



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

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

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

Monday, November 18, 2013 at 6:30 pm
Bermuda Room
403 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 6:39 p.m. by Chairperson Feyer.

ROLL CALL

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

ABSENT: Commissioner Saunders and Commissioner Johnson

AGENDA REVIEW

At the Chair's discretion, discussion items K. 10 and K. 9 are 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 accept the October 28, 2013 meeting minutes as written, with the Chair's Report attached. The Commission voted to approve the motion unanimously. **ABSENT:** Commissioner Carole Johnson and Commissioner Saunders

CITY COUNCIL LIAISON REPORT

COMMISSIONERS' REPORTS

Commissioner Cummings acknowledged the national Native American month. She reported that there was an event at a local Richmond Arts Museum to honor the Native American month.

Commissioner Beckles was present to honor the presence of Native Americans in Richmond.

Commissioner Sullivan acknowledged the community's efforts to provide Thanksgiving dinner for the homeless families.

CHAIR'S REPORT

"THIS WILL BE MY LAST CHAIR 'S REPORT

I'VE TOLD EACH MEMBER OF THE NOMINATING COMMITTEE THAT THIS WILL BE MY FINAL TERM AS CHAIR.

IT HAS BEEN A VERY FULL TWO YEARS. TWO YEARS AGO, I SAT ON THE DAIS AND SAID THAT IT WOULD BE AN HONOR AND A CHALLENGE TO CHAIR THIS COMMISSION. IT HAS CERTAINLY BEEN BOTH.

I'M DELIGHTED BY THE COMMISSION'S ACCOMPLISHMENTS OVER THE PAST TWO YEARS, AND I BELIEVE THAT WE ARE NOW AT A POINT WHERE WE FACE MANY CHALLENGES.

FOR JUST A FEW MINUTES, I'D LIKE TO PUT THOSE CHALLENGES ASIDE AND SIMPLY VOICE MY APPRECIATION.

FIRST, I WANT TO APPLAUD THE COMMISSION AS A WHOLE. WE'VE HEARD PEOPLE SPEAK OVER THE PAST FEW MEETINGS ABOUT THE SIGNIFICANT STEPS FORWARD THAT THE COMMISSION HAS TAKEN:

I'D LIKE TO ACKNOWLEDGE THE AMAZING WORK OF OUR EDUCATION COMMITTEE TO PROMOTE HUMAN RIGHTS EDUCATION. WE'VE HELD AT LEAST FIVE SPECIAL EVENTS IN CITY COUNCIL CHAMBERS OVER THE PAST TWO YEARS IN RECOGNITION OF THE WORK THAT STUDENTS HAVE DONE IN THE AREA OF HUMAN RIGHTS.

THEN, OUR CONTINUING EVENTS AROUND HUMAN RIGHTS DAY: LAST YEAR'S AMAZING SPECIAL EVENING WITH THE UNITED NATIONS ASSOCIATION, LOCAL SCHOOLS AND UNIVERSITIES, AND COMMUNITY MEMBERS, WHERE EACH OF THE ARTICLES OF THE UNIVERSAL DECLARATION OF HUMAN RIGHTS WAS READ ALOUD IN CITY COUNCIL CHAMBERS – AND OF COURSE OUR UPCOMING AND GROUNDBREAKING HUMAN RIGHTS AWARDS CEREMONY.

WE'VE RESPONDED TO MANY ISSUES BROUGHT FORWARD BY THE COMMUNITY, INCLUDING VERY DIFFICULT CONCERNS ABOUT BULLYING IN THE WORKPLACE.

SIGNIFICANTLY, OUR COMMISSION HAS BECOME A BODY EMPOWERED TO TAKE INDEPENDENT ACTION. WE'VE PASSED MANY RESOLUTIONS, INCLUDING SUPPORT OF LEGISLATION AT THE STATE AND NATIONAL LEVEL. WE'VE ADDRESSED FIREARMS POLICY, WOMENS RIGHTS, THE RIGHTS OF THE TIBETAN PEOPLE, AND THE TRUST ACT, AS WELL AS WHISTLEBLOWER POLICY AND WORKPLACE BULLYING. WE WILL HAVE THE OPPORTUNITY TO APPROVE TWO MORE IMPORTANT RESOLUTIONS THIS EVENING.

WE'VE MADE PROGRESS IN GETTING THOSE RESOLUTIONS RECORDED AND DELIVERED, AND IN GETTING OUR MINUTES RECORDED, APPROVED AND POSTED. THE PUBLIC IS BEGINNING TO HAVE A RECORD OF THE CONCERNS THAT HAVE COME BEFORE THE COMMISSON, AS WELL AS OF THE COMMISSION'S ACTIONS.

WE HAVE A PRESENCE IN CITY HALL, AND A DEDICATED, TALENTED AND HARD WORKING INTERN WHO HAS ALREADY REPRESENTED OUR COMMISSION AT THE STATE AND NATIONAL LEVELS.

WE HAVE MANY CHALLENGES BEFORE US AS THE YEAR 2014 APPROACHES:

WE NOW HAVE A FULL NINE- MEMBER COMMISSION. WE WILL BE LOSING THREE OF OUR LONG TERM MEMBERS BY THE END OF MARCH : THE PAST CHAIR AND THE VICE CHAIR WILL ALL HAVE REACHED THEIR TERM LIMITS, AND COMMISSIONER SAUNDERS IS MOVING OUT OF TOWN TO PURSUE AN EXCITING NEW JOB.

AS WE LOOK TO THE FUTURE, WE MAY, TOGETHER, WISH TO ADDRESS HOW WE MIGHT PARTICIPATE IN THE RECRUITMENT OF NEW APPLICANTS, AND HOW WE MAY TAP THE ENTHUSIASM OF MEMBERS OF THE PUBLIC FOR OUR COMMITTEE WORK.

WE MAY WANT TO REASSESS OUR MISSION AND OUR GOALS, AND TO THINK CAREFULLY ABOUT WHAT IS DOABLE FOR THE COMMISSION, GIVEN EVERYONE'S LEVEL OF COMMITMENT AND ENERGY.

WE MAY WANT TO EXAMINE MORE CLOSELY THE POSSIBILITY OF INDEPENDENT FUNDING FOR THE COMMISSION – AND CERTAINLY TO PUT INTO PLACE A SYSTEM WHERE THE COMMISSION HAS ACCESS TO INFORMATION ABOUT HOW THE MONEY BUDGETTED TO THE COMMISSION BY THE CITY IS BEING SPENT. WE NEED A CLEAR RECORD OF FOLLOW-THROUGH ON THE COMMISSION'S INSTRUCTIONS AND CLEAR ANSWERS TO QUESTIONS ABOUT EXPENDITURES.

WE MAY WANT TO PUT IN PLACE A STRONGER SYSTEM FOR BUILDING AND ROTATING LEADERSHIP, SO THAT THE CHAIR IS A SUSTAINABLE POSITION.

AND I HOPE THAT WE WILL BE ABLE TO MAINTAIN A SYSTEM OF RECORDING OUR MEETINGS AND POSTING APPROVED MINUTES FOR THE PUBLIC TO VIEW.

THE OBSTACLES THAT HAVE GOTTEN IN THE WAY OF THAT PROCESS OVER THE PAST TWO YEARS HAVE BEEN FORMIDABLE – AND I AM HOPING THAT THE ROAD FORWARD WILL BE A SMOOTHER ONE.

IT HAS BEEN A DELIGHT AND AN HONOR TO SERVE TOGETHER WITH EACH ONE OF YOU. I APPRECIATE THE SUPPORT THAT WE HAVE GOTTEN FROM CITY MANAGEMENT, FROM THE STAFF OF THE FOUR DIFFERENT DEPARTMENTS THAT HAVE PROVIDED PRIMARY ASSISTANCE TO US OVER THE PAST TWO YEARS, TO MR JENKINS FROM THE CITY ATTORNEY'S OFFICE, WHO HAS SUPPORTED THIS COMMISSION FOR A VERY LONG TIME – AND TO MCLAUGHLIN MAYOR, MARILYN LANGLOIS AND COUNCILMEMBER JOVANKA BECKLES FOR PROVIDING THE LINK TO CITY COUNCIL

I HAD A WHOLE SECTION WRITTEN ON MY OWN HOPES AND DREAMS FOR THE FUTURE OF THE COMMISSION, BUT I'D LIKE, INSTEAD, THIS EVENING, TO USE A FEW MINUTES OF OUR PRECIOUS TIME TO THANK EVERYONE IN THIS SPACE INDIVIDUALLY.

SO, FIRST, OUR TWO "OLDEST COMMISSIONERS":

BEGINNING WITH COMMISSIONER SULLIVAN: THANK YOU FOR YOUR THREE YEARS OF LEADERSHIP FOR THIS COMMISSION, AND FOR ALL THAT YOU HAVE DONE TO BUILD A STRONG AND PROFESSIONAL BODY, SO THAT ALL OF RICHMOND KNOWS THAT HUMAN RIGHTS WILL BE TAKEN SERIOUSLY. THANK YOU FOR YOUR VISION AROUND BRINGING TOGETHER ALL OF THE CITY'S BOARDS AND COMMISSIONS TO FORM A MORE EFFECTIVE AND INTEGRATED NETWORK. THANK YOU FOR CHAIRING OUR SUBCOMMITTEE ON EMERGENCY ISSUES AND CONCERNS. THANK YOU FOR YOUR WORK ON THE ELIMINATION OF GUN VIOLENCE, ON POLICE TRANSPARENCY AND ON BUILDING A CULTURE OF PEACE . THANK YOU FOR YOUR WORK TO BUILD BRIDGES, PARTICULARLY BETWEEN THE BLACK AND BROWN COMMUNITIES OF RICHMOND.

VICE CHAIR BROWN: THANK YOU FOR SITTING BY MY SIDE THESE PAST TWO YEARS AND PROVIDING SUPPORT, AND WHISPERING WORDS OF ADVICE INTO MY EAR. THANK YOU FOR THE HEART AND THE HUMOR THAT YOU BRING TO THE COMMISSION, AND FOR THE SPIRIT THAT YOU BRING WITH YOUR PRESENCE AT YOUR WORKPLACE AND IN YOUR LEADERSHIP OF YOUR OWN NEIGHBORHOOD COUNCIL. THANK YOU FOR KEEPING TRACK OF THE TIME FOR ME, AND THANK YOU FOR THE ENCOURAGEMENT THAT YOU HAVE OFFERED TO THE COMMUNITY MEMBERS WHO HAVE SPOKEN BEFORE THE COMMISSION. THANK YOU FOR YOUR WORK ON THE COMMISSION'S EDUCATION COMMITTEE, AND FOR THE WAY THAT YOU MADE A PERSONAL CONNECTION WITH SUCH CARE TO EACH OF THE MANY STUDENTS WHO HAVE JOINED US IN COUNCIL CHAMBERS.

COMMISSIONER HARRIS: THANK YOU FOR YOUR PASSION! THANK YOU FOR CONTINUING TO SPEAK OUT AGAINST INJUSTICE WHENEVER AND WHEREVER YOU SEE IT. THANK YOU FOR YOUR CONTINUING ADVICE AND SUPPORT TO ME PERSONALLY – FOR HELPING ME TO FEEL MORE COMFORTABLE WITH MY OWN LIMITATIONS. THANK YOU FOR SPEAKING WITH SUCH ENERGY FROM THE PERSPECTIVE OF “AN OLDER WOMAN,” AND FOR EDUCATING ALL OF US FROM A HISTORICAL PERSPECTIVE. THANK YOU FOR YOUR CONTINUING WORK ON THE COMMISSION'S EDUCATION COMMITTEE – AND FOR YOUR ONGOING LEADERSHIP IN THE HEALTHY RICHMOND COLLABORATIVE.

COMMISSIONER SAUNDERS CANNOT BE WITH US THIS EVENING, BUT I WANT TO EXPRESS MY APPRECIATION PUBLICLY NONETHELESS: THANK YOU TO COMMISSIONER SAUNDERS FOR CONTINUING TO BE AN ACTIVE PART OF THIS COMMISSION AS YOU HAVE TAKEN ON EXTRAORDINARY CHALLENGES, WHICH YOU HAVE HANDLED WITH SUCH TREMENDOUS GRACE, MODELING FOR ALL OF US WHAT IS POSSIBLE – PARTICIPATING FULLY IN PUBLIC LIFE WHILE PURSUING AND COMPLETING YOUR OWN EDUCATION, WORKING MULTIPLE JOBS, AND MOTHERING A SMALL CHILD, ALL AT THE SAME TIME.

THANK YOU FOR SERVING AS THE HEART OF THE COMMISSION, ALWAYS EXQUISITELY SENSITIVE TO RELATIONSHIPS, SUPPORTING CLEAR COMMUNICATION AND AVOIDING ANY POSSIBILITY OF MISUNDERSTANDING. -THANK YOU FOR YOUR WORK WITH THE COMMISSION'S CULTURE OF PEACE COMMITTEE, ON HEALTHY MOTHERS AND STRONG FAMILIES. IT'S BEEN A JOY TO WORK WITH YOU ON THE COMMISSION AND IN THE COMMUNITY AROUND THE TRANSFORMATION OF A CULTURE OF VIOLENCE. AS YOU MOVE ON TO PURSUE YOUR OWN DREAMS, WE WILL MISS YOU ON THE COMMISSION. IT BRINGS ME JOY TO KNOW THAT YOU WILL BE BRINGING YOUR SPIRIT AND YOUR VISION TO WORKING WITHIN THE PRISON SYSTEM, WHERE YOUR LIGHT IS SO VERY BADLY NEEDED.

DR BETTY: THANK YOU FOR KEEPING THE COMMISSION ON TRACK, WITH REMINDING US ALWAYS OF OUR VISION AND OUR MISSION. THANK YOU FOR YOUR EXTRAORDINARY LEADERSHIP OF OUR EDUCATION COMMITTEE, FOR NOT ONLY ENVISIONING AND IMPLEMENTING A PROGRAM OF HUMAN RIGHTS EDUCATION IN THE SCHOOLS, BUT ALSO FINDING A WAY TO DEEPLY HONOR THE WORK OF EACH STUDENT. THANK YOU FOR HAVING THE VISION TO INVITE STUDENTS INTO CITY COUNCIL CHAMBERS, WHERE DECISIONS ARE MADE THAT DEEPLY EFFECT THEIR LIVES, AND PLACING THEM IN POSITIONS OF RESPECT AND DIGNITY. AND THANK YOU FOR THE BRILLIANT WORK WITH YOUR COMMITTEE TO BRING TO LIFE SO AMAZINGLY MY OWN ONCE WILD DREAM OF AN ANNUAL RICHMOND HUMAN RIGHTS AWARDS CEREMONY!

COMMISSIONER CUMMINGS: THANK YOU FOR BRINGING YOUR SPIRIT, YOUR WISDOM AND YOUR UNIQUE PERSPECTIVE TO THE COMMISSION. I AM DEEPLY GRATEFUL FOR THE WORK THAT YOU HAVE DONE IN REPRESENTING THE COMMISSION AT THE STATE LEVEL AND THE REGIONAL LEVEL, FOR THE PROFOUND CONNECTIONS THAT YOU HAVE MADE, AND FOR THE GREAT INTEGRITY THAT YOU BRING TO EVERY STATEMENT, AND TO EVERY DECISION. YOU STAND

PROUDLY IN SO MANY DIFFERENT CONTEXTS AS A HUMAN RIGHTS AND HUMAN RELATIONS COMMISSIONER, AND YOU CONTINUE TO DO US ALL PROUD.

COMMISSIONER JONES: THANK YOU FOR ALL THAT YOU HAVE ADDED TO THE COMMISSION ON YOUR SHORT TIME WITH US. I DEEPLY APPRECIATE THE SPIRIT THAT YOU BRING, AND THE WORK THAT YOU HAVE ALREADY DONE REACHING OUT TO OTHER CITIES IN RESPONSE TO CONCERNS THAT HAVE COME BEFORE OUR COMMISSION. THANK YOU FOR THE INNOVATIVE WORK THAT YOU HAVE DONE WITH COMMUNITY MEMBERS AROUND THE CREATION OF A GOVERNMENT INTEGRITY BOARD. THANK YOU FOR THE INSPIRATION THAT YOU HAVE GIVEN ME PERSONALLY, AND FOR YOUR ENTHUSIASM, NOW, ABOUT BRINGING THE COMMISSION TOGETHER IN NEW WAYS TO EXPLORE HOW WE CAN MOST EFFECTIVELY MOVE INTO THE FUTURE TO IMPLEMENT OUR OWN SHARED VISION.

COMMISSIONER JOHNSON, OUR NEWEST COMMISSIONER, IS NOT ABLE TO JOIN US TONIGHT. I THANK HER FOR THE NEW ENERGY THAT SHE BRINGS TO OUR COMMISSION, FOR HER EAGERNESS TO LEARN AND TO CONTRIBUTE, HER ENTHUSIASM TO JOIN IN ON THE WORK OF OUR VARIOUS COMMITTEES, HER WORK WITH THE CEASEFIRE COLLABORATIVE, AND ESPECIALLY HER SENSITIVITY TO THE LARGER REPERCUSSIONS OF VIOLENCE IN OUR COMMUNITY, AND HER FOCUS ON FINDING POSITIVE WAYS TO HEAL TRAUMA AT ALL LEVELS.

COUNCIL PERSON BECKLES: THANK YOU FOR YOUR DEDICATION TO PROVIDING A BRIDGE BETWEEN THIS COMMISSION AND OUR CITY COUNCIL. THANK YOU FOR YOUR DEEP UNDERSTANDING OF HUMAN RIGHTS – AND YOUR AMAZING PUBLIC SERVICE. I AM AWARE THAT YOU ATTEND OUR MEETINGS AFTER A 10 HOUR WORK DAY, AND BEFORE ANOTHER DAY THAT INVOLVES ANOTHER 10 HOURS OF WORK BEFORE A GRUELING DEMANDING AND LONG CITY COUNCIL SESSION. YOU HAVE FACED PERSONAL INSULTS AND ABUSE WITH DIGNITY, AND CONTINUE TO SPEAK LOUDLY AND PROUDLY FOR THE RIGHTS OF ALL.

THANK YOU, MR. LYNCH, TO YOU AND YOUR TEAM, FOR YOUR ELEGANT AND PROFESSIONAL PRESENCE AT OUR PUBLIC MEETINGS, FOR BALANCING YOUR MANAGERIAL RESPONSIBILITIES WITH THE REQUIREMENTS OF STAFFING THIS COMMISSION, FOR PROVIDING A SPACE AT CITY HALL THAT THE COMMISSION CAN CALL ITS OWN, FOR SUPERVISING THE COMMISSION'S INTERN, FOR HANDLING THE COMMISSION'S FINANCES, FOR MAKING CERTAIN THAT THERE IS AN AUDIO RECORDING OF EACH OF OUR MEETINGS, AND FOR SUPPORTING EACH OF US IN THE PROCESS OF ARTICULATING AND CLARIFYING MOTIONS SO THAT THE COMMISSION'S BUSINESS CAN BE DONE MOST EFFECTIVELY.

AND THANK YOU TO ROCHELLE MONK, PATRICK SEALS AND JACQUELINE MCBRIDE, AND TO THE DEPARTMENTS OF THE CITY MANAGER, CITY ATTORNEY AND INFORMATION TECHNOLOGY FOR PROVIDING ADDITIONAL AND CRUCIAL STAFF SUPPORT TO THE COMMISSION.

TO OUR SENIOR CITY ATTORNEY, MR. JENKINS: THANK YOU FOR YOUR STEADFAST PRESENCE AT OUR COMMISSION MEETINGS OVER THE YEARS, FOR YOUR CAREFUL ATTENTION TO ANSWERING QUESTIONS AND CONCERNS, FOR HELPING TO DEEPEN MY OWN UNDERSTANDING OF THE LAW – AND, ALWAYS, FOR YOUR DEEP AND CONSISTENT INTEGRITY.

THANK YOU, MR. DAMDINSUREN, FOR YOUR TIRELESS SERVICE TO THE COMMISSION! THANK YOU FOR YOUR ALWAYS EXCELLENT AND DETAILED WORK, FOR PRODUCING INCREDIBLE RESULTS UNDER PRESSURE, FOR YOUR "GO HUMAN RIGHTS" SPIRIT!!! – AND FOR YOUR GRACE IN DEALING WITH SO MANY DIFFERENT STRONG AND OPINIONATED PERSONALITIES. "RICHMOND – CITY OF PRIDE, PURPOSE AND HUMAN RIGHTS!" I AM EXCITED AND GRATEFUL TO KNOW THAT YOU WILL BE DOING AMAZING WORK AS A TIRELESS ADVOCATE OF HUMAN RIGHTS IN RICHMOND, ON

THE STATE LEVEL, ON THE NATIONAL LEVEL AND INTERNATIONALLY TOO! MAY YOUR EXPERIENCE WITH THIS COMMISSION ULTIMATELY BENEFIT ALL BEINGS FAR AND WIDE!

AND FINALLY, I WANT TO THANK THE PEOPLE WHO HAVE FILLED CITY COUNCIL CHAMBERS DURING OUR MEETINGS OVER THE PAST TWO YEARS – THE STUDENTS, THEIR TEACHERS AND THEIR FAMILIES WHO HAVE STOOD WITH US ON THE DAIS, AND THE COURAGEOUS RESIDENTS AND CITY EMPLOYEES WHO HAVE BROUGHT THEIR CONCERNS BEFORE US. I APPLAUD EACH OF YOU, AND HOPE THAT WE, AS INDIVIDUALS AND AS A PUBLIC BODY, ARE ALL CONTINUING TO LEARN HOW TO BETTER SERVE YOU.

THANK YOU FOR THIS HONOR.”

STAFF REPORTS

DISCUSSION ITEMS

K.1 APPROVE RESOLUTION TO RECOMMEND AMENDING RICHMOND'S POLICY AGAINST WORKPLACE HARASSMENT TO A) SPECIFY TIME FRAMES FOR INITIATING AND CONCLUDING INVESTIGATIONS, AND B) PROVIDE FOR NOTIFICATION TO ALL INVOLVED PARTIES (25 MINUTES)

HEAR PROPOSAL AS REQUESTED FROM CITY MANAGER BILL LINDSAY; DISCUSS, REVISE AND APPROVE RESOLUTION

Chairperson Feyer, Commissioner Sullivan, Commissioner Harris, and Commissioner Saunders

Chairperson Feyer framed the item: A revised Resolution is attached to the agenda packet. At the November HRHRC meeting, City Manager Bill Lindsay addressed the concerns of the public around workplace harassment policy in Richmond and conveyed that he is willing to work with the HRHRC to change the city policy. At that time, he had communicated his intent to come back to the Commission with feedback. As of this time, the Commission has received no further communication from the City Manager on this subject.

Public Speakers:

Ms. Texanita Bluitt echoed the Chair's sentiment and is excited to amend the Richmond workplace harassment policy. She addressed the importance of having a time frame for investigations.

Ms. Pamela Hampton spoke about her recent termination after 14 years of service to the City. Ms. Hampton is thankful to the HRHRC for the Commission's work around workplace bullying. She stated that she feels that much has been accomplished in paving the road, setting the precedent for future generations and becoming part of the legacy for others to follow.

Ms. Rosanne Ryken stated that she found it helpful to have Mr. Bill Lindsay at the last HRHRC meeting.

Following public speakers and discussion, a motion was made by Commissioner Sullivan, seconded by Commissioner Jones, to approve the revised resolution as written and to instruct staff to deliver the resolution to the City Manager, City Council, and the Director of the Human Resources Department. The motion was passed by the unanimous vote of the Commission. **ABSENT:** Commissioners Saunders and Johnson.

K.2 ADOPT A RESOLUTION RECOMMENDING THAT THE RICHMOND CITY COUNCIL ESTABLISH A GOVERNMENT INTEGRITY BOARD TO MAINTAIN THE PUBLIC TRUST (25 MINUTES)

RECEIVE COMMITTEE REPORT, REVIEW AND APPROVE RESOLUTION

Commissioner Jones

Chairperson Feyer asked Commissioner Jones to frame the item. Commissioner Jones stated that this resolution recommends that the Richmond City Council to establish a Government Integrity Board to

maintain public trust. The item came to the Commission because of issues concerning mismanagement of City resources. This Integrity Board would ideally out into place fair and effective enforcement, oversight, authority, and administration to hold city officials and staff accountable.

Public Speakers:

Ms. Texanita Bluitt, who was on the Committee to draft the resolution, spoke about the development of an Integrity Board.

Councilmember Beckles stated her support for such a body but her skepticism about the functionality of the Board.

Commissioner Sullivan commended the Committee who worked on the resolution. She shared Councilmember Beckles' concerns.

Commissioner Burrus-Wright suggested a mechanism to oversee the Board.

Chairperson Feyer commended Commissioner Jones for designing the resolution and agreed with other Commissioners regarding the functionality of the Board.

A motion was made by Commissioner Jones, seconded by Commissioner Harris, to approve the resolution. After discussion, Commissioner Jones withdrew her motion and the seconder Commissioner Harris agreed.

The Ad hoc Committee members, including Commissioner Jones, Stacie Plummer and Texanita Bluitt, agreed to bring a more concrete proposal to a future meeting of the Commission.

K.3 RICHMOND PERSONNEL BOARD

HEAR UPDATE ON PERSONNEL BOARD ACTIVITY, REVIEW DRAFT OF WORKPLACE BULLYING POLICY, AND CONSIDER FURTHER RECOMMENDATIONS

Chairperson Feyer and Commissioner Sullivan

Chairperson Feyer framed the item: The Personnel Board's retreat has been rescheduled several times, and has just now been scheduled to be held in a space that is not easily accessible to the public, and at a time when City employees and working members of the public are not able to attend. In addition, it has just been set to take place on a date which conflicts with the HRHRC's upcoming event, during which a member of that Board is scheduled to be honored. Many members of the public have expressed a desire to attend both events.

The Commission voted to send a letter to the Personnel Board requesting them to hold their retreat in a publicly accessible space, at a time when employees and the public are free to attend, and to reconsider their retreat date, which currently conflicts with the HRHRC's December event.

A motion was made by Chairperson Feyer, seconded by Commissioner Sullivan, to direct staff to write a letter to the Personnel Board by Wednesday, November 20, 2013, urging them to hold their retreat in a space and at a time accessible to the public and to consider a different date, preferably not on December 9. The motion was passed by the unanimous vote of the Commission. **ABSENT:** Commissioners Saunders and Johnson.

K.4 COMMITTEE REPORT: EDUCATION AND OUTREACH COMMITTEE

REVIEW AND APPROVE UPDATES TO COMMITTEE'S PLAN FOR HUMAN RIGHTS AWARDS CEREMONY - December 9, 2013

Commissioner Burrus-Wright, Commissioner Harris and Vice Chair Brown

The planning of the Human Rights Awards Ceremony is going smoothly. This year the Commission received 18 applicants and 7 are being awarded for their outstanding contribution in advancing human rights in Richmond.

A motion was made by Commissioner Sullivan, seconded by Commissioner Cummings, to

formally request the City Manager for permission to fly the UN flag on December 9 and to send a copy of that request to all Commissioners. The motion was passed by the unanimous vote of the Commission. **ABSENT:** Commissioners Saunders and Johnson.

K.5 COMMITTEE REPORT: PLANNING, ADMINISTRATION AND BUDGET (20 MINUTES)

a) REVIEW AND APPROVE PROPOSAL FOR COMMISSION RETREAT

Following discussion, Commissioner Sullivan recommended to move the retreat to late March. No vote was carried out due to the consensus of the Commission.

b) REVIEW COMMISSION EXPENDITURES 2012/2013 AND 2013/2014 TO DATE

Chairperson Feyer shared reports received from the Finance Department detailing actual expenditures for both fiscal years, and pointed out serious discrepancies with reports previously received from staff. These discrepancies warrant further investigation. A request would need to be made to City Council in order to complete the purchases of several thousand dollars worth of educational materials that staff had been asked to make from the previous year's budget. In addition, multiple items that should have been purchased from the 2012/2013 budget appear as expenses this fiscal year, leaving far fewer budget dollars than anticipated. These include travel expenses for early 2013, and other items clearly purchased before the end of the previous fiscal year. Again, a request would need to be made to City Council to correct this.

c) PROVIDE DIRECTION TO STAFF RE PREPARATION AND POSTING OF MINUTES

Chairperson Feyer voiced her gratitude to intern Jantsan Damdinsuren for his work in preparing minutes, and assuring that approved minutes are posted promptly to the City's website.

Chairperson Feyer, Commissioner Jones and Commissioner Johnson

Continued to January 27, 2014 Regular Meeting.

K.6 SHOWCASING RICHMOND CALIFORNIA: A HUMAN RIGHTS CITY (10 MINUTES)

a) DISCUSS SHOWCASING THE HRHRC AT RICHMOND CITY HALL AND MAKE RECOMMENDATIONS TO STAFF

Chairperson Feyer reiterated a written request to staff that the Commission's agendas be posted prominently with the agendas of City Council and other Commissions, on the large bulletin board on the outside of the building that houses City Council Chambers – and that they not be removed until replaced by updated agendas.

b) DISCUSS WAYS TO INCREASE RECOGNITION AT THE STATE LEVEL

Commissioner Burrus-Wright and Chairperson Feyer

Continued to January 27, 2014 Regular Meeting.

K.7 RECRUITMENT OF APPLICANTS FOR COMMISSION SEATS (10 MINUTES)

HEAR AND DISCUSS RECOMMENDATIONS FOR RECRUITING APPLICANTS FOR HUMAN RIGHTS AND HUMAN RELATIONS COMMISSION SEATS

Commissioner Burrus-Wright

Continued to January 27, 2014 Regular Meeting.

K.8 HRHRC COMMITTEES (5 MINUTES)

HEAR AND DISCUSS RECOMMENDATION ON BUILDING AND RESTRUCTURING COMMITTEES

Commissioner Burrus-Wright

Continued to January 27, 2014 Regular Meeting.

**K.9 ELECTION OF COMMISSION CHAIR AND VICE CHAIR FOR 2014 (10 MINUTES)
HEAR NOMINATIONS FROM NOMINATING COMMITTEE AND ELECT COMMISSION
OFFICERS**

Commissioner Burrus-Wright, Commissioner Harris and Commissioner Cummings

A committee was appointed with members including Commissioner Burrus-Wright, Commissioner Harris and Commissioner Cummings to recommend the 2014 Chair and Vice-Chair of the Commission. Chair Feyer thanked the Commission for their confidence, and reiterated that she would not be able to accept a nomination for another term as Chair.

The Committee after a brief meeting presented its recommendation. The Committee nominated Commissioner Jasmine Jones as the Chair of the Commission and Commissioner Joyce Harris as the Vice-Chair of the Commission. Both candidates accepted the nominations. A motion was made by Commissioner Sullivan, seconded by Chair Feyer, to approve the nominations for 2014 Chair and Vice-Chair. The motion was passed by the unanimous vote of the Commission. **ABSENT:** Commissioners Saunders and Johnson.

**K.10 FRAMING DISCUSSION ITEMS AT CITY COUNCIL MEETINGS (10 MINUTES)
DISCUSS AND MAKE RECOMMENDATIONS TO CITY COUNCIL**

Commissioner Sullivan

Continued to January 27, 2014 Regular Meeting.

OPEN FORUM #2

None.

COMMISSION BUSINESS

CALL FOR AGENDA ITEMS

FOR THE GOOD OF THE COMMISSION

ADJOURNMENT

There being no further business, the HRHRC's regular meeting in March 2013 was adjourned at 10:12pm and to meet again for the Human Rights Awards Ceremony is on **Monday, December 9, 2013 at 7:00 p.m.** in City Council Chambers, preceded by a Reception at 6:00 p.m.

The next regular meeting of the City of Richmond Human Rights and Human Relations Commission is scheduled for **Monday, January 27, 2014 at 6:30 p.m.** in City Council Chambers.