

CULVER CITY EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE

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

July 26, 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. in the Patacchia Conference Room at City Hall.

Members Present: Rebecca Rona-Tuttle, Chair
Carlos Valverde, Vice Chair
Samia Bano, Member
Michelle Dennis, Member
Anissa Di Vincente, Member
London McBride, Member

Absent: Haifaa Moammar, Member
Jared Morgan, Member

Staff Present: Stephanie Condran, Human Resources Analyst
Lisa Vidra, Assistant City Attorney

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Pledge of Allegiance

Raven Bradley led the Pledge of Allegiance.

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Items from Committee Members

Chair Rona welcomed Raven Bradley to the Committee; distributed a *Culver City Observer* article about the Equity

and Human Relations Advisory Committee (EHRAC); discussed a complaint to the City Attorneys about her speaking at the July 11, 2022 City Council meeting regarding rudeness and anger displayed at City Council meetings while also inviting the public to provide comment on the draft Civil Discourse Guidelines; the need to make it more clear when making personal statements; and she reminded her fellow Committee Members about the importance of being careful when addressing any City meetings.

Member Dennis discussed a *New York Times* article reporting solid statistics that 1.6 million people in the United States are transgender; transgender vs. gender non-binary; an article in *Time Magazine*: "They Aren't Going Anywhere: The Pain and Pride of a Generation Changing How America Sees Gender"; increases to freedom of expression; and she encouraged people to get up to date.

Member Bano reported that Los Angeles County Board of Supervisors had announced July as Muslim-American Heritage month noting that the Los Angeles County Library had created a booklet highlighting books about American Muslims and their contributions.

Vice Chair Valverde announced that July 26, the anniversary of the ADA (Americans with Disabilities Act), is celebrated as Disability Independence Day on the online Equity and Inclusion Calendar.

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Items from Staff

Stephanie Condran, Human Resources Analyst, indicated that the required bi-annual written report would be placed on the August Committee agenda; she reminded Committee Members to be clear about who is speaking and making motions for clarity in the meeting minutes; and she discussed resumption of regular reports from staff about the Harassment, Discrimination, and Retaliation Complaint Form.

Discussion ensued between staff and Committee Members regarding availability of information to Committee Members regarding case outcomes; resolution to the satisfaction of the complainant; reporting restrictions associated with the state law authority for police investigations; bylaws indicating that the Committee is to receive statistical

reports; outcome categories; items that are not part of the public record; incident types; the time period covered in the report; the EHRAC portal; detail provided in reports from the previous Police Chief; recent legislation with respect to police records; guidelines based on current laws; and a request to agendaize consideration of a process for the Committee to follow up with complainants.

Additional discussion ensued between staff and Committee Members regarding the EHRAC budget; formal allocation to the Committee; money spent on the Civil Discourse Workshop; concern with reduced funding for the Committee and the lack of Committee participation in the budget process; accounts in Human Resources that relate to the EHRAC; the separate allocation for the EHRAC; the desire of the Committee to have an independent budget; diversity awareness projects; physical structures that will need to be paid for; and staff agreement to research the process to submit budget requests.

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Public Comment - Items NOT On the Agenda

Chair Rona discussed procedures for making public comment.

No attendees indicated wanting to speak for Items NOT On the Agenda.

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Receipt of Correspondence

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

Chair Rona asked that staff read the correspondence to the Committee noting that not all Members had a chance to read it.

Stephanie Condran, Human Resources Analyst, read correspondence received from Peter Stern and from Amy Penchansky.

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Consent Calendar Items

Item C-1

Approval of Minutes for the Regular Meeting of April 26, 2022

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER DI VINCENTE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE APPROVE MINUTES FOR THE REGULAR MEETING OF APRIL 26, 2022 AS WRITTEN.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Order of the Agenda

No changes to the agenda were made.

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Action Items

Item A-1

(1) Administration of the Oath of Office to the Reappointed and Newly Appointed Equity and Human Relations Advisory Committee Member(s); and (2) Selection of the Chair and Vice Chair for Fiscal year 2022-23

Chair Rona introduced the item and invited public comment.

Stephanie Condran, Human Resources Analyst, Administered the Oath of Office to new appointee, Raven Bradley and to re-appointee, Anissa Di Vincente.

Chair Rona clarified that Member Di Vincente is the Labor Representative to the Committee; expressed appreciation for her service; and reported that the City Council had extended the Labor Representative term.

Discussion ensued between staff and Committee Members regarding appreciation to Vice Chair Valverde for his work

and Vice Chair Valverde indicated his willingness to serve as Chair.

MOVED BY CHAIR RONA AND SECONDED BY MEMBER DENNIS THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: APPOINT CARLOS VALVERDE TO SERVE AS CHAIR OF THE COMMITTEE UNTIL THE NEXT REORGANIZATION IN JULY 2023 OR THEREAFTER.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Discussion ensued between staff and Committee Members regarding appreciation to Member Di Vincente for her service to the Committee.

MOVED BY CHAIR VALVERDE AND SECONDED BY MEMBER DENNIS THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE: APPOINT ANISSA DI VINCENTE TO SERVE AS VICE CHAIR OF THE COMMITTEE UNTIL THE NEXT REORGANIZATION IN JULY 2023 OR THEREAFTER.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Committee Members thanked former Chair Rona for her work in the establishment of the Committee and for being a role model in the City.

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Item A-2

(1) Public Discussion of the Draft Civil Discourse Guidelines Created by the Civil Discourse Workshop Ad Hoc Subcommittee to Receive Public Input; (2) Determine Next Steps; and (3) Provide Direction to Staff if Deemed Appropriate

Chair Valverde introduced the item and invited public comment.

The following members of the public addressed the Committee:

Denise Renteria expressed support for the draft Civil Discourse guidelines; discussed the fact that people want to be part of the community; solutions; change; acknowledging challenges that people face; not feeling heard; the importance of listening; keeping in mind that not everyone is a public speaker; and remembering that everyone is part of the community.

Kimberly Ferguson expressed appreciation for the work of the former Chair; discussed concern with the use of the word rules; acknowledging that everyone comes from a different place; communicating expectations; allowing the sharing of emotions; communicating frustration without putting it on someone else; and she indicated that she was looking forward to the next step.

Michelle Weiner thanked the Committee for their work; expressed appreciation for the guidelines noting that they covered a lot; discussed difficulties communicating, especially in public; high levels of emotion; providing people a lot to think about and work on; intentional weaponization of feelings; using the guidelines to deescalate weaponization; and she wanted to hear ideas about disseminating the information and utilization of the guidelines.

Carlene Brown discussed her work on the Committee that was the precursor to the EHRAC; wanted to see language instructing people to "park anger at the door" omitted; she quoted Martin Luther King Jr. regarding anger as the language of the oppressed; discussed people who spoke in anger about Officer Martinez; support for references made to respecting all participants, even if they lash out in anger; concern that legislating people's feelings provides an excuse to shut them down; bringing in a professional trainer to support courageous conversation and assist the audience to practice particular discourse; responding to charged issues and comments; preventing the demonization of the unvaccinated; focusing on the speaker's remarks rather than on impressions of the individual; exclusion; and she expressed gratitude to the City for only enforcing mask wearing rather than requiring proof of vaccination for meetings.

Discussion ensued between staff and Committee Members regarding subcommittee work on the item; the training

session; development of the recommended guidelines; the process; public input; dealing with the topic of anger; modification; preparation of a recommended implementation plan; full-Committee consideration for submission to the City Council; distribution; providing orientation or training; appreciation for the public input and support; clarification that the guidelines are not mandatory; listening to others as you would want to be heard; placing a value on listening; reading guidelines at the start of meetings; presenting the guidelines to other entities in the City; places where high emotion is expressed; groundbreaking work by the City and the Committee to address uncivil discourse; examining impacts; getting the process started; and next steps.

MOVED BY MEMBER DENNIS AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVSORY COMMITTEE AUTHORIZE THE CIVIL DISCOURSE SUBCOMMITTEE TO PREPARE AND SUBMIT FOR THE COMMITTEE'S CONSIDERATION ANY FURTHER REVISIONS TO THE GUIDELINES, PREPARE A RECOMMENDED IMPLEMENTATION PLAN FOR THE GUIDELINES, AND RETURN BOTH DOCUMENTS FOR PRESENTATION TO THE COMMITTEE AT THE AUGUST EHRAC MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-3

(1) Discussion of the Report from the Public Events Ad Hoc Subcommittee to Plan Public Events for Fiscal Year 2022-2023; (2) Consider Approval of the Report's Recommendations and Determine Next Steps; and (3) Provide Direction to Staff if Deemed Appropriate

Chair Valverde introduced the item and invited public comment.

The following member of the public addressed the Committee:

Carlene Brown indicated that she wanted to speak on a different item.

Discussion ensued between staff and Committee Members regarding Courageous Conversations; successful events; Transgender Day of Remembrance; repeat events; allowing space for new events; marginalized groups; recommended events; the recommended schedule; the school calendar; venue availability; Parks and Recreation Department programming during Older Americans month; adding EHRAC events to the Parks and Recreation calendar; storytelling as a powerful vehicle; focusing on dialogue; topics related to equity and human relations; creating a safe space to practice effective implementation of civil discourse guidelines; emphasizing giving time to the audience to engage with each other rather than listening to the experts; having an agendaized discussion of holding a community brainstorming session for creating innovative avenues for people to be heard; going beyond traditional ways for people to speak; addressing people who do not feel heard; providing a place for people to come and tell their stories; consideration by the Public Events Subcommittee; and the need to continue the item to allow staff to consider the proposed schedule.

The following member of the public addressed the Committee:

Carlene Brown discussed things she liked about past events and she expressed support for holding a meeting about allowing people to be heard.

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Item A-4

(1) Discussion of the Report from the Latino Heritage Month Ad Hoc Subcommittee on the Latino Heritage Month Event Plan; (2) Consider Approval of the Report's Recommendations and Determine Next Steps; and (3) Provide Direction to Staff if Deemed Appropriate

Member Rona discussed the proposed plan for the Latino Heritage month celebration.

Discussion ensued between staff and Committee Members regarding the significance of the event; ensuring that the event is held on a weekend; approval of the proposed date; support from Latino businesses; collaboration with students; the storytelling portion; use of translators; which language is being translated; confirmation on the date from staff;

insurance requirements; staff agreement to work with the subcommittee; donations; and potential sponsorships.

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Item A-5

(1) Discussion of the Report from the Listen and Learn Ad Hoc Subcommittee Regarding the Juneteenth Program in June 2022; (2) Consider Approval of the Report's Recommendations and Determine Next Steps; and (3) Provide Direction to Staff if Deemed Appropriate

Chair Valverde discussed responses to the Spanish language survey about interest in City services and he proposed a motion to request that staff post the same survey on the website for a period of four weeks and to send the survey to the City listserv.

Discussion ensued between staff and Committee Members regarding paper distribution; sharing of the survey link; creation of a flier with a QR Code to the survey; number of survey questions; the need to return paper surveys; distribution; and School District procedures.

Chair Valverde revised his motion to request that staff distribute the same survey in English and Spanish via gov.delivery and provide paper fliers with QR Codes for distribution.

Discussion ensued between staff and Committee Members regarding a suggestion to provide fliers to the library.

MOVED BY CHAIR VALVERDE AND SECONDED BY MEMBER BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE DIRECT STAFF TO DISTRIBUTE THE SURVEY REGARDING INTEREST IN CITY SERVICES IN ENGLISH AND SPANISH VIA GOV.DELIVERY AND TO PROVIDE PAPER FLIERS WITH QR CODES TO THE COMMITTEE FOR DISTRIBUTION.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

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Item A-6

(1) Discuss of the Report from the Childhood Trauma 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

Member Di Vincente provided an update on the work of the Childhood Trauma and Equity Movie Screening Ad Hoc Subcommittee.

Discussion ensued between staff and Committee Members regarding the proposed date.

Chair Valverde invited public comment,

The following member of the public addressed the Committee:

Carlene Brown expressed support for the event and for the confirmed panelists, and she felt that that maximum amount of money listed should be spent rather than limiting it.

Additional discussion ensued between staff and Committee Members regarding using the event as an opportunity to share the Civil Discourse Guidelines; the budget impact; the license for the movie; insurance requirements; providing refreshments during the break; relating the event to the Committee bylaws; the focus of the movie screening; enhancing equity and human relations; the discussion portion of the evening; clarification regarding panelist credentials; key equity issues to consider; the importance of the student perspective; correlation of the event to the mission of the City; ensuring that all bases are covered with the potentially controversial event; programs and services generally offered by the City; providing questions to the Committee to allow time for more thoughtful response; staff review of the movie; required consent forms for participation by minors; staff review of future events; the primary concern of City government for the health, safety and welfare of citizens; mass shootings carried out by young people who have experienced trauma; adoption of policies of support for programs to address issues; providing resources and attention to address issues; introducing the idea of trauma-informed care; helping people understand that everyone experiences some form of trauma; destigmatizing the idea of people who

need mental health support; helping people to see the broader perspective; a suggestion to partner with the School District; feedback from concerned parents; reducing the possibility of violence; current City involvement in mental health; expansion of the contract to address the mental health issues of residents; comments by the Superintendent welcoming collaboration between the City and the School District; and questions raised by the public when agendas are posted.

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Item A-7

(1) Consider a Recommendation to City Council to Amend the EHRAC Bylaws to Increase the Number of Regular Meetings to Allow for Six Regular Meetings Per Fiscal Year; (2) Provide Direction to Staff as Deemed Appropriate

Member Rona discussed time between meetings and the number of proposed public events.

Discussion ensued between staff and Committee Members regarding the request to authorize up to six meetings per year with the Committee to determine the need; providing for flexibility; regular meetings vs. special meetings; the ability to hold a special meeting; electing to have a special meeting several months in advance; the ability to cancel regular meetings; holding special meetings for a specific reason with a limited agenda; having a meeting on the same night of an event; City Council amendment of the bylaws to allow for more meetings; and approving a set of programs for next year to help determine the number of meetings needed.

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Public Comment - Items NOT On the Agenda

Chair Valverde 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 MEMBER DENNIS AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A CONVERSATION ABOUT ADDRESSING THE COMMUNITY'S NEED TO HAVE AVENUES TO BE HEARD.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

MOVED BY MEMBER BANO AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A REPORT AND DISCUSSION ON THE CHILDHOOD TRAUMA AND EQUITY MOVIE SCREENING AT THE AUGUST EHRAC MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

MOVED BY VICE CHAIR DI VINCENTE AND SECONDED BY MEMBER MCBRIDE THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A REPORT FROM THE COMMUNITY CONTRIBUTIONS SUBCOMMITTEE, DISBAND THE SUBCOMMITTEE, AND CREATE A NEW EQUITY AWARDS SUBCOMMITTEE FOR 2022 AT THE AUGUST EHRAC MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Discussion ensued between staff and Committee Members regarding clarification that members of the new Equity Awards subcommittee would be appointed at the same time the Committee is created.

Member Rona expressed gratitude to staff for their assistance during her term as Chair of the Committee and she proposed creation of a Communications Subcommittee.

Further discussion ensued between staff and Committee Members regarding duties of the subcommittee and creation of a list of contact information in the City.

MOVED BY MEMBER RONA AND SECONDED BY MEMBER DENNIS THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE CONSIDERATION OF CREATING A COMMUNICATIONS SUBCOMMITTEE FOR THE AUGUST EHRAC MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

Member Bradley thanked Committee Members for being so kind and welcoming.

Discussion ensued between staff and Committee Members regarding submission of the Bystander Intervention Training document to staff for review before Committee consideration.

MOVED BY MEMBER BANO AND SECONDED BY MEMBER RONA THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE CONSIDERATION OF FINALIZING THE DRAFT OF THE BYSTANDER INTERVENTION TRAINING DOCUMENT AT THE AUGUST EHRAC MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

MOVED BY CHAIR VALVERDE AND SECONDED BY MEMBER BANO THAT THE EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A REPORT FROM THE LATINO HERITAGE MONTH AD HOC SUBCOMMITTEE AT THE AUGUST EHRAC MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

MOVED BY CHAIR VALVERDE AND SECONDED BY MEMBER RONA THAT THE
EQUITY AND HUMAN RELATIONS ADVISORY COMMITTEE AGENDIZE A
REPORT FROM THE AD HOC DIVERSITY AWARENESS PROJECT
SUBCOMMITTEE AT THE OCTOBER EHRAC MEETING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

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

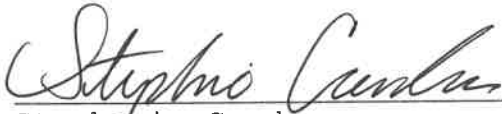
Discussion ensued between staff and Committee Members
regarding providing the opportunity for Member Bradley to
serve on a subcommittee; formation of a new subcommittee in
August; and agreement by staff to work with the Chair on
future items to be agendized.

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Adjournment

There being no further business, at 10:06 P.M., the Equity and Human Relations Advisory Committee adjourned to Tuesday, August 23, 2022.

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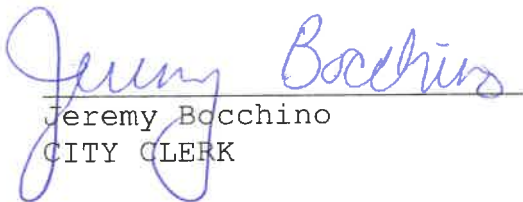
Stephanie Condran
SECRETARY of the Culver City Equity and Human Relations
Advisory Committee
Culver City, California

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

13 FEB 2023
Date