



# City of Culver City

## Staff Report

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File #: 24-929, Version: 1

Item #: A-8

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**EHRAC - ACTION ITEM: (1) Receive a Verbal Report from the Educational Materials Ad Hoc Subcommittee; (2) If So Desired, Discuss and Consider Approval of Report's Recommendations; and (3) Determine Next Steps as Deemed Necessary.**

**Meeting Date:** April 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 (04/17/2024); (E-Mail) Meetings and Agendas - Equity & Human Relations Advisory Committee (04/17/2024); (E-Mail) All City Staff (04/17/2024)

**Department Approval:** Dana Anderson, Human Resources Director (04/17/2024)

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### **RECOMMENDATION**

Staff recommends that the Equity and Human Relations Advisory Committee (EHRAC): (1) receive a verbal report from the Educational Materials Ad Hoc Subcommittee; (2) if so desired, discuss and consider approval of the report's recommendations; and (3) determine next steps as deemed necessary.

### **BACKGROUND/DISCUSSION**

EHRAC originally developed a Bystander Intervention Training document, and subsequently revisited the document 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 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 was determined that the document needed to be re-evaluated for additional information that should 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, and 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 EHRAC for continued discussion, recommendations, and modification.

At the September 26, 2023, Regular Meeting, there was consensus among EHRAC members to hear a report from the Educational Materials Ad Hoc Subcommittee.

At the January 23, 2024, Regular Meeting, the Educational Materials Ad Hoc Subcommittee provided a verbal report citing a plan to direct people to educational resources, encouraging people to report hate crimes, and utilizing the City's social media platforms to disseminate information.

At the February 27, 2024, Special Meeting, there was consensus among EHRAC members to receive a report from the Educational Materials Ad Hoc Subcommittee at the April 2024, Regular Meeting.

### **FISCAL ANALYSIS**

There is no fiscal impact associated with this agenda item.

### **ATTACHMENTS**

None

### **MOTION**

That the Equity and Human Relations Advisory Committee:

1. Receive a report from the Educational Materials Ad Hoc Subcommittee;
2. If so desired, approve of the report's recommendations; and
3. Determine next steps as deemed necessary.