that the City Clerk release student applications in March, to agendize a report from the Listen and Learn Ad Hoc Subcommittee, agendize a report of recommended Civil Discourse Guidelines to be considered by the full Committee for March, a report from the Monument and Markers Ad Hoc Subcommittee in February, an update on the website from the Outreach and Communications Ad Hoc Subcommittee in February, a report from the Poverty and Economic Diversity Ad Hoc Subcommittee in February, and an update from the Educational Materials Ad Hoc Subcommittee; encouragement for the subcommittees to provide revisions to staff and schedule a meeting with staff before handing in reports; availability of March 22 for a Committee meeting since the Childhood and Equity event is not happening; creation of an ad hoc subcommittee to discuss actions specific to improving the lives of people through greater equity; the annual process to to put together an official work program for the next fiscal year; dissolution of subcommittees and formation of new ones; staff agreement to send Committee Members an email with the updated calendar and to distribute the current work plan to Committee Members to review; and Committee consensus to agendize a discussion of requesting that the City change the bylaws so that the Labor Representative is allowed to serve for two complete terms rather than one.

Further discussion ensued between staff and Committee Members regarding February agenda items including reports from the Listen and Learn Ad Hoc Subcommittee, Historical Monuments Ad Hoc Subcommittee, Outreach and Communications Ad Hoc Subcommittee, Educational Materials Ad Hoc Subcommittee with the new draft of the Bystander Intervention document, the Poverty, Economic Diversity and Community Conversation Ad Hoc Subcommittee, and recommending to the City Council that the Labor Representative be changed from one year to two years; a discussion of the Civil Discourse item in March; a discussion of the work plan for the next fiscal year; a report from the Community Contributions Ad Hoc Subcommittee to move the awards process forward; a report on the Paper Tigers movie screening; creation of a watch party on Amazon to discuss the subject; staff agreement to send each of the ad hoc subcommittees a report to be brought back with a deadline; translation of the surveys into English; the certified translator list for the City; and agreement to provide the

translated surveys to the ad hoc subcommittee by early February.

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Items from Staff

Stephanie Condran, Human Resources Analyst, announced an interim recruitment to fill vacancies on the Advisory Committee on Housing and Homelessness, the Civil Service Commission and the Fiesta La Ballona Committee with applications accepted until January 31 available on the website or by calling the City Clerk's office; she asked Committee Members to check their City email regularly as staff sends frequent information and updates; and she indicated that all communication related to City business should be done via City email.

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Adjournment

There being no further business, at 10:14 P.M., the Equity and Human Relations Advisory Committee adjourned to Tuesday, February 22, 2022.

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Walter Castillo
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

17 MAR 2022
Date