



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

Monday, March 25, 2013 at 6:30 pm
City Council Chambers, Community Services Building
1st Floor, Civic Center Plaza, Richmond, CA 94804

CALL TO ORDER

The Regular Meeting of the Human Rights and Human Relations Commission was called to order at 6:35 p.m. by Chairperson Feyer.

ROLL CALL

PRESENT: Chairperson Feyer, Vice-Chair Brown, Commissioner Burrus-Wright, Commissioner Sullivan, Commissioner Cummings, Commissioner Saunders, Commissioner Harris, and Commissioner Jones.

Chairperson Feyer acknowledged the newly appointed Commission's intern Jantsan Damdinsuren.

AGENDA REVIEW

Chairperson Feyer changed the order of discussion items, asking that items K.12 and K.14 be heard first, placing the items for discussion in the following order: K.12, K.14, K.1, K.2, K.3, K.4, K.5, K.6, K.7, K.8, K.9, K.11, K.15, K.16.

Item K. 10: ON THE RIGHTS OF WOMEN was requested to be removed by Commissioner Harris.

K.13 was deleted as a discussion item because it was not properly agendized. There being no objections to the changes, the discussion items were addressed in the above order.

OPEN FORUM #1

The following members of the public spoke in Open Forum #1:

Stacie Plummer spoke against Workplace Bullying and explained the negative impacts of workplace bullying.

James Walker spoke against workplace bullying and voiced his support of Stacie Plummer's comments.

Pam Saucer was displeased by Councilmember Beckles' conduct at the last Council meeting.

Stacey Wilborn shared her experience with harassment and workplace bullying.

Jackie Thompson spoke against physical bullying. She condemned Councilmember Beckles' behavior at the last Council meeting.

Loch Sekona shared his experience of the impacts of workplace bullying.

Rosanne Ryken spoke against favoritism in the workplace and spoke regarding the challenging workplace environment in the Richmond Public Library.

Pamela Hampton shared her experience with workplace bullying and expressed her opposition to bullying in the workplace.

Jerome Smith shared two haikus that he had written.

Kim Kurry shared her experience with workplace bullying and condemned the poor city management in Richmond.

Sam Casas spoke regarding poor city management and condemned city employees for using city cars for private usage.

Debra Bonnie spoke regarding favoritism in the Richmond government.

CITY COUNCIL LIAISON REPORT

Councilmember Beckles reported that in the April 2nd City Council Meeting, Mayor McLaughlin and she will be calling for the removal of an executive employee of the City because the trust of the public has been broken.

COMMISSIONERS' REPORTS

Commissioner Sullivan shared concerns around comments made at the last Council meeting and recommended that elected officials should be held at higher standards.

CHAIR'S REPORT

Chairperson Feyer disclosed that Richmond Police Department (RPD) Chief Magnus was not able to attend this meeting. She mentioned that he will be

present at either the May or June regular meeting of the Commission to report on the activities of the RPD, including community policing and the RPD hiring process.

She read the following written statement:

"MY OWN HOPE IS THAT THIS COMMISSION CAN DEMONSTRATE A HIGH LEVEL OF CIVILITY – TO HOLD DIFFERENCES OF OPINION WITH RESPECT, AND WORK TOGETHER TOWARD SHARED GOALS.

IN ADDITION TO OUR WORK AROUND HUMAN RIGHTS EDUCATION AND SUPPORTING A CULTURE OF PEACE IN RICHMOND, WE HAVE A CLEAR MANDATE TO RECEIVE AND INVESTIGATE COMPLAINTS AROUND COMMUNITY TENSIONS, PRACTICES OF DISCRIMINATION, ACTS OF PREJUDICE AND VIOLATIONS OF BASIC HUMAN RIGHTS.

IT IS OUR RESPONSIBILITY TO PROVIDE ASSISTANCE TO PARTIES WHO REQUEST OUR HELP IN CONTROVERSIES OR DISPUTES WHICH MAY ARISE BETWEEN THOSE PARTIES AND ANY DEPARTMENT, AGENCY OR COMMISSION OF THE CITY OF RICHMOND.

IN ORDER TO FUNCTION EFFECTIVELY, WE NEED TO FIND A WAY, WITH THE SUPPORT OF VOLUNTEERS, CITY STAFF AND INTERNS, TO SET AND PUBLISH WORKING AGENDAS PROPERLY – TO KEEP A RECORD OF OUR DECISIONS, AND TO MAKE CERTAIN THAT THERE IS FOLLOW THROUGH ON DECISIONS MADE.

THIS SYSTEM HAS BROKEN DOWN OVER THE PAST MONTHS – AND I AM EAGER TO SEE CHANGES MADE, AND OUR AGENDAS ONCE AGAIN PUBLISHED AND POSTED PROPERLY. I LOOK FORWARD TO SEEING THE WORK OF OUR COMMISSION, AND CONCERNS BROUGHT BY THE PUBLIC TO OUR COMMISSION, RECORDED ON OUR CITY'S WEBSITE.

IT WOULD ALSO BE GREAT IF WE COULD START TO WORK ON A NEW BROCHURE, TO MAKE CLEAR TO RESIDENTS THAT OUR COMMISSION EXISTS, AND WHAT IT IS THAT WE DO.

I WOULD LIKE TO MAKE IT CLEAR TO ALL COMMISSIONERS THAT OUR COMMISSION'S AGENDA IS ALL OF OURS. EVERYONE IS WELCOME TO PROPOSE AGENDA ITEMS – SPECIFIC TITLES, DESCRIPTIONS AND ACTIONS DESIRED FROM THE COMMISSION, WITH A CLEAR UNDERSTANDING OF WHAT WE ARE EMPOWERED TO DO. IDEALLY, THEN, WE CAN MOVE QUICKLY ON EACH AGENDA ITEM, AND DECIDE QUICKLY AND EFFICIENTLY IF WE, AS A FULL COMMISSION, WISH TO SUPPORT RECOMMENDATIONS.

ON THE USE OF OUR TIME:

AS MUCH PREPARATORY WORK AS POSSIBLE CAN BE DONE AT THE COMMITTEE LEVEL. I WOULD ASK THAT COMMITTEE REPORTS, AS MUCH AS POSSIBLE, BE PRESENTED IN WRITING, AND SUBMITTED TO STAFF AT LEAST A WEEK BEFORE OUR MEETINGS SO THAT REPORTS CAN BE ATTACHED TO OUR AGENDAS, AND COMMISSIONERS HAVE TIME TO REVIEW THEM BEFORE COMING TO OUR MEETINGS.

I'LL BE MAKING SOME SUGGESTIONS THROUGHOUT THE EVENING ABOUT OUR COMMITTEES, THEIR STRUCTURES AND THEIR DUTIES, WITH THE HOPE THAT WE CAN MAKE THIS PROCESS SMOOTHER AND MORE EFFECTIVE – AND IN LINE WITH BOTH OUR MANDATE AND OUR MISSION."

STAFF REPORTS

Assistant Attorney Jenkins acknowledged World Poetry Day on March 21 and recognized Jerome Smith in the audience.

DISCUSSION ITEMS

K.1 COMMITTEE REPORT: EDUCATION AND OUTREACH REPORT BACK AND DISCUSS FUTURE PLANS FOR "ARTISTICALLY WRITE AND SPEAK ALOUD" AND ADDITIONAL PROJECTS

Committee Chair Burrus-Wright, Commission Vice-Chair Brown, and Commissioner Harris

Commissioner Burrus-Wright reported to the Commission on the success of the HRHRC's March 18th event in City Council Chambers. Commissioner Burrus-Wright is pursuing appreciation letters to the Principals of the schools that participated in the March 18th event. Commissioner Burrus-Wright encouraged other Commissioners to take part in events sponsored by the Commission. The next event that is sponsored by the Commission is the Spring Fest on April 20th.

K.2 HRHRC CALENDAR FOR 2013 and 2014 DISCUSS CITY OF RICHMOND EVENTS AND APPROVE HRHRC PARTICIPATION AND REPRESENTATION

Commissioner Burrus-Wright and Commissioner Cummings

The Commission voted unanimously to approve the following events as events that are officially sponsored by the Commission:

April 20 – Spring Fest

May 4 – Cinco De Mayo (Commission Intern Jantsan submitted an application)

May 18 – African American Community Baby Shower (Commissioner Saunders noted that no funding is needed for this event.)

June 18 – Juneteenth

June 22 – Pow Wow

The motion was made by Commissioner Cummings and seconded by Commissioner Harris to approve and sponsor the HRHRC Calendar items for 2013. The motion was passed by the following vote.

Ayes: Chairperson Feyer, Vice-Chair Brown, Commissioner Burrus-Wright, Commissioner Sullivan, Commissioner Cummings, Commissioner Saunders, Commissioner Harris, and Commissioner Jones. **Noes:** None. **Abstentions:** None. **Absent:** None.

A motion was made by Vice Chair Brown, seconded by Commissioner Burrus-Wright, to extend the meeting for 5 more minutes. The Commission voted in favor.

K.3 HRHRC SPECIAL EVENTS FOR 2013: RECEIVE REPORTS AND UPDATES ON SPECIAL EVENTS

a) ANNUAL FORUM ON THE ELIMINATION OF GUN VIOLENCE – August 2013

Commissioner Sullivan

b) HUMAN RIGHTS AND HUMAN RELATIONS AWARDS CEREMONY – December 2013

Commissioner Burrus-Wright

Continued to April 22, 2013 Regular Meeting.

**K.4 HUMAN RIGHTS ALLIANCES: CONFERENCES – 2013
DISCUSS ARRANGEMENTS FOR ATTENDANCE AT UPCOMING CONFERENCES:**

a) California Association of Human Relations Organizations – CAHRO CONFERENCE

<http://www.cahro.org/conference>

b) International Association of Official Human Rights Organizations – IOHRA CONFERENCE

Chairperson Feyer and Commissioner Burrus-Wright

CAHRO Conference – The Commission voted to confirm that Chairperson Feyer, Commissioner Sullivan and Commissioner Cummings will represent the HRHRC at the CAHRO Annual Conference. Commissioners will report back to the Commission after the conference.

K. 5 TRAININGS – 2013

DETERMINE INTEREST IN STIR-FRY SEMINARS AND OTHER TRAININGS

Commissioner Sullivan

Commissioners Cummings and Jones have started their training and are excited to learn more from the trainings.

**K. 6 BOARDS AND COMMISSIONS OF THE CITY OF RICHMOND:
ESTABLISHING BETTER COMMUNICATION**

RECEIVE UPDATE

Chairperson Feyer and Commissioner Sullivan

Continued to April 22, 2013 Regular Meeting.

K. 7 RICHMOND CALIFORNIA: A HUMAN RIGHTS CITY

a) DISCUSS WAYS TO INCREASE RECOGNITION AT THE STATE LEVEL

b) DISCUSS SHOWCASING THE HRHRC AT RICHMOND CITY HALL

Commissioner Burrus-Wright

Continued to April 22, 2013 Regular Meeting.

**K. 8 RECOMMENDATION AND ORIENTATION OF NEW COMMISSIONERS
RECEIVE SUGGESTIONS**

Commissioner Burrus-Wright

Commissioners Cummings and Jones are taking trainings. Commissioner Burrus-Wright, Commissioner Sullivan and Chairperson Feyer invited the new Commissioners to take more active roles on the Commission's Committees.

**K. 9 COMMITTEE REPORT: CULTURE OF PEACE
RECEIVE UPDATES ON CEASEFIRE, RE-ENTRY, AND VIOLENCE
PREVENTION IN RICHMOND**

Chairperson Feyer, Commissioner Sullivan, and Commissioner Saunders

Chairperson Feyer reported that the Committee met with the Office of the Neighborhood Safety last Tuesday. Chairperson Feyer will give another report at the next regular meeting of the Commission.

**K. 10 ON THE RIGHTS OF WOMEN
DISCUSS AND APPROVE LETTERS AND POLICY RECOMMENDATIONS
FROM THE HRHRC**

Ad hoc Subcommittee Chair Commissioner Harris

There being no further action on this item, this item was requested to be removed by Ad hoc Subcommittee Chair Harris.

**K. 11 COMMITTEE REPORT: COMMUNITY – POLICE RELATIONS
RECEIVE REPORT, AND RESPONSE TO HRHRC LETTER, FROM CHIEF
CHRIS MAGNUS, RPD**

Chairperson Feyer and Commissioner Sullivan

Chief Magnus was not able to attend the March meeting. Continued to April 22, 2013 Regular Meeting.

**K.12 RICHMOND PERSONNEL BOARD – EMPLOYEE AND COMMUNITY
CONCERNS**

**RECEIVE UPDATE ON CONCERNS BROUGHT TO HRHRC AND MAKE
RECOMMENDATIONS**

Chairperson Feyer and Commissioner Sullivan

Chairperson Feyer asked Commissioner Sullivan to assist her in framing the item.

Concerns have come before the HRHRC for quite some time regarding the functioning of the City's Personnel Board. The HRHRC first addressed this matter last year when informed that the Board had not met at all for a long period of time. Chairperson Feyer explained that the HRHRC had facilitated meetings between the City Manager, the Assistant City Manager, the Mayor and others to make sure that concerns around the functioning of the Personnel Board were heard and addressed properly and in a timely fashion. Since that time, the Personnel Board has resumed meeting regularly, elected officers, and started to address its own internal process. Commissioner Sullivan brought up a vacancy on the Personnel Board, which resulted in a tie vote on some personnel grievance issues.

The following speakers spoke on this item:

Diane Canepa spoke about her concern regarding the vacancy on the Personnel Board and expressed a particular concern about a tie vote in a given situation.

Rosanne Ryken spoke regarding place and time of the Personnel Board meetings and asked for a different attorney to staff the Personnel Board.

Charles Smith pointed out that the City Administration has violated the United Nation's Declaration on Human Rights' Article 23 which states that employers need to provide just and favorable working conditions

Stacie Plummer spoke regarding the vacancy on the Personnel Board and condemned any decision taken by the Personnel Board without a majority vote. She also spoke regarding the bias posed by Attorney Bruce Soublet.

Jackie Thompson spoke regarding bullying in the workplace and urged the Personnel Board to compare Richmond policy to state and national policies.

Stan Fleury spoke regarding the functioning of the Personnel Board and the staffing of the Board.

Sam Casas spoke regarding putting items on the Personnel Board meeting agendas and urged for consistent meeting of the Personnel Board.

Following discussion, Commissioner Sullivan suggested 5 ways the Commission could help the process move forward:

1. Obtain clarification on the appointment of the 5th member of the Personnel Board
2. Facilitate better communication among community partners to establish a permanent and accessible meeting place and time
3. Invite a representative from the Personnel Board to HRHRC Commission meetings
4. Formally invite Attorney Bruce Soublet to a HRHRC Commission meeting
5. Obtain clarification on the process for submitting Agenda items.

Commissioner Dr. Betty proposed mediating an investigation and proposed creating a *Crisis Committee* to handle urgent and emergency matters brought to HRHRC.

A motion was made by Chairperson Feyer, seconded by Commissioner Harris, to

instruct City Council Liaison Beckles to take up with the Mayor and City Council the appointment of a 5th person to the Personnel Board.

The motion was passed by the unanimous vote of the Commission. **Ayes:** Chairperson Feyer, Vice-Chair Brown, Commissioner Burrus-Wright, Commissioner Sullivan, Commissioner Cummings, Commissioner Saunders, Commissioner Harris, and Commissioner Jones. **Noes:** None. **Abstentions:** None. **Absent:** None.

A motion was made by Commissioner Harris, seconded by Commissioner Sullivan, to pursue the additional matters brought to the Commission around the functioning of the Personnel Board through the formation of an Ad hoc committee. The motion was passed by the unanimous vote of the Commission.

Ayes: Chairperson Feyer, Vice-Chair Brown, Commissioner Burrus-Wright, Commissioner Sullivan, Commissioner Cummings, Commissioner Saunders, Commissioner Harris, and Commissioner Jones. **Noes:** None. **Abstentions:** None. **Absent:** None.

Subsequently, an Ad-hoc Committee was created to pursue further action and bring recommendations to the Commission:

Members of the Ad hoc committee appointed by Chairperson Feyer include: Commissioner Sullivan, Commissioner Saunders, Commissioner Cummings, and Chairperson Feyer.

K. 13 (PLACEHOLDER FOR ADDITIONAL AGENDA ITEM REQUESTED BY COMMISSIONER SULLIVAN RE LESLIE KNIGHT)

This item is deleted as a discussion item because it was not properly agendaized.

K. 14 COMMITTEE REPORT: COMMUNITY CONCERNS AND EMERGENCY ISSUES

RECEIVE UPDATE ON ISSUES RAISED BY THE COMMUNITY

Committee Chair Sullivan and Commissioner Cummings

Commissioner Sullivan framed the item by saying that this committee has been hearing numerous concerns from both community members and City employees about workplace bullying in Richmond City government.

The following speakers addressed the item:

This item is on the agenda to hear immediate concerns of the public.

Pamela Hampton used this time to raise concerns about workplace bullying. Ms. Hampton also spoke regarding her concerns about mistreatment of employees by the management.

Sam Casas referred to pg. 2 of the attachment regarding City's harassment policy. Mr. Casas spoke in favor of creating an Ethics Commission.

Stacey Plummer shared emotional and detrimental impact of workplace bullying. Ms. Plummer also condemned the administration for misappropriation and mismanagement of public funding.

Jackie Thompson urged the City to address bullying in workplace before it becomes a liability for the city.

Chairperson Feyer thanked members of the community and city employees for coming the HRHRC meeting to raise their concerns. Chairperson Feyer also discussed how the Commission might follow up to address this issue. Chairperson Feyer encouraged all Commissioners to propose discussion items for the next month's Commission meeting agenda, including suggestions for specific actions that the Commission might take around these concerns.

**K. 15 ONGOING CONCERNS RE STAFFING NEEDS FOR THE HRHRC
DISCUSSION AND APPOINTMENT OF INTERN**
Chairperson Feyer, Commissioner Burrus-Wright, and Commissioner Sullivan

Continued to April 22, 2013 Regular Meeting.

K. 16 HRHRC COMMITTEES (5 minutes)
**DISCUSS APPOINTMENTS, BUILDING MEMBERSHIP AND
RESTRUCTURING**

Commissioner Burrus-Wright

A new committee was created at the request of Chairperson Feyer: "Administration and Strategic Planning Committee" with members including: Commissioner Jones, Commissioner Sullivan and Chairperson Feyer.

OPEN FORUM #2

None.

COMMISSION BUSINESS

A. Call for agenda items

Commissioner Cummings wanted to place the CAHRO Conference Update/Report back on the next agenda.

Items carried over to the next regular meeting: K.3, K6, K7, K9, K11, K14 and K15

Item K.11: Police Relations: Richmond Police Department will debrief the Commission at the May or June Regular meeting. (The Commission requests an invitation to Police Chief Chris Magnus to present at either May or June Regular Meeting.)

B. For the good of the Commission

Commissioners shared a sentiment to have business cards and nametags for all Commissioners.

ADJOURNMENT

There being no further business, the HRHRC's regular meeting in March

2013 was adjourned at 9:54pm and to meet again on Monday, April 22, 2013.