



**City of Richmond
Human Rights and
Human Relations Commission
MEETING AGENDA**

*Vivien Feyer, Chair
Rock Brown, Vice Chair
Betty Burrus-Wright, PhD, Commissioner
Kathleen Sullivan, Commissioner*

*Courtney Cummings, Commissioner
Demetria Saunders, Commissioner
Joyce Harris, Commissioner
Jasmine Jones, Commissioner*

*Councilmember Jovanka Beckles
Council Liaison*

*Sr. Asst. City Attorney, Everett Jenkins
Commission Intern, Jantsankhorol Damdinsuren*

Monday, April 22, 2013, 2013 at 6:30 pm
City Council Chambers, Community Services Building
1st Floor, Civic Center Plaza, Richmond, CA 94804

A. CALL TO ORDER

B. ROLL CALL

C. AGENDA REVIEW

At the discretion of the Chair, items on the Agenda may be heard in an order different from that which appears on the Agenda.

D. MEETING PROCEDURES

Members of the public attending a Human Rights and Human Relations Commission meeting for the first time are encouraged to read the "Meeting Procedures" information following the Agenda. Anyone who wishes to address the Commission during OPEN FORUM or on a specific item must file a Speaker's Form with staff.

E. OPEN FORUM #1

Members of the public are invited to address the Commission on topics that are not on the Agenda. Please note: In order to accommodate all members of the public who wish to speak, including those who are unable to arrive early in the meeting, the Commission will hold a second OPEN FORUM at approximately 8:30 PM,. Please file only one OPEN FORUM Speaker's Form with staff, indicating either "OPEN FORUM #1" or "OPEN FORUM #2".

F. APPROVAL OF MINUTES

APPROVE MINUTES FROM SEPTEMBER AND NOVEMBER OF 2012

G. CITY COUNCIL LIAISON REPORT

The City Council member serving as liaison to the Commission may make a report on City Council actions of interest to the Commission.

H. COMMISSIONERS' REPORTS

I. CHAIR'S REPORT

J. STAFF REPORTS

K. DISCUSSION ITEMS

The Commission may take direct action, make recommendations to the City Council or provide direction to staff.

K. 1 HRHRC CALENDAR FOR 2013 AND 2014 (5 minutes)

DISCUSS CITY OF RICHMOND EVENTS AND APPROVE HRHRC PARTICIPATION AND REPRESENTATION (Events: Richmond Tales Fest 2013 4/202013

Cinco de Mayo Parade 5/4/2013 - SIGN UPS NEEDED: see attachment K.1

Community Baby Shower 5/18/2013

Juneteenth 6/18/2013

Pow Wow 6/22/2013

Commissioner Burrus-Wright and Commissioner Cummings

K. 2 TRAININGS – 2013 (10 minutes)

REPORT BACK FROM COMMISSIONERS ATTENDING TRAININGS

Commissioner Cummings and Commissioner Jones

K. 3 CONFERENCES – 2013 (10 minutes)

REPORT BACK ON CAHRO CONFERENCE - California Association of Human Relations Organizations - APRIL 2013

Chairperson Feyer, Commissioner Sullivan, and Commissioner Cummings

K. 4 RICHMOND CALIFORNIA: A HUMAN RIGHTS CITY (5 minutes)

A) DISCUSS WAYS TO INCREASE RECOGNITION AT THE STATE LEVEL

B) DISCUSS SHOWCASING THE HRHRC AT RICHMOND CITY HALL

Commissioner Burrus-Wright and Chairperson Feyer

K. 5 HRHRC SPECIAL EVENTS FOR 2013: RECEIVE REPORTS ON PLANNING FOR SPECIAL EVENTS (15 minutes)

ANNUAL FORUM ON THE ELIMINATION OF GUN VIOLENCE - August 2013

Commissioner Sullivan

HUMAN RIGHTS AND HUMAN RELATIONS AWARDS CEREMONY – December 2013

Commissioner Burrus-Wright

- K. 6 COMMITTEE REPORT: PLANNING, ADMINISTRATION AND BUDGET (10 minutes)**
REVIEW HRHRC EXPENDITURES FOR FISCAL YEAR 2012/2013; DISCUSS 2013/2014 and 2014/2015 BUDGET
Chairperson Feyer, Commissioner Jones and Commissioner Sullivan
- K. 7 COMMITTEE REPORT: CULTURE OF PEACE (5 minutes)**
RECEIVE UPDATES ON THE OFFICE OF NEIGHBORHOOD SAFETY, CEASEFIRE, REENTRY, AND COLLABORATION TO PREVENT VIOLENCE IN RICHMOND
Chairperson Feyer, Commissioner Sullivan, Commissioner Saunders and Commissioner Jones
- K. 8 COMMITTEE REPORT: EDUCATION AND OUTREACH (10 minutes)**
DISCUSS FUTURE PLANS FOR “ARTISTICALLY WRITE AND SPEAK ALOUD” AND ADDITIONAL PROJECTS; APPROVE COMMISSION LETTER TO SCHOOLS
Committee Chair Burrus-Wright, Commission Vice-Chair Brown, and Commissioner Harris
- K. 9 RICHMOND PERSONNEL BOARD – EMPLOYEE AND COMMUNITY CONCERNS (15 minutes)**
RECEIVE UPDATE ON CONCERNS BROUGHT TO HRHRC AND MAKE RECOMMENDATIONS
Chairperson Feyer and Commissioner Sullivan
- K. 10 BULLYING – IN THE CLASSROOM AND IN THE WORKPLACE (15 minutes)**
DISCUSS COMMUNITY CONCERNS AND MAKE RECOMMENDATIONS
Chairperson Feyer

L. OPEN FORUM #2

M. COMMISSION BUSINESS

- A. CALL FOR AGENDA ITEMS
- B. FOR THE GOOD OF THE COMMISSION

N. ADJOURNMENT

The next regular meeting of the City of Richmond Human Rights and Human Relations Commission is scheduled for Monday, MAY 20, 2013.

O. MEETING PROCEDURES

Speaker Registration

Anyone who wishes to address the Human Rights and Human Relations Commission (HRHRC) on a topic that is not on the Agenda and is relevant to the Commission's purpose may speak once in either of the two OPEN FORUM sessions, but not both. Please file a Speaker Form with staff PRIOR to the announcement of that section of OPEN FORUM.

Persons wishing to speak on a particular Item on the Agenda must file a Speaker's Form with the staff PRIOR to the Commission's consideration of the Item. Once discussion on the Agenda Item begins, only those persons who have previously submitted Speaker's Forms will be permitted to speak on the Item.

Time Limits

Individual public speakers shall have a maximum of two (2) minutes to address the Commission. If all Agenda Items are not completed by 9:30 pm, the Items remaining shall be continued to the next Regular Meeting, unless the Commission votes to extend the meeting.

Cell Phones

Please silence all cell phones, pagers, and other electronic devices during the meeting.

Persons with disabilities, who require auxiliary aids or services in using City facilities, services or programs, or who would like information on the City's compliance with the American with Disabilities Act (ADA) of 1990 may contact (510) 620-6509 for assistance.

HUMAN RIGHTS AND HUMAN RELATIONS COMMISSION

Vivien Feyer, Chair

Rock Brown, Vice Chair
Courtney Cummings, Commissioner
Joyce Harris, Commissioner
Kathleen Sullivan, Commissioner

Betty Burrus-Wright, Ph.D., Commissioner
Wendy Gonzalez, Commissioner
Demetria Saunders, Commissioner

Councilmember Jovanka Beckles, Council Liaison

Monday, September 24, 2012 - 6:30 p.m.
City Council Chamber, Community Services Building, 1st Floor
440 Civic Center Plaza, Richmond, CA 94804

Meeting Minutes

A. CALL TO ORDER

Called to order at 6:44 p.m. by Chair Feyer.

B. ROLL CALL

Present: Chair Feyer; Vice Chair Brown; Commissioners Burrus-Wright (arrived late)
Cummings, Harris and Saunders (arrived late)

Council Liaison Beckles

Absent: Commissioners Gonzalez and Sullivan

Staff: Staff Attorney Jenkins

C. AGENDA REVIEW

Chair Feyer stated Items G, H and I and the Minutes will be discussed after Item K.3 or after an established quorum has been recognized. She also moved up Item K.7 to be heard after K.2.

D. APPROVAL OF MEETING MINUTES – (August 27, 2012 minutes attached to agenda packet) Moved until an established quorum exists.

E. MEETING PROCEDURES – Chair Feyer reviewed the meeting procedures.

F. OPEN FORUM – No public comments.

G. CITY COUNCIL LIAISON REPORT – Moved to the end of the meeting.

H. COMMISSIONERS REPORTS – Moved to the end of the meeting.

I. CHAIR'S REPORT – Moved to the end of the meeting

J. STAFF REPORT

Attorney Jenkins reported that he and Commissioner Brown attended the memorial service this morning for Cornelius Casimere, the father of the City's former Investigative and Appeals Officer who was in charge of investigations for the Police Commission.

K. DISCUSSION ITEMS

1. Office Of Neighborhood Safety (ONS): Report - Devone Boggan, Director Of ONS, gave a report on outcomes associated with "Summertime Gun Violence-Intervention Initiative", noted reductions in the summer months due to combined resources. He described gun-related activities, gun-related homicides, and noted that 17 of the 26 gun-related homicides in the year 2011 occurred between June and August and were deemed retaliatory acts between North and Central Richmond. He spoke of the long hours spent working to engage efforts in North Richmond, subsidized work opportunities and experience for those most likely to be involved in gun violence, summer excursions and temporary and long-term relocation opportunities, and a 35% reduction in shootings up until this time last year.

He said another outcome was a pathway to improve relationships between the Office of Neighborhood Safety and the Sheriff's Department. He provided highlights which included connecting with James Stevenson in North Richmond and being able to raise money to provide him with a new basketball hoop. The department learned and re-enforced the importance of increased communications, interaction with law enforcement agencies, "boots on the ground" engagement, the Hope and Dream Opportunities which engage young men in discussions outside of the City, while also helping them get some work.

Vice Chair Brown asked and confirmed that much of the 15 homicides were from the southern region. Commissioners thanked Director Boggan for his report and recognized the success of the Initiative in reducing gun-related activities.

Director Boggan gave the ONS evaluation update, stating the National Council on Crime and Delinquency has been chosen. Commissioner Sullivan and Chair Feyer and every Councilmember will be contacted by the evaluation team this month to schedule a time to meet. He briefly reviewed what the National Council will do which includes interviewing and conducting focus groups with 60 stakeholders to determine the scope and goals of the evaluation and to identify measures included in the evaluation plan.

Lastly, the City was awarded a competitive \$1.2 million grant from the United States Department of Justice Office of the Juvenile Justice Delinquency Prevention to provide mentoring services to East Bay youth through the 2012 Mentoring Enhancement Demonstration Program. Commissioner Burrus-Wright confirmed that the evaluation will be created solely for the City of Richmond ONS.

Chair Feyer highlighted the international attention Richmond has gotten for this creative program and stated that the evaluation component is very important.

Commissioner Harris asked if cities like San Jose and Vallejo have reached out to the ONS to mirror the model ONS is using. Director Boggan said Salinas, Antioch, Sacramento and Oakland have contacted him and they were able to identify funding to identify the fellowship first which is privately funded through the California Wellness Foundation.

Director Boggan lastly requested that Commissioners contact Chair Feyer or Commissioner Sullivan if they have input to contribute to the evaluation process.

Noted Present:

Chair Feyer recognized the arrival of Commissioner Burrus-Wright at 6:58 p.m. and Commissioner Saunders at 7:15 p.m.

7. Committee Report: Culture of Peace – Receive Updates on Ceasefire, Re-Entry, and Violence Prevention in Richmond – Chair Feyer, in the absence of Commissioner Sullivan, asked for an update on the progress of AB 109 from Marilyn Langlois. Ms. Langlois spoke of her attendance to countywide meetings. At the September 16th meeting of the Community Crisis Partnership, community mobilization has spread to other parts of the county. They do not want funds used for jail expansion. Sheriff Livingston has stated he is now willing to take that off the table for now. CCCP has set up a subcommittee that is devising an operational plan to lay the groundwork for how the \$19 million can best be used to serve the purposes of the Countywide Re-Entry Strategic Plan done two years ago under Supervisors Gioia and Glover. The plan was previously unfunded and they now have a chance to put some money into it. The next meeting is scheduled for October 3rd and input is welcomed.

Chair Feyer added that the City's Chief of Police was involved with this process and spoke up for the use of funding as it was intended to support the community rather than to increase incarceration. A meeting of the Re-Entry Solutions group will be held tomorrow from 12 noon to 2:00 p.m. She discussed the follow-up on their initial Forum on Collaborating to Eliminate Gun Violence, stating that they decided as a committee to hold a second forum in place of next month's meeting. In the process of going over her notes from the first annual forum, she remembers speaking about it as collaboration between law enforcement and community. She has been concerned, when attending each of the Ceasefire working group meetings, about the direction the group has taken regarding funding. She asked Director Boggan to address the concern, and Director Boggan agreed that the model needs to be reviewed but said ONS is limited, as their role is to focus on the identification process and seek alternatives which people need.

Chair Feyer said the subcommittee did decide that it wanted to recommend going ahead with the second annual Forum on Collaborating to Eliminate Gun Violence in Richmond in place of their regular October meeting.

3. Richmond Personnel Board – Receive Update and Make Recommendations – Chair Feyer reported on behalf of Commissioner Sullivan, stating that at the last meeting the Commission made a recommendation that a meeting be held with the City Manager, the

head of Human Resources, the Mayor, Councilmember Beckles, and Commissioners Feyer, Sullivan and Saunders, which was held last Friday.

Commissioner Saunders said she was unable to stay for the entire meeting; however, the Personnel Board was to be holding a meeting this week. Chair Feyer explained that the concern is that the Personnel Board has not conducted regular meetings since last October. The Commission questioned whether or not the Board could meet regularly regardless of whether there was a clear grievance filed that needed to be discussed. Meetings are shown on the website as the 4th Thursday of each month with an opportunity for open forum. The question also arose as to whether an agenda item can change after the posting of the agenda or the 72 hour deadline.

Attorney Jenkins noted the Commission received response regarding this and he asked that Chair Feyer send an email to Attorney Jenkins to obtain clarification from the City Attorney's Office.

Chair Feyer reported that the City Manager and Human Resources Director agreed they would hold a meeting with Millie Cleveland from SIEU Local 1021 to follow up on concerns. Councilmember Beckles explained that the meeting needed to be held privately without outsiders present to clear up matters, as there was conflicting information from parties.

Chair Feyer said she noticed that Open Forum on the agenda occurs after a closed session item which could go on for several hours. She asked whether it would be possible for a Personnel Board member to change the order of items so Commissioners would not need to wait through the entire closed session item. Attorney Jenkins said there is typically an agenda review and it is the prerogative of the Chair to re-arrange the agenda, which is standard practice.

Speakers: Rosanne Ryken, Library employee and SIEU Local 1021 member – per her comments at the Personnel Board meeting of October 27, 2011, she suggested meetings be held at a more convenient location and after 5:00 p.m. so the public can attend.

Commissioner Saunders recognized the work and the need to collaborate and address issues of holding regular meetings. Chair Feyer clarified with Commissioner Harris that the special meeting with the union is not a special meeting of the Personnel Board. Attorney Jenkins added that special meetings can be called and regular meetings should be held of the Personnel Board and a new Chair will be appointed at the next regular meeting.

Chair Feyer summarized that the Commission decided that she and Commissioner Sullivan and any other interested Commissioners will attend the Thursday meeting of the Personnel Board and encourage the Board to meet regularly to hear public comment whether or not there have been formal complaints submitted. They have asked that Councilmember Beckles request that Personnel Boardmembers agendaize an item regarding the Personnel Board process.

- G. CITY COUNCIL LIAISON REPORT** – Councilmember Beckles reported the following actions of interest: The Council adopted a resolution supporting Proposition 37; the right to know what is in food. At tomorrow’s meeting the Council will consider adoption of a proclamation honoring Hispanic Heritage Month and a proclamation recognizing Fire Prevention Week.
- H. COMMISSIONERS REPORTS** – The following reports were given:
- Commissioner Burrus-Wright reported on her attempts to collaborate with the Art Commission and Richmond Tales, and an Education member will make that report.
 - Commissioner Harris reported on her eye surgery which has greatly improved her vision.
 - Commissioner Cummings – no report.
 - Commissioner Saunders reported she is in the process of supporting and sponsoring the Youth in Richmond Strategies and the City of Richmond’s Mayor’s Office, City Manager’s Office and other entities for the Walk to Nature Event from various points to the Miller-Knox Park. The objective is to be healthy, active and to have a good time. She encouraged participation by Commissioners in the event on October 27, 2012. Chair Feyer requested an item be agendaized recognizing that the Commission is a formal partner in the Walk to Nature event at the special Forum meeting on October 22, 2012.
 - Vice Chair Brown – no report.
- I. CHAIR’S REPORT** – Chair Feyer reported on an Exhibit on Homelessness at the Richmond Art Center. The organizer has invited the entire Commission to tour the exhibit. She has discussed holding a reception for one of the Commission’s events at the Art Center. Much of her time this month has been spent around violence prevention, the planning of their Annual Forum on Collaborating to Eliminate Gun Violence, and the Ceasefire Program, including a meeting this afternoon at the Richmond Police Department on the next round of funding. She continues to be extremely concerned about what she perceives as a shift from the process driven by a partnership between the community and police to a clearly police-driven process. The second involves communication around the Personnel Board and its process which ties into the Commission’s concern that the different City commissions better understand, support and communicate with one another. She would like a clear process where residents can voice concerns about human rights, human relations, police conduct, and treatment as employees, where questions and comments can be heard, recorded and responded to in a timely manner. The third area involves the ongoing transition in staffing for the Commission and no budget to hire staff and she asked Commissioners for their help with the two major events planned for October and December. Patrick Lynch of the Housing and Community Development Department will put together a team to help the Commission in the future.

Chair Feyer asked that Councilmember Beckles alert the City Council under her Council Reports regarding the Commission’s intent to hold their second Annual Forum on Collaborating to Eliminate Gun Violence in Richmond in place of their October 22nd meeting. The Awards Evening will also be held December 10, 2012. Chair Feyer, after conferring with

Attorney Jenkins, agreed to discuss under Items K. 8 and K.10 that Commissioners consider volunteering to announce the events planned by the Commission at the next City Council meeting.

2. Chevron Refinery Fire – Human Rights and Human Relations Concerns – (Ad Hoc Committee Chair Cummings and Vice Chair Brown, and Commissioner Sullivan) – Chair Feyer commented that there is a large Town Hall meeting underway tonight in the Richmond Auditorium addressing concerns about the fire.

Commissioner Cummings said she attended the meeting and answers to questions are being provided. At this time she has no report but hopes to have one ready for the November meeting.

4. Committee Report: Community Concerns and Emergency Issues – Receive Update on Issues Raised by the Community – Commissioner Sullivan – Item continued to the next meeting.
5. Committee Report: Education and Outreach – Discuss Future Plans for, “Artistically Write and Speak Aloud” and additional projects –Commissioner Harris reported having met on September 17, 2012 and will meet with Richmond Tales at the LEAP Office and determine what their expectations are. They have some dates for the Education Forum as May 24, 2013 or May 31, 2013. Two schools have already committed for the “Artistically Write and Read Aloud”, the meeting for Olinda Elementary School has taken place and a meeting is scheduled for October 1 at 2:45 p.m. for Stege Elementary School. They reviewed the calendar for the District and pulled together tentative dates where schools can present: February 4th or April 11th, March 11th, April 15th or 29th, and May 6th or the 13th.

Commissioner Burrus-Wright said meetings have been scheduled as a result of the Commission being asked to partner with Richmond Tales who has a large following, as well as the Richmond Arts and Culture Department. In meeting with schools, they want to continue the individual presentations for each school. They recognize more work is needed so that parents can participate at Olinda School. There are no school buses and Caesar Chavez School is moving students from the Peres School area to the Caesar Chavez School because it is overcrowded. This means they must find a way to transport students, which is a human rights and education issue and needs to be addressed.

Noted Absent

Council Liaison Beckles left the meeting at 8:33 p.m.

6. Building Bridges Community Workshop – Held June 30, 2012 – Receive Summary of Written Report – Commissioner Sullivan – Item continued to the November meeting.
8. Second Annual Forum on Human Rights and Human Relations – Collaborating to Eliminate Gun Violence in Richmond – Receive Update and Finalize Planning Process for October Meeting – Chair Feyer reported that the Culture of Peace Committee met and is requesting the Commission move forward with the Annual Forum on Collaborating to

Eliminate Gun Violence in Richmond and do that in place of the Commission's October meeting, and she asked for a motion to hold the Forum next month. The Committee made a decision that even if there is not a tremendous amount of attendance, it is important to continue this as an annual tradition. She has sent personal thank-you notes and individual letters thanking groups for their support and stating that the date is now changed. There are questions about staffing, doing more formal invitations, press releases, food, and other items. She asked if local organizations or businesses could be contacted to contribute food or caterers be contacted. She appreciates Commissioner Harris volunteering to announce it before the City Council and KCRT so community members hear about it, and she hoped for support from others in getting press releases done and other work.

Commissioner Harris said she reviewed previous minutes from August and there was discussion about the forum and at that time, the Commission discussed the planning process and developing one measurable strategy, which has not yet been done. Chair Feyer said they originally intended to hold a forum in place of the Commission's September meeting. She believes the decision made in August was to cancel that plan, which was to have been a follow-up on the Commission's introduction of the Ceasefire program. The Committee met and decided that a forum should indeed be held and they are bringing the recommendation back to the Commission from the Committee. Director Boggan, who is part of the Committee, suggested it was important that they continue the annual event. She added that the department managers have met with the City Manager and discussed priorities going forward and everybody agreed that violence prevention is a top priority.

Commissioner Burrus-Wright said she felt that 30 days is not enough time for organizations to develop measurable strategies and she asked if they are looking at the forum the same way they did in asking the partners to come together and develop a working collaboration by developing one measurable strategy. Chair Feyer said she is looking to invite various parties who are involved in creating a culture of peace and preventing violence in Richmond to come and say a few words about what they are doing. Commissioner Burrus-Wright cited the need for ownership and suggested identifying how they are to implement a program. Chair Feyer said they were not talking about implementing a program but rather having a forum where different organizations can present what they are doing.

Commissioner Burrus-Wright suggested that the forum be documented in writing so information can be made available.

ACTION: It was M/S (Saunders/Cummings) to hold the Second Annual Forum on Human Rights and Human Relations – Collaborating to Eliminate Gun Violence in Richmond in place of the Commission's regular October meeting; which carried unanimously (Gonzalez and Sullivan absent).

9. Educational Events for Human Rights Day – December 10, 2012 – Plan Events for Schools – Chair Feyer said December 10th is their awards ceremony. A related question is whether they want to do anything in the schools curriculum-wise around Human Rights Day. Commissioner Burrus-Wright said her experience with the faculty and principals is that

they are overloaded and she said she would not support elementary schools and her committee doing this. Chair Feyer noted this (report of overload) has also been their experience with principals at high schools. She still has curriculum from the woman from UC Berkeley and the United Nations Association, Dr. Rita Maran. Elaine Merriweather, School Board Member, has also expressed her strong interest in doing something in the schools, and Chair Feyer is pursuing connecting the two of them to look at the possibility of getting something in the Richmond schools during the day and will follow-up on it.

10. Annual Human Rights & Human Relations Awards Ceremony – Continue Planning Event – Chair Feyer and Education Committee – Chair Feyer enclosed a sample announcement of the HPAC's award ceremony in the packet. She said she attended the event where individual Commissioners introduced and presented awards to candidates, and held a reception at the Arts Center, with sponsors. Our Commission might use that event as a possible model. Commissioners discussed appointment of a selection subcommittee, that Commissioners consider limiting nominations, to first consider a small venue for the first annual awards program, and brainstorm those to be nominated.

ACTION: It was M/S (Brown/Burrus-Wright) to extend the meeting at 9:30 p.m. for an additional 10 minutes; which carried unanimously (Gonzalez and Sullivan absent).

After much discussion, potential recipients were identified as: 1) ONS Fellowship Program (Feyer or Sullivan); 2) 17 year old Fred Lambright (Burrus-Wright); 3) Richmond Tales (Cummings); 4) Don Lau of the YMCA (Attorney Jenkins); 5) Annie King (Saunders); and 6) Rochelle Monk (Brown). Chair Feyer asked for volunteers to serve on a subcommittee.

11. Conferences – 2012/2013 – Review Upcoming Conferences; Define Process for Selecting Delegates and Determining Requirements for Reporting Back – Commissioners Burrus-Wright and Chair Feyer – Chair Feyer suggested not sending delegates to the Civilian Oversight of Law Enforcement Conference in October in San Diego, as well as the December 13/14, 2013 conference in Seattle on Governing for Racial Equality, given their limited budget. She stated that a convening of the California Association of Human Relations Organizations (CAHRO) which was originally scheduled for November has been moved to February, and at the November meeting the Commission can discuss those Commissioners who wish to attend.

Commissioner Burrus-Wright asked each Commissioner to send an email on one item they think is necessary to consider when selecting a delegate. Chair Feyer asked to alert her if Commissioners have upcoming conferences they wish to attend.

12. Committee Report: Budget – Review HRHRC Budget for Fiscal Year 2012/13 – Committee Chairperson Sullivan and Commission Chairperson Feyer – Chair Feyer asked to table discussion to their November meeting with the provision they may spend up to \$2,000 (or 1,000 for each venue) for the Annual Forum and the Awards Evening.

ACTION: It was M/S (Burrus-Wright/Cummings) to table the budget discussion to the November meeting with the provision that they may spend up to \$1,000 each for the

Annual Forum and the Human Rights Day Awards Ceremony, as necessary; which carried unanimously (Gonzalez and Sullivan absent).

13. HRHRC Structure; Committees and Staffing – Discuss Reorganization and Committee Participation – Chairperson Feyer said she believes it would be important to have staffing in place before organizing their committees, and welcomed further suggestions.

ACTION: It was M/S (Brown/Burrus-Wright) to extend the meeting at 9:40 p.m. for an additional 10 minutes; which carried unanimously (Gonzalez and Sullivan absent).

14. Boards and Commissions of the City of Richmond – Establishing Better Communication – Commissioner Sullivan – Item tabled to the next meeting.

15. Committee Report: Community-Police Relations – Receive Update – Commissioner Sullivan and Chair Feyer – Chair Feyer reported they have been moving forward. The last two meetings were held at the police department where they took a full tour. She suggested that Commissioners and the community tour the police department and learn more and will provide a continued report at the next meeting.

16. Showcasing the HRHRC – Posting of HRHRC Documents and Student Essays – Receive Update – Chair Feyer and Commissioner Burrus-Wright – Chair Feyer reported the project has been on hold because of their staffing situation. Bound and loose copies of student essays were provided by Commissioner Burrus-Wright featuring two of the schools and they look forward to their exhibit.

17. Committee Report: Human Rights Alliances – Receive Update – Chairperson Feyer and Commissioner Cummings – Chairperson Feyer called attention to items in the packet, stating the City of Berkeley has made some interesting decisions around accountability of their police department. They will also be continuing a discussion in the Community Police Relations Committee that will include looking at how police department agreements and policies compare and contrast with the ones put in place in Berkeley which are innovative on a national level.

18. Recommendation and Orientation of New Commissioners – Update on Follow-Up with Mayor’s Office – Chairperson Feyer and Commissioner Burrus-Wright – Chair Feyer read a communication from the Mayor’s Office in response to the request that the Commission decided on at their last meeting regarding recommendation and orientation of new Commissioners. She said if individual Commissioners or a subcommittee wishes to convey anything to the Mayor, she offered to relay that. Commissioner Burrus-Wright said the same information that was in the August meeting minutes is the same concern: when they interview they should cover the amount of time outside of the Commission meeting; that it is a committee-driven organization and they should know about the timeframes. She agreed to forward this to the Chair.

19. Reader of the Code of Ethics at City Council Meetings – Update on Follow-up with Richmond’s Volunteer Program – Commissioner Sullivan – Chair Feyer reported that

Commissioner Sullivan was to follow-up with Rochelle Monk at Richmond's Volunteer Program to see if the program could take over the assignment of a reader at each City Council meeting. She has conveyed to the City Clerk this is the Commission's intention and that Commissioner Harris is stepping out of that process, which was resolved at the last Commission meeting.

D. APPROVAL OF MEETING MINUTES – Because there was no established quorum, Chair Feyer continued approval of the August 2012 meeting minutes to the next meeting.

L. OPEN FORUM #2: No speakers.

M. COMMISSION BUSINESS

1. Call for Agenda Items
2. For the Good of the Commission

The meeting adjourned at 9:55 p.m. in the memory of Cornelius Casimere.

HUMAN RIGHTS AND HUMAN RELATIONS COMMISSION

Vivien Feyer, Chair

Rock Brown, Vice Chair

Joyce Harris, Commissioner

Kathleen Sullivan, Commissioner

Betty Burrus-Wright, Ph.D., Commissioner

Demetria Saunders, Commissioner

Councilmember Jovanka Beckles, Council Liaison

Monday, November 26, 2012 - 6:30 p.m.
City Council Chambers, Community Services Building, 1st Floor
440 Civic Center Plaza, Richmond, CA 94804

Meeting Minutes

A. CALL TO ORDER

Called to order at 6:30 p.m. by Chair Feyer.

B. ROLL CALL

Present: Chair Feyer; Vice Chair Brown; Commissioners Cummings, Burrus-Wright, Harris, Saunders, and Sullivan

Also

Present: Council Liaison Beckles

Staff: Staff Attorney Jenkins and **Supervising Office Assistant Lynch**

C. AGENDA REVIEW

Chair Feyer moved Item K-3 as the first discussion item due to public speakers present. She noted that the names of two Commissioners are missing from the agenda and asked that they be added for the next agenda.

D. APPROVAL OF MINUTES – None (June 2012 and August 2012 minutes attached to agenda packet)

E. MEETING PROCEDURES – Chair Feyer briefly described meeting procedures.

F. OPEN FORUM

Amara Hicks:

Invited the Commission and other organizations the Commission is involved with to become either a collaborator or partner for Martin Luther King National Day of Service on January 21st. She will email event information.

Chair Feyer stated this can be brought up at the end of the meeting under consideration of items for the next meeting.

Lalo Herrera: Said he is a City employee and thanked the Commission for supporting the Personnel Board and those who spoke.

Lochlein Sekona: Said he is a City employee and member of SEIU 1021. He thanked the Commissioner for their efforts in getting the Personnel Board functioning, voiced appreciation to SEIU 1021 and the City Council, and asked for all to continue their involvement and support.

Stan Fleury: Said he is a City employee and extended his sincere thanks and gratitude for the Commission being involved in personnel issues. He spoke about issues involving Mr. Herrera and Mr. Manandhar, who are technically trained and who can respond and address the Chevron Fire.

G. CITY COUNCIL LIAISON REPORT –Council Liaison Beckles recognized the Commission’s role in bringing forward the Code of Ethics and suggested a monthly schedule be established for a Commissioner to read the Code of Ethics at the start of Council meetings. She reported that the City policy of removing the box about questioning applicants if they have ever been convicted of a felony is being extended to contractors was passed by a vote of 5-2. The City Attorney staff is working on developing an ordinance that extends the policy and she commented that this protects businesses from asking questions that could potentially put them at risk of litigation. Chair Feyer noted that the Commission has been involved around the issue of re-entry and feels it is a step forward on the part of the City.

H. COMMISSIONERS REPORTS

Chair Feyer stated that because the Commission has copies of their minutes from June and August, these will be considered after the Personnel Board agenda item.

Mr. Lynch indicated that a public speaker would like to speak under the Personnel Board item and he asked that the Chair consider hearing him as the final speaker under Open Forum. Chair Feyer agreed to hear the speaker’s comments under the Personnel Board item.

Commissioner Cummings acknowledged November as National Native American Heritage Month and said the City acknowledged ~~on-going~~[this](#) locally with a Proclamation in 2011. She read President Obama’s Proclamation of November 1, 2012, spoke about the importance of her term on the Commission, invited everybody to the Annual Native American Richmond Pow-Wow which will be held at Nicholl Park on June 22, 2013. She noted that in 2012 a Proclamation was presented in San Francisco to Selena Zezee who was picked as the only Native Richmond community representative to swim in the Annual Alcatraz Swim which brings awareness to diabetes. On Monday, November 19, 2012 American Indian West San Francisco Chapter invited her to speak at the 40 Years Retrospective of the Trail of Broken Treaties on their panel as a HRHR Commissioner with others to address human rights in the Native American community.

Commissioner Saunders thanked everybody who participated in the Walk to Nature Event. They ended up with 280 participants and volunteers and thanked the Commission and the City for partnering and sponsoring the event.

Commissioner Sullivan announced that on December 7th at 8am in the Supervisors' Chambers at 50 Douglas Drive a coalition will be held of many community organizations and residents attending a meeting to address re-entry resources into Contra Costa County called AB109. The Community Advisory Board budget will be presented that would involve using many community resources that would receive and provide support back to those individuals coming from jails and prisons. A steering committee will be reporting the budget to the Board of Supervisors and she asked for any Commissioner's support and attendance. She acknowledged and thanked those who attended and sponsored the Thanksgiving Dinner at Salute's Restaurant. Lastly, she acknowledged that at the Council's meeting tomorrow night a proclamation will be presented to Alexis Pickins, who will be recognized as Miss Richmond and who will be competing for Miss Black California and Miss California.

I. CHAIR'S REPORT

Chair Feyer stated as she is coming to the end of her term as Chair, much of her time has gone into three major areas: 1) Violence prevention. She continues to be concerned about the process of the Cease Fire Working Group, about what she perceives as a shift from the process driven by partnership between the community and police to a clearly law enforcement driven process. The work of the Csubecommittee on Police Community Relations is ~~an action item~~something which she hopes~~d~~ will assist in moving forward. 2) Communication relating to the Personnel Board and its process and the need for boards and commissions to communicate with one another and function more efficiently and powerfully. 3) On-going transition in staffing the HRHRC and recognized staff's assistance.

Chair Feyer spoke about her attendance at a graduation ceremony at San Quentin for 30 participants with life sentences who had been involved in the Insight Prison Project's GRIP (Guiding Rage into Power) program. The program focuses on stopping violent behavior, developing emotional intelligence, cultivating mindfulness, and understanding impacts on victims and loved ones. She distributed non-violent pledges that each of the men signed.

J. STAFF REPORT

Staff indicated they had no report.

K. DISCUSSION ITEMS

K-3. RICHMOND PERSONNEL BOARD — EMPLOYEE & COMMUNITY CONCERNS - RECEIVE UPDATE ON CONCERNS BROUGHT TO HRHRC AND MAKE RECOMMENDATIONS - Commissioner Sullivan and Chairperson Feyer – Chair Feyer reported that the Personnel Board met in September, October and November. She and Commissioner Sullivan attended the September meeting on behalf of the Commission. She also attended the October and November meetings, asked the City Council Liaison to contact each of the Personnel Board Commissioners to ask the question whether the Personnel Board should meet

monthly and hold an Open Forum, ~~and~~ independent of whether the Human Resources Department determines there are matters to be considered. The item appears on the Personnel Board's November 15th agenda entitled, Open Forum Only Meetings Statement of Issue, and she read the item's description and purpose. She reported that the Personnel Board voted on November 15th to hold monthly meetings regardless of whether the Human Resources Department ~~has~~ve any items for the agenda. The meetings are now being held in the City Council Chambers at 5:00 p.m. to be more accessible to City employees and Open Forum is now scheduled at the beginning of meetings. She also argued for the importance of the verbatim transcription of comments and questioned whether the Director of Human Resources should have the authority to summarize comments from ~~of~~ the public.

Public Comments:

Gautam Manandhar: Said he is a member of the California Licensed Engineers, spoke of his extensive experience, and thanked the Commission for supporting the Personnel Board. He shared his experiences about his engineering and life safety work of Richmond homes and said he was reprimanded for not doing his job by management. He spoke about the grievance process, management not meeting deadlines and them lying to the City Council and voiced the need for a Personnel Board.

Angela Cox: Said she is a 27-year City employee and noted the prior speaker's comments are symptoms of what has been going on. She has always been happy and committed to her job but now, many are not. She thanked the Commission for making it possible for the Personnel Board to meet. She agreed with comments made by Chair Feyer and said one SEIU 1021 employee will finally have her voice heard in December after two years of waiting.

Pamela Hampton: Said she is a City employee and a native of Richmond, an ex-County employee. She cited the late Sam Cooke's "A Change is Gonna Come" which is a long time coming. She questioned whether it was coincidental that after she spoke at the last HRHRC meeting there was a frivolous investigatory hearing launched on her attacking her personal character. She said it has been a long and painful experience for her and her family. She said she has suffered from breach of personal and medical information and violations of her civil and human rights, but feels she is no longer alone to end injustices. She is impressed with the competence of each HRHR

Commissioner and said it makes her feel safer to know that the Commission is behind employees.

Commissioner Saunders commented that she thinks it took Gautam Manandhar a lot of courage to stand up against anything that is hard to stand up against. His humility was very powerful and while they do not always have answers, as a human, she appreciates his courage.

Commissioner Sullivan thanked the group of City employees for their attendance, representation and expressing the sentiments of other employees. She has found it to be a privilege to participate in the change and said the Commission stands watchful throughout the process.

Commissioner Burrus-Wright echoed comments and said there are 8 ~~tenants~~ tenets that the Commission operates under: 1) they hear and receive complaints; 2) they investigate; 3) they initiate; 4) they try and provide reconciliation; 5) try and provide assistance; 6) try to understand both sides of the situation; 7) improve communication between the City, individuals and other entities; and 8) resolve the problem. Lastly, she said she was glad the Commission could have some impact.

Chair Feyer noted that three Commissioners and Councilmember Beckles met with the City Manager, the Director of Human Resources, the Mayor, and several others from both sides after the Commission first heard from employees. She sees the function of the Commission regarding these concerns as to continue observation and involvement in the Personnel Board process and encouraged employees to continue to attend meetings. Attorney Jenkins clarified that Joanne Sidwell is the current Chair of the Personnel Board whose term is coming to an end in December, and employees can thereafter contact the newly elected chair which most likely will be Vice Chair Elaine Merriweather. He added that typically there is a representative designated annually from SEIU 1021 to represent employees.

Chair Feyer stated part of the difficulty with the Personnel Board has been that the Secretary of the Board and the person who calls the meetings has been the head Director of Human Resources. ~~;~~ however, it is only recently that the Board has elected a Chair and they are reviewing their own process, staffing and who speaks on behalf of the Personnel Board. Perhaps the way it has been done may not be the way the current Board decides it is the best way to continue in the future.

Commissioner Saunders stated that just as the Commission has someone from ONS speak or the Chief of Police, someone should provide a report of the meeting to the Commission once the Personnel Board has an elected chair. Attorney Jenkins said the Personnel Board is obligated to hold regular meetings, which was not being done, but is being corrected. At the Personnel Board meetings there will be union representation and many of the issues employees have described will have already been aired at the Board meeting.

Mr. Lynch said one question was how the Personnel Board deals with complaints. A quick answer is a flow chart. It sounds like the Personnel Board is being reconstituted and is updating their processes. He suggested the Chair may want to request, once they have convened their body, ask what the process is by which individuals may bring a complaint to that body. Secondly, the Chair may want to receive their minutes in the HRHRC packet as well as ask them if they would like to provide updates to the Commission, and lastly the Chair might ask the various representatives of unions to provide the Commission with updates, as well.

Chair Feyer ~~questioned~~ stated that one item before the Personnel Board now is the question around representation (a liaison) from City Council, and she believes they voted to send this back to staff for consideration. She also noted that there are no approved minutes of the Personnel Board meetings from a year or more, and these would not provide timely information for the Commission. She suggested making a request that Councilmember Beckles bring this to the Council's attention, but she thinks that Mr. Lynch's suggestion that they make requests of the Board is more appropriate.

Councilmember Sullivan suggested keeping the Personnel Board Employee Community Concerns on the agenda for at least the next month until this is sorted out. Chair Feyer asked that if those on the Committee who attend the next Personnel Board meeting may continue to bring up process issues.

Mr. Lynch noted that at the end of the calendar year, the Personnel Board is in the process of being reconstituted with processes up to date. He asked the City Attorney's Office to pass on recommendations he stated and he will provide information of what the Personnel Board has to the Commission prior to the next meeting. Also the suggestion was to continue to have this item on the agenda and he asked if Commissioner Sullivan wanted to make this a formal motion or not. Chair Feyer said she believes the item can be carried forward, and the only formal motion she would like to see made is that the Subcommittee be empowered to continue to attend Personnel Board meetings on behalf of this Commission and address questions of process.

ACTION: It was M/S/C (Sullivan/Burrus-Wright) that the Commission's subcommittee be empowered to continue to attend Personnel Board meetings on behalf of the HRHR Commission and address questions of process; which carried unanimously.

Chair Feyer suggested moving the approval of minutes to the end of the meeting and proceed with the next few action items.

K-1. COMMITTEE REPORT: COMMUNITY-POLICE RELATIONS - RECEIVE UPDATE AND APPROVE OPEN LETTER TO POLICE CHIEF MAGNUS - - Commissioner Sullivan and Chairperson Feyer – Chair Feyer reported this is an action item. In their committee discussions, they moved from the planning of one event around community police relations to some broader questions now around

police hiring, training and promotions and wondering what the Commission might do to support change in law enforcement that could build more trusting relationships with community. The committee developed an open letter to the Chief of Police which is contained in the packet and they wanted to send it to the Chief and to the media as an open letter, which she read into the record.

Commissioner Sullivan provided background on the letter, stating the committee with representatives from law enforcement and the community has worked on police transparency. It was brought to their attention that after being given a full description of the entire hiring process, it became clear there is an opportunity for the community to be involved in the selection process. When Chief Magnus was hired, it included a community involvement process, and they just became aware that the same process could be open for police officer hiring. The full training process will come up again and the Commission can develop the relationship such that it has community inclusion, similar to how the Chief was selected.

Chair Feyer stated one large theme around community police relations is that it would be wonderful if people could feel more fully that the police department is their police department. Perhaps the best way for this to happen is to see responsiveness by the police department and a willingness to change ~~their~~ culture. She has learned that law enforcement is typically a very top down structure and therefore, they might work immediately to hold public communications with the Chief.

Vice Chair Brown commented that he likes the idea of community policing and the process by which the Chief was hired. He noted that the Chief visited different Richmond neighborhoods and residents have learned how to get involved with the department as well as the process of being active in the hiring process. However, he recognized that residents are not active in the promotion process and supports this process. He suggested the language state that they want to expand the current community policing process in certain areas, which is a positive thing.

Mr. Lynch suggested an insertion of language may be needed. The opening paragraph currently reads, "On behalf of the HRHC for the City of Richmond, I am writing to express our support for your commitment to community policing such as the existing efforts to include Richmond residents in the hiring process and community review and to share ideas to move forward." He said this recognizes efforts taken to date as well as not negating other language and focus.

ACTION: It was M/S/C (Sullivan/Cummings) to accept the insertion of the language in the opening paragraph, as well as the balance of the letter as written, as follows: "On behalf of the HRHC for the City of Richmond, I am writing to express our support for your commitment to community policing such as the existing efforts to include Richmond residents in the hiring process and community review and to share ideas to move forward."; and for staff to prepare the letter for signature; send it to the Chief of Police, and copy to the HRHC and media; which carried unanimously.

K-2. COMMITTEE REPORT: HUMAN RIGHTS ALLIANCES - RECEIVE UPDATE AND APPROVE RESOLUTION TO GOVERNOR BROWN RE REVISION OF THE TRUST ACT – Chair Feyer stated the Commissioners received several attachments for the item regarding what is happening on civil and human rights in other parts of the region, state, country and world. An action she wants to bring forward from the committee relates to the Trust Act which the Commission has discussed. She described the act as an attempt to create more trust around law enforcement and community by addressing cooperation with the federal government around immigration. The resolution was reviewed by the City Attorney and incorporates all of the background. On the last day of September, Governor Brown vetoed the Trust Act ruling that it was fatally flawed, so the resolution supports the timely revision of that Assembly Bill so that hopefully something can be passed into California law in support of the immigrant population.

Commissioner Sullivan recognized the Commission’s work, the importance of the item and the need to speak up at a statewide level. Commissioner Harris confirmed that according to the ordinance, the Commission is able to adopt its own resolutions. Chair Feyer said her recommendation would be to pass the resolution of the Commission and also ask the City Council Liaison to request placement of it on the Council agenda, and that the Commission forward the resolution to the Governor. Therefore, the Governor may be receiving separate resolutions from the Commission and from the Council. Council Liaison Beckles asked that the resolution be forwarded to her for the December 18th Council meeting agenda.

ACTION: It was M/S/C (Sullivan/Cummings) to adopt the resolution as written and presented; to request that the City Council Liaison request placement of the resolution on a Council agenda and that the Commission’s resolution be sent to the Governor and, if adopted, the Council’s resolution also be forwarded to the Governor; which carried unanimously.

K-4. SCHOOL EVENTS FOR HUMAN RIGHTS DAY — DECEMBER 10, 2012 - DISCUSS PRESENTATION OF CURRICULUM AT RICHMOND HIGH SCHOOLS AND HUMAN RIGHTS DAY RESOLUTION FOR WCCUSD BOARD – Chair Feyer stated that the East Bay Chapter of the United Nations Association of the U.S. is still willing, despite much discouragement, to present a Human Rights Day curriculum at the high schools in Richmond. It is unclear as to whether it will occur at the high schools, whether it happens on Human Rights Day or another day in the future.

An important contact that has been made has been with Elaine Merriweather of the WCCUSD District Board who has written a resolution that will come before their Board acknowledging Human Rights Day and the importance of human rights education in schools. She briefly discussed the contents of the resolution, and noted it requests that the School Board proclaim December 10, 2012 as Human Rights Day in the School

District. [Chair Feyer](#) She also wrote a proclamation which the Mayor has agreed to add to the agenda for the December 4th Council meeting and said she will add the proclamation and resolution to the minutes of the meeting in their entirety.

ACTION: It was M/S/C (Harris/Sullivan) to support the Human Rights Day Resolution that is being presented for adoption to the WCCUSD Board and to support the Human Rights Day Proclamation coming before the City Council; which carried unanimously.

Mr. Lynch confirmed with Chair Feyer that staff can deliver the resolution to the WCCUSD for adoption and signature at its November 28th Board meeting at 6:30pm at Dejean Middle School Multi-Purpose Room, as well as deliver the proclamation as soon as possible to staff in the Mayor's Office for Council's consideration of adoption and signature at its December 4, 2012 meeting. Staff will also provide a cover letter with copy to the Chair indicating its support for the resolution and proclamation. Chair Feyer encouraged Commissioners to attend both the WCCUSD and Council meetings.

Chair Feyer called for the second Open Forum.

L. OPEN FORUM

John Cummings: Invited everybody on Wednesday, November 28th to the Native American Health Center at 260 23rd Street from 5:30 to 7:30pm for a Community Dinner.

K-5. EVENING PRESENTATION IN CITY COUNCIL CHAMBERS — HUMAN RIGHTS DAY — DECEMBER 10, 2012 - UPDATE PLAN FOR HUMAN RIGHTS DAY EVENT AND DISCUSS PREPARATION AND PUBLICITY - Chair Feyer stated the item is a formal discussion and update from the last meeting when there was no quorum. It became clear that they were insufficiently prepared to do the Human Rights Awards Program for December 10th. At the same time, the United Nations Association of the U.S. of the East Bay is willing and ready to hold an education event around the Universal Declaration of Human Rights. The suggestion came up to ask them if they would be willing to hold an educational event around human rights since the Council Chambers are reserved for the evening. She asked if the entire Commission might support this as something the Commission officially sponsors as a Human Rights Day event. Staffing, publicity, flyers would be needed to distributed to the City Council, City offices, and the community.

Chair Feyer said she has committed to attend the [United Nations](#) Association meeting tomorrow and let them know of the Commission's vote. Her thought is to call for a special meeting, conduct roll call, and the United Nations Association will play a 10-minute film, and then a participatory exercise. They would like to have as many people as possible sign up and commit to reading one article from the Universal Declaration [of Human Rights](#) in a foreign language and [then](#) translating it into English.

Commissioner Sullivan suggested simple refreshments be provided and Chair Feyer advocated for healthy foods and drinks. Commissioners discussed choices of foods and drinks ~~for after~~ before the meeting. Mr. Lynch confirmed that the agenda would indicate that the event would begin at 6pm, with doors opening at 5:30pm, to advertise the event as being held from 6pm to 7pm, and staff will work with the Chair to put together this week and advertise it. Staff will coordinate with IT to set up and play a 10-minute and 3-minute educational film which will be provided via internet video links from a laptop onto a screen. The Commission will also convene two Open Forums during the event, and will add several other agenda items. Microphones will be set up for speakers reading one article each from the International Declaration in a foreign language.

Commissioner Sullivan asked if the Commission determines a projected number of people for the December 10th event. The Commissioners discussed potential invitees, educators, school board members, Commissioners, and others and believed the count would be approximately 50 people.

Noted Absent/Excused:

Council Liaison Beckles excused herself at 9:00 p.m.

ACTION: It was M/S/C (Sullivan/Saunders) to move forward with a Commission-sponsored International Human Rights Day educational event in recognition and celebration of the 64th Anniversary of the Universal Declaration of Human Rights with the United Nations Association the U.S. of the East Bay, as part of a special HRHR Commission meeting; with healthy foods and beverages to be provided on December 10, 2012; which carried unanimously.

Chair Feyer reviewed remaining items on the agenda and suggested K-7, K-15, be heard, confirmed that K-8 will be carried over. The report for K-10 was distributed and can be discussed at a future meeting. Items K-6, K-11, K-12, K-13, K-14, K-16 and K-17 were carried forward to the next meeting, and there was no report on K-18.

K-6. HRHRC EVENTS FOR 2013 - DISCUSS SCHEDULING AND PREPARATION FOR: ANNUAL FORUM ON THE ELIMINATION OF GUN VIOLENCE - HUMAN RIGHTS AND HUMAN RELATIONS AWARDS CEREMONY - FORM EVENT COMMITTEES - Chairperson Feyer - *This item was carried forward to the next meeting.*

K-7. REPORT OF THE NOMINATING COMMITTEE AND ELECTIONS OF OFFICERS - Commissioners Burrus-Wright, Harris and Cummings – Chair Feyer reported that the Bylaws were changed so they do need a written ballot vote for election of new officers. Nominating Committee Chair Burrus-Wright distributed the written ballots to Commissioners. Attorney Jenkins explained that the Nominating Committee typically announces its recommended Slate of Officers, discussion is held, and a motion is given for nominations and election, and the change in the Bylaws allows for the slate to be by written ballot.

Commissioner Burrus-Wright announced the Nominating Committee's recommended Slate of Officers be Chair Feyer and Vice Chair Brown.

ACTION: It was M/S (Burrus-Wright/Sullivan) to put forth the Nominating Committee's recommended Slate of Officers as Vivien Feyer as Chair and Rock Brown as Vice Chair.

The written ballots were distributed to staff. Mr. Lynch noted the receipt of 7 ballots and announced that the approved Slate of Officers consists unanimously of: Chair Feyer and Vice Chair Brown.

ACTION: It was M/S/C (Burrus-Wright/Saunders) to re-appoint Vivian Feyer as Chair and Rock Brown as Vice Chair; which carried unanimously.

Chair Feyer and Vice Chair Brown thanked the Commission for its support and vote of confidence.

Commissioner Burrus-Wright commented that a couple of people contacted her are interested in becoming HRHR Commissioners; however, they do not have information about the Commission's role and the process to be considered. She asked Mr. Lynch to forward them information. Mr. Lynch agreed and asked that he be sent their email address so he can discuss with them the Commission's role and process. Commissioner Burrus-Wright asked if Mr. Lynch could also compile a packet of materials on the HRHRC, to which he agreed.

Noted Absent/Excused:

Commissioners Saunders and Cummings were noted absent/excused.

Extend Meeting:

ACTION: It was M/S/C (Feyer/Sullivan) to extend the meeting for 10 minutes at 9:30 pm; which carried unanimously.

K-8. ADHOC COMMITTEE REPORT: THE CHEVRON REFINERY FIRE — HUMAN RIGHTS AND HUMAN RELATIONS CONCERNS – UPDATE - Committee Chair Commissioner Cummings, Commission Vice-Chair Brown, and Commissioner Sullivan – *This item was carried forward to the next meeting.*

K-9. COMMITTEE REPORT: EDUCATION AND OUTREACH - -DISCUSS FUTURE PLANS FOR "ARTISTICALLY WRITE AND SPEAK ALOUD" AND ADDITIONAL PROJECTS - Committee Chair Dr. Burrus-Wright, Commission Vice-Chair Brown and Commissioner Harris – Committee Chair Dr. Burrus-Wright distributed the report. She noted that schools are moving along, and some more than others. The dates are February 4th and February 11th and Mr. Lynch agreed to determine if the Council Chambers are available from 6pm until 7:30pm. Chair Burrus-Wright said funds are needed for 4 tee-shirts for the different schools and a contribution of \$300 to \$500 for the Richmond

Tales Festival, for a total of \$550. They will participate in the festival and want to make a contribution. Mr. Lynch clarified that \$2,000 is in the Education line item which is a budgeted item. Chair Feyer voiced her appreciation in what the Committee has done.

- K-10. BUILDING BRIDGES COMMUNITY WORKSHOP — HELD JUNE 30, 2012 - RECEIVE ORAL AND WRITTEN REPORT - *Commissioner Sullivan distributed the report and the Commission agreed to discuss at a future meeting.***
- K-11. CONFERENCES — 2013 - DEFINE PROCESS FOR SELECTING DELEGATES AND DETERMINING REQUIREMENTS FOR REPORTING BACK - Commissioner Burrus-Wright – *This item was carried forward to the next meeting.***
- K-12. RECOMMENDATION AND ORIENTATION OF NEW COMMISSIONERS - DISCUSS SUGGESTED PROCEDURE Commissioner Burrus-Wright - *This item was carried forward to the next meeting.***
- K-13. COMMITTEE REPORT: CULTURE OF PEACE - RECEIVE UPDATES ON CEASEFIRE, RE-ENTRY, AND VIOLENCE - PREVENTION IN RICHMOND - Chairperson Feyer and Commissioners Sullivan and Saunders – Chair Feyer announced that the Re-Entry meeting will be tomorrow from 12 noon until 2pm in the Richmond Auditorium Bermuda Room, and a flyer is attached to the packet. *The remainder of this item was carried forward to the next meeting.***
- K-14. COMMITTEE REPORT: COMMUNITY CONCERNS AND EMERGENCY ISSUES - RECEIVE UPDATE ON ISSUES RAISED BY THE COMMUNITY - Committee Chair Sullivan - *This item was carried forward to the next meeting.***
- K-15. COMMITTEE REPORT: BUDGET - REVIEW HRHRC BUDGET FOR FISCAL YEAR 2012/13 Committee Chair Sullivan and Chairperson Feyer – Commissioner Sullivan reported that she and Chair Feyer have been communicating and she has received expenditure totals from Jacqueline McBride on the International Association of Human Rights Conference and some various requests from Commissioners with essential needs relating to their transcription and staffing costs. The total is \$29.60 over their \$15,000 budget; however, this is a projected budget for the Commission’s review. It includes staff costs, transcription costs, the amended amount for the Human Rights Day event, a projection about a second forum, and \$1,000 for the Annual Forum which has not yet been planned.**

Chair Feyer clarified that the fiscal year budget goes from July 1, 2012 through June 30, 2013. Their only expenditure to date has been the Chair’s trip. Vice Chair Brown questioned and confirmed that transcription costs to date including the two sets of minutes from June and August were done out of the IT budget. Future transcription costs will be paid for from this budget. Commissioner Sullivan stated she can report out next month on where they are for transcription costs.

Extend Meeting:

ACTION: It was M/S/C (Brown/Harris) to extend the meeting an additional 10 minutes at 9:40; which carried unanimously (Saunders and Cummings absent).

Mr. Lynch said staff has an accounting system which will provide details and they will work with the Commissioner Sullivan to produce this for all meetings. He noted that the Commission is not being singled out. He stated all City departments now must cost out all activities, and the Commission's expenditures and budget can be shared so that the Commission can decide where it would like to spend its money.

Commissioner Harris said she was taken aback that they were paying for interns and she questioned if this would be a budget item for the Commission to consider. Commissioner Sullivan said at one point they were told that in allocating the additional money, it would specifically be used for staffing of the administrative needs for the Commission. Such needs would include transcription support and possibly utilization of an intern exclusively dedicated to the Commission. The budget line item is "transcription/intern" when it was provided to her. Mr. Lynch added that he would agree with this which is consistent throughout the City. While budgets are down, work has increased, and the City has a number of paid interns which have performed outstanding work on a number of activities and programs. He would love to be able to provide a dedicated City staff person, but unfortunately, economic times do not allow for this.

Vice Chair Brown said there are highly capable Richmond high school students and he asked that Commissioners forward any potential students names and contact information. Commissioner Harris suggested that a program be developed where they can earn hours or units for work performed in lieu of pay.

Chair Feyer expressed her appreciation to Commissioner Sullivan. In her discussions with Mr. Lynch, he has been very proactive in his work to present the 2013-2014 budget to the Council for their consideration.

ACTION: It was M/S/C (Burrus-Wright/Harris) to accept the Budget, as presented; which carried unanimously (Saunders and Cummings absent).

- K-16. SHOWCASING THE HRHRC - RECEIVE UPDATE -Chairperson Feyer and Commissioner Burrus-Wright - *This item was carried forward to the next meeting.***
- K-17. READER OF THE CODE OF ETHICS AT CITY COUNCIL MEETINGS - FOLLOW UP - Commissioner Sullivan - *This item was carried forward to the next meeting.***
- K-18. BOARDS AND COMMISSIONS OF THE CITY OF RICHMOND: ESTABLISHING BETTER COMMUNICATION - RECEIVE UPDATE - Commissioner Sullivan had no report.**

M. COMMISSION BUSINESS – No items.

M-1 CALL FOR AGENDA ITEMS

Chair Feyer stated the Commission needs to 1) add the program for the special meeting agenda for December 10th; 2) add the request for the Commission to collaborate in the Martin Luther King Day of Service on January 21st, 3) add Review of the Calendar Year 2013, 4) add consolidation and conduct reappointment of committees; and 5) carry over the following items for the December 10th meeting: K-6, K-8, K-11, K-12, K-13, K-14, K-16 and K-17. Chair Feyer agreed that once a draft agenda is established, she will work with staff to determine which items can be carried over to the January 28th meeting. Mr. Lynch also suggested the Commission consider items dedicated for workshops. Chair Feyer voiced her desire to be able to receive support of an intern in the new budget year which could include drafting resolutions and proclamations. Councilmember Sullivan suggested the intern be considered past the high school level for such work, determine what the transcription budget looks like and determine an amount for intern hours.

Commissioner Harris recognized the inordinate amount of work done by the Chair.

M-2 FOR THE GOOD OF THE COMMISSION

- N. ADJOURNMENT** – The meeting adjourned at 9:50 p.m. to the next meeting of the City of Richmond Human Rights & Human Relations Commission scheduled on Monday, December 10, 2012.

K.1 Cinco de Mayo 2013 Schedule

SCHEDULE:

- **8:30 – 9:30am Participant Check In**
The parade starts from the Richmond Civic Center parking lot located at 24th Street and Barrett Ave. All participants must check in with the parade staff at the starting point. Participants will receive instructions here and wait for their call to move into the procession. Late arrivals will NOT be allowed to participate in the parade.
- **8:30 – 9:00am Monitors Check In**
Volunteers and group monitors must check in with parade staff at the starting point to receive information and instructions about their assignments.
- **10:00am SHARP! Parade Departure**
(NOTE ROUTE CHANGE) Leaves Richmond Civic Center at 24th Street & Barrett, travels north on 23rd Street, turns right on Market Ave, ends at Market Ave & Church Lane in San Pablo at St. Paul's Church. Total parade route = 2 miles long.

PERFORMING GROUPS MUST PLAN TO MAKE FORWARD-MOVING DEMONSTRATIONS ONLY. Due to safety precautions & duration of the parade, demonstrations which do not move continuously along the parade route are strictly prohibited. Stopped performances will be allowed for one (1) minute ONLY at the location(s) specified by the parade. The exact location(s) will be included in your confirmation letter.

- **11:00 – 11:30am Parade Termination**
All participants must exit the parade promptly. Police officers will direct participants down Church Lane to the exit on San Pablo Ave. All horses MUST exit quickly to their waiting transportation at West Regional Medical parking lot on San Pablo Ave. All horses are STRICTLY PROHIBITED from returning via 23rd Street and will be cited.
- **12:00pm Final Shuttle back to Starting Point**
FREE buses will transport pedestrians from Church Lane back to the starting point at Richmond Civic Center. Cars may pick up passengers on San Pablo Ave.

Distribution of literature, canvassing and /or asking for donations is also prohibited

Indemnity Agreement

ALL PARTICIPANTS AND MOTORIZED VEHICLES AGREE TO AND UNDERSTAND ALL OF THE FOLLOWING: The Cinco de Mayo 2013 Committee, in collaboration with San Pablo-Manzanillo Sister City Committee, Inc., the City of San Pablo and the City of Richmond assumes no responsibility for any loss, damage, injury or claim arising out of the participants' acts or omissions in the **5 de Mayo Paz y Unidad/Peace & Unity Parade on Saturday, May 04, 2013.** Participants will read and comply with all parade rules knowing that violation of these rules can result in a ban to participate in future parades.

HRHRC Intern

Signature of authorized representative

Position/Title

Printed name of representative: **Jantsan Damdinsuren**

Date: **4/12/2013**

By 5:00pm on Friday, April 19, 2013, fax or mail both pages of this application to:

Cinco de Mayo 2013 Parade Committee

P.O. Box 6869

San Pablo, CA 94806

Fax: (510) 237-6491

Phone: (510) 384-6555

DON'T FORGET

Sat., 05/04/13 11:00am St. Paul's Church Cinco de Mayo Festival

Sun., 05/05/13 10:00am 23rd Street Merchant's Cinco de Mayo Festival



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The Day's Schedule:

8 a.m. – Registration opens and informal breakfast mixer.

9:15 a.m. – Opening remarks from CAHRO President Danell Scarborough and call to order of general membership meeting.

9:40 a.m. – Morning keynote from Robert Ross, President and Chief Executive Officer of The California Endowment. Ross will discuss his recent national tour exploring the issues affecting young men of color, as well as efforts to dismantle structural racism.

10 a.m. – Question-and-answer period and discussion about Ross' presentation.

10:20 a.m. – Break.

10:30 a.m. – Panel discussion: "Restorative Justice: A healing alternative for systems, schools and communities." Panelists Alicia Virani, equal justice fellow and restorative justice specialist with The California Conference; Denise Curtis, program manager for restorative community conferencing for Community Works West; and Edgar Dormitorio, assistant dean of students at UC Irvine will discuss the implementation of restorative justice practices and principles in secondary schools, the community and as an alternative to the juvenile justice system.

11:30 a.m. – Panel discussion: "The Death of Kelly Thomas: Human Relations In Crisis." Former Fullerton City Councilwoman Pam Keller and Rusty Kennedy, Chief Executive Officer of Orange County Human Relations, will discuss the fallout from the fatal beating of a homeless man by Fullerton police.

12:30 p.m. – Lunch and roundtable open-topic discussions.

1:30 p.m. – Afternoon keynote from USC Sociology Professor Manuel Pastor, who will discuss the recent "California Immigrant Integration Scorecard," issued by the University of Southern California's Center for the Study of Immigrant Integration, which measured immigrant integration and progress across 10 California regions: Santa Clara, East Bay, San Diego, Sacramento, Orange, San Francisco, the Inland Empire, Los Angeles, San Joaquin and Fresno.

4/19/13

Schedule | CAHRO – California Association of Human Relations Organizations

2:10 p.m. – Teresa Castellanos, coordinator of Immigrant Relations and Integration Services for Santa Clara County's Office of Human Relations, will discuss her county's ranking on the scorecard and what Santa Clara officials are doing assist immigrants in their area.

2:45 p.m. – Table talk discussions. Attendees can break into groups by sectors (government, law enforcement, education, community-based groups, etc.) so they can discuss shared issues and concerns, or by topic they would like to discuss raised by the day's presentations.

3:15 p.m. – General session led by CAHRO President Scarborough.

3:30 p.m. – Closing.

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K. 4 RICHMOND CALIFORNIA: A HUMAN RIGHTS CITY

QUESTIONNAIRE FOR HUMAN RIGHT AWARD APPLICATION

The Richmond City Council deemed the City a Human Right City November 2009

The CORC Human Rights and Human Relations Commission will award the Human Right Human Relation Award to its citizen who are focused on achievement and the result of work that goes beyond normal expectations and meet the following qualifications .and goals.

1. Stimulate and improve Human Relations between citizens of all races, colors, creeds, national origin, sexes, familial status, sexual orientation, religions, physical/ mental disabilities.

Work toward developing a culture of peace in City of Richmond California.

2. *Work toward improve the divide between reward and talents*
3. *Utilize new information and talent*
4. *Improve connection and acceptance across groups*
5. *Support young/diverse demographics*
6. *Work toward successive planning*
7. *Promote education in various arenas and thru various mediums*
8. *Promote gender Justice and truth.*
9. *Enhance lives through open clear transparent communication*
10. *Ensure equal opportunity for all.*
11. *Work for Abolishment of cronyism associated with political association*
12. *Provide a structure for reporting Human Rights/ H Relation neglect.*
13. *Provided a structure for Facilitating reconciliation in conflict*
14. *Help groom future Leaders*

Please add, delete, or comments

Commissioner, Dr.Betty

K.5: HUMAN RIGHTS AND HUMAN RELATIONS AWARDS CEREMONY – December 2013 - Nomination for Human Right Award

Human Right and Human Relation Commission

P.O.Box 4046

CITY OF RICHMOND, CALIFORNIA 94804

HUMAN RIGHTS/HUMAN RELATION AWARD

FOR 2012-2013

Dear Community,

The City's Government unanimously voted the city to become a Human Rights city in 2009.

Therefore, the commission is looking forward to celebrating our first Universal Declaration of Human Rights day. December 10, is recognized as HR Day nationally and Internationally. Our Award date is to be determined.

We plan to honor persons of diverse persuasions who are leaders and have been effective in at least eight(8) articles of the Universal Declaration of Human Rights. Who play a significant role in cultivating and expanding a culture of peace.

Help us identify those persons by nominating residents of the city of Richmond, California, who you believe have made a notable contribution to the area of Human Rights. **HUMAN RELATIONS????? WE need your input.** If you know anyone you'd like to nominate for the 2012 Award please fill out the nomination form.orcall the HR/HRC office.

Name Intern

Telephone#

Address

Request for application Intern

DEADLINE OCTOBER 30, 2013

K.6 attachment

**Human Rights Human Relations Commission
City of Richmond
BUDGET**

JULY 1, 2012 - JUNE 30, 2013

Leftside Printing (school event, banners, "Student Presentation")	\$451.31
Catering "Natural Healing Tree" Celebration of Human Rights Day	\$407.83
Documents Printing for Commissioners and Public Meetings	\$300
Speak Out-Loud Meeting (Feb 18, 2013)	\$16.21
	\$22.45
	\$38.66
Speak Out-Loud Meeting (March 18, 2013)	\$20.76
Agenda Minutes Contract - 12 months	
February, 2012	\$337.50
June, 2012	\$360
July, 2012	\$360
August, 2012	\$258.75
September, 2012	\$247.50
November, 2012	\$360
December, 2012	\$326.25
January, 2013	\$337.50 (approx)
Center for Human Rights Development (Pleasant Hill)	\$600
Stir Fry (Berkeley)	???
Building Bridges Between Black and Brown Communities	\$1,500
California Association of Human Relations Organizations (CAHRO)	
Vivien Feyer	\$100
Kathleen Sullivan	\$100
Courtney Cummings	\$100
Southwest Airlines	
Vivien Feyer	\$277.30
Kathleen Sullivan	\$327.80
Courtney Cummings	\$261.80
Miyako Hotel - LA	
Vivien Feyer	\$165.28
Kathleen Sullivan	\$165.28
Courtney Cummings	\$165.28
Conference (per diem)	
Vivien Feyer (\$60 per/day)	\$120
Kathleen Sullivan (\$60 per/day)	\$120
Courtney Cummings (\$60 per/day)	\$120
Conference incidental (shuttle service \$34 per per/person)	\$102 (approx)
International Association of Human Rights Conference	
Vivien Feyer	
PerDiem	\$200
Registration	\$475
Airline Costs	\$690
Hotel	\$465
Education Committee	
UDHR Booklets (Human Rights & Peace Store, Univ. Minnesota)	\$293.92
HRHRC Intern	
\$ 15.08 per/hour (15 hours per/week) \$226.20	\$3,000
Approved City Council Budget for Fiscal 2012 - 13	\$15,000
Expenditures to Date	\$13,192.98
Current Balance	\$1,807.02



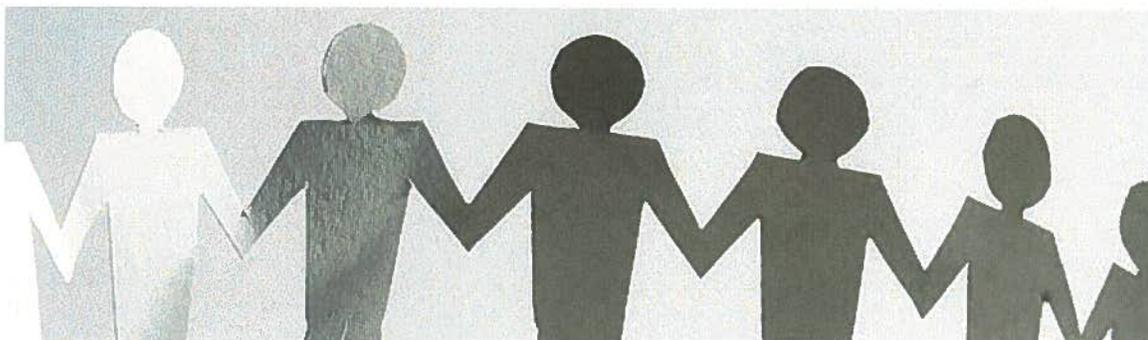
RE-entry flyer: Attachment under Culture of Peace Committee Report

1 message

viv Feyer <vivfeyer@gmail.com>

Fri, Apr 19, 2013 at 11:41 AM

To: HRHRC Richmond <hrhrc.intern@gmail.com>, JANTSANKHOROL DAMDINSUREN <vivfeyer@gmail.com>



**Register for next week's
Reentry Solutions Group Meeting**

Tuesday, April 30, 2013

12:00 Noon to 2:00 PM

Bermuda Room, Richmond Civic Center

Why We Exist:

The mission of the Reentry Solutions Group is to help create a peaceful, safe, supportive, and just West Contra Costa county by organizing, educating, and mobilizing our community to prevent and heal the harms related to crime and incarceration.

In doing this work, we recognize and value all members of our community, including those who are involved in the criminal justice system, victims and families.

**Tuesday April 30, 2013 from
12:00 PM to 2:00 PM PDT**

Where:

Bermuda Room

Richmond Civic Center
2533 Nevin Avenue

Dear Vivien,

Things are moving so quickly these days!

- In March and April, West County nonprofits and individuals came together in a four-week coordination project to prepare proposals for AB 109 funding.
- The AB 109 Review Panels are currently reviewing proposals, and decisions will be made in mid-May.
- Right now, the County's Community Corrections Partnership is developing the budgets for AB 109 funding for the upcoming fiscal year.
- The Community Advisory Board is developing its recommendations to be sure that funds keep coming into community-based organizations.
- Our collective efforts are being recognized by counties all across the state!

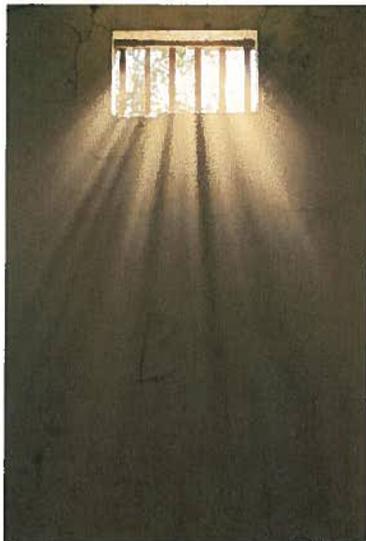
**At our next Reentry Solutions Group meeting,
we'll be charting our next steps.**

4/19/13

Gmail - RE-entry flyer: Attachment under Culture of Peace Committee Report

Click [here](#) to register

[Add to calendar](#)



**Join is on Tuesday, April 30, from Noon to 2 PM
in the Bermuda Room, 2533 Nevin Ave., Civic Center.**

[Click here to register now.](#)

We've made so much progress together, and now's the moment for us as a community to step up to the plate and raise the bar on how we work together.

[Register now!](#)

With appreciation,

Rebecca Brown, Project Manager
Reentry Solutions Group
rebecca@furtherthework.com
510 243-0122

K. 8 attachment

Mrs. Farnaz Heydari

April, 2013

Teacher at Olinda Elementary School

5856 Olinda Rd.

El Sobrante, California

Dear Mrs. Heydari,

A special thank you from the City of Richmond, California, Human Rights/Human Relations Commission.

The City was named a Human Rights City in 2009. It was in 2010 that you took on the responsibility and leadership for the collaboration between the HR/HRC and Olinda Elementary School. The impetus of the collaboration was to add another tool to the tool box of information that your school so adequately provides.

The Burrus-Wright Education and Counseling Services graciously agreed to allow the HR Education Committee to implement their " Psychological Anti-Bullying and Leadership Model, Artistically Write

And Speak A Loud ." This model asked each student to do introspective investigation on their thoughts and beliefs in an effort to demystify stereotypical views.

In addition, they explore and identify any correlation between Human Rights and the Violation of those Rights and Bullying; as well as their observation of Community and the greater Society's Social Ills.

The Students under the guidance of the teacher(Farnaz Heydari) wrote about their various concerns. They took leadership roles in conducting the meeting from the Dias of the City Governing Chambers. Seventy-five children read their literary piece.

The project has had measurable as well as observable success: Some student answered the post survey and admitted to bullying, but said they would cease. Many student joyfully rollicked in the roles of conducting the meeting, and reading to a large congregant.

Some of the topic that were identified, offered doable positive solutions and outcomes:

- The Right to be oneself Homelessness
- Immigration Violence
- Drug use Sexual orientation
- And many other topics.

Mrs. Heydari's untiring efforts inspired and motivated the participation of most of the faculty and the almost one hundred and fifty students who wrote, and the seventy-five who spoke.

"Self Actualization," was evident through their smiles, their hurried paces, their confidence and pride as they dashed to the micro phone and posed before the cameras. These students will always have a positive frame of reference, as will the Principal and Faculty of Olinda Elementary School.

Mrs. Heydari, the City of Richmond Human Rights and Human Relation Commission salute you for your outstanding leadership in helping student to become better prepared to meet the challenges of our multi-cultural changing society.

Commissioners:

Chair, Vivian Feyer, _____

Vice Chair, Rock Brown, _____ & Edu. Comm

Kathleen Sullivan, _____

Courtney Cummings _____

Demetria Saunders _____

Jasmine Jones _____

Betty Burrus-Wright, PH.D. _____

Joyce Harris, Edu. Comm _____

Chair, Edu. Comm.

