



# City of Culver City

Mike Balkman Council  
Chambers  
9770 Culver Blvd.  
Culver City, CA 90232

## Staff Report

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**File #:** 23-331, **Version:** 1

**Item #:** A-4

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**1) Discussion of the Report from the Educational Materials Ad Hoc Subcommittee Regarding an Educational Document for the Public on Recognizing and Preventing Harassment, Discrimination and Hate Crimes; 2) Consider Approval of the Document and Determine Next Steps; and 3) Provide Direction to Staff as Deemed Appropriate.**

**Meeting Date:** October 25, 2022

**Contact Person/Dept:** Stephanie Condran/Human Resources Department

**Phone Number:** (310)-253-5655

**Fiscal Impact:** Yes ☐ No ☒

**General Fund:** Yes ☐ No ☒

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

**Public Notification:** (E-Mail) Meetings and Agendas- City Council (10/20/2022); (E-Mail) Meetings and Agendas- Equity & Human Relations Advisory Committee (10/20/2022); (E-Mail) All City Staff (10/20/2022)

**Department Approval:** Dana Anderson, Director of Human Resources (10/20/2022)

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### **RECOMMENDATION**

Staff recommends the Equity and Human Relations Advisory Committee (EHRAC): 1) discuss the report from the Educational Materials Ad Hoc Subcommittee regarding an educational document for the public on recognizing and preventing harassment, discrimination and hate crimes; 2) consider approval of the document and determine next steps; and 3) provide direction to staff as deemed appropriate.

### **BACKGROUND/DISCUSSION**

The Equity and Human Relations Advisory Committee's Educational Materials Ad Hoc Subcommittee has developed an educational document to share important and helpful information with the community regarding harassment, discrimination, and hate crimes. Part of the Educational Materials Ad Hoc Subcommittee's work plan and tasks is to develop and create educational materials regarding race and equity issues to share with the community. The educational materials created are meant to be helpful and informative to identify what may be unlawful harassment or discrimination of another person that may even rise to the level of a hate incident or hate crime.

The purpose of the document is to give information on recognizing harassment and discrimination

that may be observed in public, and to provide resources for further education. It is important that an individual who is a bystander and witness to harassment or discrimination does not place themselves in a position where they will do more harm than good. Good judgment is essential when faced with harassment and discrimination against another individual.

This item was taken to the Equity and Human Relations Advisory Committee for discussion and approval at the January 25, 2022; however, at that time there were additional suggested revisions to be made to the document. The updated document was reviewed by staff and discussed with the Subcommittee on Monday, October 3, 2022. The Ad Hoc Subcommittee received additional feedback from staff regarding the modifications to the document.

The Education Materials Ad Hoc Subcommittee is comprised of Committee members London McBride, Anissa Di Vincente and Samia Bano.

### **FISCAL ANALYSIS**

There is no fiscal impact associated with discussing this item.

### **ATTACHMENTS**

1. None

### **MOTION**

That the Equity and Human Relations Advisory Committee:

1. Discuss the Educational Document provided by the Educational Materials Ad Hoc Subcommittee;
2. Consider approval of the document;
3. Determine next steps; and
4. Provide direction to staff if deemed appropriate.