



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

Monday, April 22, 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 Sullivan, Commissioner Cummings, Commissioner Saunders, Commissioner Harris, and Commissioner Jones.

ABSENT: Commissioner Burrus-Wright

AGENDA REVIEW

At the Chair's discretion, discussion items K. 10 and K. 9 were moved immediately after K.1

OPEN FORUM #1

None.

APPROVAL OF MINUTES

A motion was made by Commissioner Harris, seconded by Vice Chair Brown, to approve the September 2012 meeting minutes. Commissioner Sullivan clarified that she was not at the September 2012 meeting. Commissioner Jones was not on the Commission in September 2012; therefore, she will not be voting. The Commissioners voted in favor of the motion to accept the September 2012 meeting minutes by the following vote:

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

Chairperson Feyer recognized the arrival of Commissioner Saunders.

A motion was made by Commissioner Harris, seconded by Commissioner Cummings, to approve the November 2012 meeting minutes. Commissioner Sullivan clarified that she was not at the November 2012 meeting. The Commission voted in favor of the motion to accept the November 2012 meeting minutes by the following vote:

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

CITY COUNCIL LIAISON REPORT

Councilmember Beckles was not present.

COMMISSIONERS' REPORTS

Commissioner Jones: No report.

Commissioner Cummings mentioned an alert of a bomb threat earlier caused by mechanical difficulties. She commended the work of the authorities for taking efficient steps to address the threat in a timely fashion.

Commissioner Harris reported on the Spring Fest that took place on April 20, 2013.

Commissioner Saunders reported on the African American Baby Shower event that is scheduled to take place on May 18 at the Nevin Community Center and invited members of the public and interested Commissioners. She also condemned the City Council for their decision to discontinue the reading of the Code of Ethics.

Commissioner Sullivan reported her disappointment in the decision by the City Council at the last Tuesday meeting to remove the reading of the Code of Ethics. She noted that reading of the Code of Ethics at City Council meetings was recommended by the HRHRC.

CHAIR'S REPORT

Chairperson Feyer reported on the new office space made available for the Commission. The Commission's intern will be using it to support the Commission.

She also reported about her participation in the California Association of Human Rights Organizations' Annual meeting with Commissioner Sullivan and Commissioner Cummings. She further went on to express her distress over the community violence in Richmond and in the country as a whole. She is disappointed by the lack of action on the part of Congress on bills for strengthening gun control. She commented that there is space for the Commission to do further work in this area. Chairperson Feyer also expressed

her disappointment in the City Council's decision to discontinue the reading of the Code of Ethics at City Council meetings.

STAFF REPORTS

Assistant City Attorney Everett Jenkins reported that he believed that some of the public comments made at the Commission's March meeting violated the Code of Ethics. He reported back on his communication with Mr. Stan Fleury about those comments, and Mr. Fleury responded.

DISCUSSION ITEMS

K.1 HRHRC CALENDAR FOR 2013 AND 2014 DISCUSS CITY OF RICHMOND EVENTS AND APPROVE HRHRC PARTICIPATION AND REPRESENTATION Commissioner Burrus-Wright and Commissioner Cummings

Commissioner Cummings made corrections on the agenda regarding dates of two events. (Change in date for Juneteenth event from 6/18/2013 to 6/22/2013 and the Native American Pow Wow event from 6/22/2013 to 6/15/2013) Commissioner Sullivan requested the addition of the Building Bridges Between Black and Brown Communities event that is scheduled to take place on June 29, 2013. Commissioner Saunders also requested that the Commission support the African American Baby Shower event on May 18, 2013.

Mr. Lynch clarified that a car (Green Prius) will be provided for the Commission to participate in the Cinco de Mayo Parade and the Juneteenth Parade at no cost to the Commission.

Commissioner Harris requested that the Commission handle events separately, as some events have costs to the Commission. In reply, Commissioner Sullivan clarified that the budget for the Building Bridges Between Black and Brown Communities is already approved; therefore, it is appropriate to move to approve all suggested events at once.

A motion was made by Commissioner Cummings, seconded by Commissioner Sullivan, to approve the above events and urge Commissioners to actively participate.

A friendly amendment made by Chairperson Feyer, accepted by both the maker and seconder of the motion, to direct staff to list the Commission as a supporter/sponsor of these events.

Mr. Lynch asked for contact information of the organizers of each of the event to follow through with these requests by the Commission. This information shall be provided by the respective Commissioners who are liaisons to these events.

The motion was approved by the following vote of the Commission:

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

Chairperson Feyer, Commissioner Sullivan and Commission intern Jantsankhorol Damdinsuren have volunteered to participate in the Cinco de Mayo Parade. Commissioner Harris has volunteered to table for the Cinco de Mayo event.

K.2 TRAININGS – 2013

DETERMINE INTEREST IN STIR-FRY SEMINARS AND OTHER TRAININGS
Commissioner Cummings and Commissioner Jones

Continued to May 20, 2013 Regular Meeting.

K. 3 CONFERENCES – 2013

CAHRO CONFERENCE – APRIL 2013

Chairperson Feyer, Commissioner Sullivan and Commissioner Cummings

Continued to May 20, 2013 Regular Meeting.

K. 4 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 and Chairperson Feyer

Continued to May 20, 2013 Regular Meeting.

K. 5 HRHRC SPECIAL EVENTS FOR 2013: RECEIVE REPORTS ON PLANNING FOR SPECIAL EVENTS

ANNUAL FORUM ON THE ELIMINATION OF GUN VIOLENCE – August 2013

Commissioner Sullivan

HUMAN RIGHTS AND HUMAN RELATIONS AWARDS CEREMONY –

December 2013

Commissioner Burrus-Wright

Continued to May 20, 2013 Regular Meeting.

K. 6 COMMITTEE REPORT: PLANNING, ADMINISTRATION AND BUDGET REVIEW HRHRC EXPENDITURES FOR FISCAL YEAR 2012/2013; DISCUSS 2013/2014 AND 2014/2015 BUDGET

Commissioner Feyer, Commissioner Sullivan, Commissioner Saunders and Commissioner Jones

Continued to May 20, 2013 Regular Meeting.

K. 7 COMMITTEE REPORT: CULTURE OF PEACE

RECEIVE UPDATES ON CEASEFIRE, RE-ENTRY, AND VIOLENCE PREVENTION IN RICHMOND

Chairperson Feyer, Commissioner Sullivan, and Commissioner Saunders

Continued to May 20, 2013 Regular Meeting.

K. 8 COMMITTEE REPORT: EDUCATION AND OUTREACH

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

Continued to May 20, 2013 Regular Meeting.

K.9 RICHMOND PERSONNEL BOARD – EMPLOYEE AND COMMUNITY CONCERNS

RECEIVE UPDATE ON CONCERNS BROUGHT TO HRHRC AND MAKE RECOMMENDATIONS

Chairperson Feyer and Commissioner Sullivan

Chairperson Feyer framed the item:

After the concerns voiced to the Commission at the last meeting of the Commission in March, Commissioner Saunders and Chairperson Feyer attended the next Personnel Board meeting and explained to that Board the duties and functions of the HRHRC. Chairperson Feyer communicated several recommendations from the HRHRC to the Personnel Board. In her statement, she recommended that the Personnel Board meet regularly in an accessible venue, and at times when employees and working members of the community can attend. She recommended that the process of putting items on the agenda be clarified and that the training processes for new members be reviewed. In addition, she recommended that the Personnel Board address the matter of their own staffing, and investigate possible conflicts of interest. Commissioner Saunders and Chairperson Feyer also invited Personnel Board members and staff to engage in dialogue with the HRHRC, to find solutions to the existing tensions around the Personnel Board.

In addition, Chairperson Feyer reported that she had received an informal memo from City Attorney Bruce Goodmiller, stating that the Charter of the Personnel Board designates that the Director of Personnel be the Secretary to the Personnel Board, so that would be the Human Resources Director, Ms. Leslie Knight. In the informal memo, Mr. Goodmiller reported that he personally does not see any conflict of interest. As for role of the role of the Assistant City Attorney in

advising the Personnel Board, Mr. Goodmiller communicated, again informally, that Mr. Bruce Soublet does not serve as a prosecuting attorney. Therefore, Mr. Goodmiller does not see Mr. Soublet's other duties as in any way constituting a conflict with his duty as the Counsel to the Personnel Board.

The following members of the public spoke on this item:

Stan Fleury spoke regarding a resolution that he would be bringing to the Commission around bringing back the 15-day investigation time line that the City previously followed. He also requested that the Commission ask for a formal response from City Attorney Bruce Goodmiller on the prosecutorial duties of the Assistant City Attorney and an explanation of when those duties would conflict with advising the Personnel Board.

Pamela Hampton spoke regarding the manner in which policies are being enforced. Ms. Hampton referred to "decision 80/78/S of the Public Employment Relations Boards in association with Special Agents of the Justice Department." The ruling on her appeal to the Personnel Board turned out to be a split vote, 2-2. She referred to the City's Charter, Article 13 Section 6, which designates that the Personnel Board shall consist of five members. She said that the City violated the Charter, referring to the Charter's Article 13 Section 7F. She also stated that no communication about the City's decision was communicated to her.

Following discussion, a motion was made by Vice Chair Brown, seconded by Commissioner Saunders, to extend invitations to Bill Lindsay (City Manager), Bruce Goodmiller (City Attorney), Bruce Soublet (Asst. City Attorney), Leslie Knight (Human Resources Director), and Elaine Merriweather (Chair of the Personnel Board) to the next meeting of the Commission in May.

Commissioner Sullivan urged the Commission to consider the specifics and objectives of why the Commission is inviting the leadership of the City to our meeting.

Commissioner Harris reminded everyone that the City is a human rights city and conveyed that the Commission stands strong on these concerns.

Chairperson Feyer recommended that the Commission hold a Special Public Meeting for this specific item.

An alternative idea was proposed by Mr. Lynch, to have a closed meeting with the mentioned officials.

Chairperson Feyer made a friendly amendment to Vice-Chair Brown's motion, accepted by the maker and seconder of the motion, that the Sub-Committee on the Personnel Board, with members Commissioner Saunders, Commissioner Sullivan, Commissioner Cummings and Chair Feyer, extend an invitation to Bill Lindsay (City Manager), Bruce Goodmiller (City Attorney), Bruce Soublet (Asst. City Attorney), Leslie Knight (Human Resources Director), (Mayor) Gayle McLaughlin, (Councilmember) Jovanka Beckles, and Elaine Merriweather (Chair of the Personnel Board) to have meeting with four HRHR Commissioners around

concerns that have come to the HRHRC about the functioning of the Personnel Board and related ongoing issues in the community.

The motion was approved by the unanimous vote of the Commission:

Ayes: Chairperson Feyer, Vice-Chair Brown, Commissioner Sullivan, Commissioner Saunders, Commissioner Harris, and Commissioner Jones.

Noes: None. **Abstentions:** None. **Absent:** Commissioner Burrus-Wright and Commissioner Cummings

Chairperson Feyer moved that any items that did not get discussed in this meeting be moved to the May 22nd meeting. She called to have a Special Public Meeting on June 3rd to address workplace bullying, and to have a regular meeting again on June 24th. The motion was seconded by Commissioner Harris. Vice Chair Brown indicated that he has a schedule conflict on June 3, so he will not be in attendance.

The motion was approved by the unanimous vote of the Commission:

Ayes: Chairperson Feyer, Vice-Chair Brown, Commissioner Sullivan, Commissioner Saunders, Commissioner Harris, and Commissioner Jones.

Noes: None. **Abstentions:** None. **Absent:** Commissioner Burrus-Wright and Commissioner Cummings

K. 10 BULLYING – IN THE CLASSROOM AND IN THE WORKPLACE DISCUSS COMMUNITY CONCERNS AND MAKE RECOMMENDATIONS

Chairperson Feyer framed the item: At the last meeting of the Commission in March, there was general consensus around the need to address bullying issues in the workplace. There was a discussion about creating an employee survey for City of Richmond employees and about providing educational trainings for employees of the City as well.

The following members of the public spoke on this item:

Stacie Plummer spoke in support of an Anti-Workplace Bullying Policy and requested that the HRHRC recommend that the City Council amend Richmond's policy against workplace harassment.

Pamela Hampton spoke against workplace bullying and shared her experience.

Jackie Thompson spoke against workplace bullying and urged the City Council to protect the public employees of the City.

Commissioner Sullivan commended speakers for their courage and urged the Commission to support the City's employees in any way possible.

Noting that the documents provided by Stacie Plummer were not included in the

agenda packet, Attorney Everett Jenkins recommended that this item be placed on the agenda for the next meeting of the Commission.

Following discussion, Chairperson Feyer appointed an Ad hoc sub-committee on the Prevention of Workplace Bullying with members Commissioners Harris, Saunders, Sullivan and Chairperson Feyer. The Ad hoc sub-committee will meet before the next meeting to come up with specific steps the Commission might take regarding this issue.

K. OPEN FORUM #2

None.

M. COMMISSION BUSINESS

A. Call for agenda items: Items that did not get discussed are continued to May 20, 2013 Regular Meeting.

B. For the good of the Commission: None.

N. ADJOURNMENT

There being no further business, the HRHRC's regular meeting in April 2013 was adjourned at 10:12PM, to meet again on Monday, May 20, 2013.