



City of Culver City

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Staff Report

File #: 24-645, **Version:** 1

Item #: A-5.

Receive a Verbal Report from the Educational Materials Ad Hoc Subcommittee; and (1) Discuss the Report from the Educational Materials Ad Hoc Subcommittee; and (2) If So Desired, Approve of the Report's Recommendations; and (3) Determine Next Steps.

Meeting Date: January 23, 2024

Contact Person/Dept: Michelle Hamilton / Human Resources

Phone Number: (310) 253-5640

Fiscal Impact: Yes ☐ No ☒

General Fund: Yes ☐ No ☒

Public Hearing: ☐ **Action Item:** ☒ **Attachments:** ☒

Public Notification: (E-Mail) Meetings and Agendas - City Council (1/17/24); (E-Mail) Meetings and Agendas - Equity & Human Relations Advisory Committee (1/17/24); (E-Mail) All City Staff (1/17/24)

Department Approval: Dana Anderson, Human Resources Director (1/17/24)

RECOMMENDATION

Staff recommends that the Equity and Human Relations Advisory Committee (EHRAC) (1) discuss the report from the Educational Materials Ad Hoc Subcommittee; and (2) if so desired, approve of the report's recommendations; and (3) determine next steps.

BACKGROUND/DISCUSSION

The EHRAC originally developed a Bystander Intervention Training document, then revisited the document after discussions with staff to shape the document into an informational pamphlet entitled after discussions with staff to shape the document into an informational pamphlet entitled "Recognizing and Preventing Harassment and Discrimination" for the purposes of public distribution, as a part of the anti-hate speaker series by the EHRAC.

The document was submitted to City Council for approval at the June 12, 2023, however it was not considered by City Council on that date. Instead, it determined that the document needed to be re-evaluated for additional information that should be or could be included to span the spectrum of behavior from microaggressions observed or comments heard as a bystander, to harassment and discrimination where there is civil liability, to harassment and discrimination addressed through the Penal Code (such as hate crimes).

Accordingly, at the June 27, 2023, Meeting staff brought the project back to the EHRAC for continued discussion, recommendations, and modification.

At the September 26, 2023, regular meeting, there was consensus among the EHRAC members to hear a

report from the Educational Materials Ad Hoc Subcommittee.

FISCAL ANALYSIS

There is no fiscal impact associate with this agenda item.

ATTACHMENTS

None

MOTION

That the Equity and Human Relations Advisory Committee:

1. Discuss the Report from the Educational Materials Ad Hoc Subcommittee; and
2. If so desired, approve of the report's recommendations; and
3. Determine Next Steps.