



City of Richmond
Human Rights and
Human Relations Commission
MEETING AGENDA

Jasmine Jones, Chair
Joyce Harris, Vice Chair
Betty Burrus-Wright, PhD, Commissioner
Texanita Bluiitt, Commissioner

Courtney Cummings, Commissioner
Carole Johnson, Commissioner
Crystal Johnson, PhD, Commissioner
Ada Recinos, Commissioner

Councilmember Vinay Pimple, Council Liaison
Debra Vaca

Sr. Asst. City Attorney Everett Jenkins
Jantsan Damdinsuren

Monday, February 22, 2016 at 6:30 pm
Richmond City Council Chambers
440 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

January 2016

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 COMMITTEE REPORT: POLICE-COMMUNITY RELATIONS COMMITTEE (15 MINUTES)

HEAR REPORT FROM FEBRUARY 8, 2016 COMMITTEE MEETING

- a. Recruitment of Richmond Police Chief
- b. PCRC Outreach Plan
- c. Richmond Council's review of Police Commission's Ordinance

Commissioner Crystal Johnson, Commissioner Cummings, Commissioner Carole Johnson, Chairperson Jones, Victoria Sawicki, and Vivien Feyer

K.2 COMMITTEE REPORT: EDUCATION AND OUTREACH (10 MINUTES)

HEAR AND DISCUSS COMMITTEE UPDATES

- a. Annual AWASAL Program at Grant Elementary School – Feb. 10, 2016

Commissioner Burrus-Wright and Vice Chair Harris

K.3 COMMITTEE REPORT: ADMINISTRATION AND PLANNING (25 MINUTES)

DISCUSS AND SET PRIORITIES FOR 2016

- a. HRHRC Report to Richmond City Council on Tuesday, January 26
- b. HRHRC 2016 Calendar
- c. HRHRC Budget FY 2016/2017

Chairperson Jones

L. REPORTS

None.

M. OPEN FORUM #2 (At approximately 8:30P.M.)

N. COMMISSION BUSINESS

- a. CALL FOR AGENDA ITEMS
- b. FOR THE GOOD OF THE COMMISSION

O. ADJOURNMENT

The next regular meeting of the City of Richmond Human Rights and Human Relations Commission is scheduled for **Monday, March 28, 2015 at 6:30 p.m.** in the Richmond City Council Chambers, 440 Civic Center Plaza, Richmond, CA 94804.

P. 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 Americans with Disabilities Act (ADA) of 1990 may contact (510) 620-6509 for assistance.

MINUTES

Attachment(s):

January 25, 2016 Minutes



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

*Jasmine Jones, Chair
Joyce Harris, Vice Chair
Betty Burrus-Wright, PhD, Commissioner
Texanita Bluitt, Commissioner*

*Courtney Cummings, Commissioner
Carole Johnson, Commissioner
Crystal Johnson, PhD, Commissioner
Ada Recinos, Commissioner*

*Councilmember Vinay Pimple, Council Liaison
Debra Vaca*

*Sr. Asst. City Attorney Everett Jenkins
Jantsan Damdinsuren*

Monday, January 25, 2016 at 6:30 pm
City Council Chambers
440 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 6:31 p.m. by Chairperson Jones.

ROLL CALL

PRESENT: Chairperson Jones, Vice Chair Harris, Commissioner Burrus-Wright, Commissioner Bluitt, Commissioner Cummings, Commissioner Carole Johnson, Commissioner Crystal Johnson and Commissioner Ada Recinos

Councilmember Vinay Pimple, Everett Jenkins, Debra Vaca and Jantsan Damdinsuren

ABSENT: None.

AGENDA REVIEW

January 25, 2016 Regular Meeting Agenda approved as presented.

OPEN FORUM #1

None.

APPROVAL OF MINUTES

A motion was made by Commissioner Cummings, seconded by Commissioner Bluitt, to accept the

October 2015 and November 2015 Regular Meeting Minutes as written. The motion is passed by the unanimous vote of the Commission.

CITY COUNCIL LIAISON REPORT

Councilmember Vinay Pimple attended the opening of the Harbour View Apartments located at 25 Harbour Way. As part of the agreement, the newly opened apartment complex is providing affordable housing for 38 seniors from Hacienda. He also reported that Central Housing by the Pacific East Mall will be providing 255 affordable units. Councilmember Pimple reminded the HRHRC about its annual report to the City Council on January 26.

COMMISSIONERS' REPORTS

Commissioner Cummings thanked the Richmond community groups and members for providing services and bringing holiday spirit to the most vulnerable residents of Richmond during the holiday season. She recently attended "T-Rex Planet, a three-day exhibit featuring about two dozen of the dinosaurs species" at Richmond's Craneway Pavilion. Residents and children from Richmond and neighboring cities enjoyed seeing and interacting with animatronic models, dino-themed rides and jumping structures. Commissioner Cummings also encouraged the members of the Commission and public to download the Richmond Police Department application on their smart devices to efficiently report urgent and emergency matters to the RPD. She also highlighted that the Native American community is appreciative of the recently released film "The Revenant" for shedding light on issues impacting the Native American communities.

Commissioner Betty Burrus-Wright commended HRHRC Human Rights Awardee and NPS Ranger Betty Soskin for introducing President Obama at the White House Tree Lighting Ceremony in December 2015. She also reported that one of her priorities in 2016 is to raise awareness of human trafficking through her "Let's Talk Sex Literacy" curriculum.

Vice Chair Joyce Harris has recently retired and shared her commitment to supporting the HRHRC Education Committee.

Commissioner Crystal Johnson reported that Contra Costa prosecutors charged a white male resident of Richmond for making death threats and hate crime against Muslim faith community on December 4, 2015 outside the Islamic Center of West Contra Costa County. Richmond community groups and members came together to condemn his criminal actions and give support the members of the Islamic Centers.

Commissioner Texanita Bluitt reported that Black Women for Organized Political Action (BWOPA) is considering and reviewing possibilities of district elections in Richmond. She also highlighted a dinner forum organized by BWOPA with Kamala Harris. Commissioner Bluitt also expressed her interest in supporting the HRHRC Education Committee in 2016.

CHAIR'S REPORT

Chairperson Jones shared her priorities in 2016. She is looking forward to organizing a community forum on Police-Community Relations and identify ways to reduce increasing violence in Richmond. She also shared that she is expecting a baby in June 2016. In addition, Chairperson Jones decided to pursue a doctoral degree in sociology.

STAFF REPORT

Mr. Jenkins recommended the members of the HRHRC to read a report on changing demographics in Richmond from the HAAS Institute for Fair and Inclusive Society at UC Berkeley. There is a memorial service for George D. Carroll in the Richmond Auditorium. Carroll served as a Richmond Councilmember from 1961 to 1964, was elected as the first African-American mayor in 1961 and named the 1st African-American judge in the Contra Costa County. The Court House in Richmond is named after him. In addition, Mr. Jenkins pointed out that the director of the film "Creed," is from Richmond and he also raised a concern that there are no African American nominees for this year's Academy Awards or Oscars.

Debra Vaca reported that the memorial service for George D. Carroll is scheduled on Wednesday, January 27, 2016 at the Richmond Auditorium.

Jantsan Damdinsuren invited the members of the HRHRC and the public to the launch of the Richmond Promise Program at the John F. Kennedy High School on Wednesday, January 27 at 10 am.

DISCUSSION ITEMS

K.1 PRESENTATION FROM CATHOLIC CHARITIES ON "RESTORATIVE PRACTICES FOR HEALING HARM IN THE COMMUNITY" PRESENTER: CAT WILLET (45 MINUTES) HEAR PRESENTATION AND DISCUSS RECOMMENDATIONS

Commissioner Crystal Johnson

Chairperson Jones invited Commissioner Crystal Johnson to frame the item. Commissioner Crystal Johnson invited Cat Willet to introduce the HRHRC to the process of healing harm in a community. The Police Community Relations Committee of the HRHRC identified restorative practice as a creative way to improve police-community relations.

Cat Willet, Restorative Justice Coordinator at the Catholic Charities of the East Bay, presented an overview of restorative justice practice and programs offered by her organization in the Richmond community. She coordinates Experience Hope for Schools, a program that provides training and coaching services to schools to help school staff develop and maintain restorative justice programming in their classrooms, at Richmond HS, Kennedy HS, and Greenwood Academy. She also works with RYSE's Youth Justice Coalition to support young people.

Ms. Willet invited the members of the Commission to an upcoming event on Restorative Justice on February 12 from 9 am – 3 pm at the Catholic Charities of the East Bay, 217 Harbour Way.

K.2 COMMITTEE REPORT: POLICE-COMMUNITY RELATIONS COMMITTEE (10 MINUTES) HEAR REPORT FROM JANUARY 11, 2016 COMMITTEE MEETING

- a. Present updates
- b. Present PCRC Community Outreach Plan

Commissioner Crystal Johnson, Commissioner Cummings, Commissioner Carole Johnson, Chairperson Jones, Victoria Sawicki, and Vivien Feyer

Commissioner Crystal Johnson reported that a letter from the PCRC was sent to City Manager Bill Lindsay to inquiry about the recruitment process for the new Richmond Police Chief. The Commission directed staff to follow up with the City Manager's Office. Commissioner Crystal Johnson also reported the PCRC developed an outreach plan to survey local community organizations about their work plan in respect to improving police-community relations.

K.3 COMMITTEE REPORT: EDUCATION AND OUTREACH (10 MINUTES) HEAR AND DISCUSS COMMITTEE UPDATES

- a. AWASAL Booklet
- b. Annual AWASAL Program

Commissioner Burrus-Wright and Vice Chair Harris

Commissioner Betty Burrus-Wright is working with local elementary schools including Verde, Stege, Cesar Chavez, Olinda and Riverside to implement the Artistically Write and Speak Aloud (AWASAL) program. Due to changes in the school administrations, the Education committee has not finalized dates for this year's AWASAL program.

**K.4 COMMITTEE REPORT: ADMINISTRATION AND PLANNING (25 MINUTES)
DISCUSS AND SET PRIORITIES FOR 2016**

- a. HRHRC Report to Richmond City Council on Tuesday, January 26
- b. HRHRC 2016 Calendar
- c. Intake Form

Chairperson Jones

Chairperson Jones framed the item. The following members of the Commission anticipate on attending the City Council Meeting: Jasmine Jones, Dr. Betty Burrus-Wright, Joyce Harris, Texanita Bluit, Carole Johnson and Ada Recinos. The Commission directed staff to submit the HRHRC Intake Form to the City Attorney's Office for a legal review.

REPORTS

None.

OPEN FORUM #2 (At approximately 8:30P.M.)

Cordell Hindler, resident of Richmond, requested to have RYSE Center's Young Men's Group to present to the HRHRC in February 2016 Meeting.

Brandon Williams, resident of Richmond, spoke regarding Section 8 voucher and lack of affordable housing in Richmond. Ms. Williams lost her Section 8 voucher 18 months ago and spoke about the difficulties she is facing trying to qualify for Section 8 again.

ADJOURNMENT

There being no further business, the Human Rights and Human Relations Commission's Regular Meeting in January 25, 2016 was adjourned at 9:12 p.m. and to meet again on Monday, February 22, 2016 at 6:30 p.m. in the Richmond City Council Chambers, 440 Civic Center Plaza.

K.1

K.1 COMMITTEE REPORT: POLICE-COMMUNITY RELATIONS COMMITTEE HEAR REPORT FROM FEBRUARY 8, 2016 COMMITTEE MEETING

- a. Recruitment of Richmond Police Chief
- b. PCRC Outreach Plan
- c. Richmond Council's review of Police Commission's Ordinance
Commissioner Crystal Johnson, Commissioner Cummings, Commissioner Carole Johnson, Chairperson Jones, Victoria Sawicki, and Vivien Feyer

Attachment(s):

- 1.1 – Letter from City Manager Bill Lindsay re RPD Chief Recruitment*



February 1, 2016

Commissioner Jasmine Jones
Chair, Human Rights/Human Relations Commission

Subject: Police Chief Recruitment

Chair Jones and Members of the Human Rights/Human Relations Commission:

Thank you for your request for information regarding the selection process for the new Police Chief. I have discussed this selection process with the Human Resources Management Department, which will manage the process, and offer the following summary.

During the past 10 years, the Richmond Police Department has evolved into a model of community policing, and the men and women of the department, including the department command staff, have absorbed the philosophies and values underlying that strategic focus. With this in mind, applications for the permanent police chief position will initially be open only to internal candidates that meet the minimum qualifications.

The selection process consists of issuing a promotional announcement, screening applicants to determine those that meet the minimum qualifications, and then conducting a series of panel interviews with the candidates. The final step will be an interview with the City Manager and the Human Resources Director. This is the same process that was used in the evaluation and successful selection of former Police Chief Chris Magnus, with the significant exception being that his selection resulted from a national recruitment of qualified candidates, rather than limiting the recruitment only to internal candidates.

Community participation in the selection process is through the interview panels, and we will assemble several such panels, each of which will represent a cross-section of community members, members of city commissions and committees, law enforcement personnel from other jurisdictions, and city staff members. In the prior successful recruitment of Chief Magnus, interview panel input into the candidates' qualifications was essential in selecting the best candidate.

It is my intent to offer both the Chair of the Human Rights/Human Relations Commission and the Chair of the Police-Community Relations Committee of this Commission the opportunity to serve as a member of the interview panels. A staff member from Human

Commissioner Jasmine Jones
Chair, Human Rights/Human Relations Commission
February 1, 2016
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Resources will contact these individuals to provide additional information regarding participation in this process.

The Human Resources Management Department is currently in the process of selecting panel members and finalizing an interview date in February.

Please feel free to contact me at 510-620-6512 or bill_lindsay@ci.richmond.ca.us if you have any questions or need any additional information.

Sincerely,

William A. Lindsay
City Manager

K.3

**K.3 COMMITTEE REPORT: ADMINISTRATION AND PLANNING
DISCUSS AND SET PRIORITIES FOR 2016**

- a. HRHRC Report to Richmond City Council on Tuesday, January 26
- b. HRHRC 2016 Calendar
- c. HRHRC Budget FY 2016/2017

Chairperson Jones

Attachment(s):

3.1 – HRHRC 2016 Calendar (updated Feb. 2016)

**CITY OF RICHMOND
HUMAN RIGHTS & HUMAN RELATIONS COMMISSION**

2016 CALENDAR

Updated Feb. 2016

Event	Date	Additional Information
JANUARY		
HRHRC Police Community Relations Committee (PCRC) Meeting	Monday, January 11	6-8 pm @Downtown Conf. Room
MLK Day of Service	Monday, January 18	9-2 pm @Richmond Greenway
HRHRC Regular Meeting	Monday, January 25	6:30 pm @Council Chambers
Annual Report Presentation to City Council	Tuesday, January 26	
FEBRUARY		
PCRC Meeting	Monday, February 8	6-8 pm @Downtown Conf. Room
HRHRC Regular Meeting	Monday, February 22	6:30 pm @Council Chambers
Artistically Write and Speak Aloud Program	Wednesday, February 10	Grant Elem. School
MARCH		
Sisters in Solidarity	Saturday, March 5	10 - 2 pm @Richmond Auditorium
PCRC Meeting	Monday, March 21	6-8 pm @Downtown Conf. Room
HRHRC Regular Meeting	Monday, March 28	6:30 pm @Council Chambers
Artistically Write and Speak Aloud Program		
APRIL		
Global Youth Service Day	April 15-17	
PCRC Meeting	Monday, April 18	6-8 pm @Downtown Conf. Room
6th Annual N. Richmond Earth Day Celeb.	Saturday, April 22	10-2pm @Verde Elem. School
HRHRC Regular Meeting	Monday, April 25	6:30 pm @Council Chambers
MAY		
Cinco de Mayo		
Richmond Powwow		
PCRC Meeting	Monday, May 16	6-8 pm @Downtown Conf. Room
HRHRC Regular Meeting	Monday, May 23	6:30 pm @Council Chambers
JUNE		
Juneteenth		
Richmond Youth Summit	Saturday, June 4	
CAHRO Regional Meeting	Saturday, June 18	

PCRC Meeting	Monday, June 20	6-8 pm @Downtown Conf. Room
HRHRC Regular Meeting	Monday, June 27	6:30 pm @Council Chambers
JULY		
PCRC Meeting	Monday, July 18	6-8 pm @Downtown Conf. Room
HRHRC Regular Meeting	Monday, July 25	6:30 pm @Council Chambers
AUGUST		
National Night Out		
PCRC Meeting	Monday, August 15	6-8 pm @Downtown Conf. Room
HRHRC Regular Meeting	Monday, August 22	6:30 pm @Council Chambers
SEPTEMBER		
PCRC Meeting	Monday, September 19	6-8 pm @Downtown Conf. Room
HRHRC Regular Meeting	Monday, September 26	6:30 pm @Council Chambers
OCTOBER		
Homefront Festival		
Shoreline Festival		
PCRC Meeting	Monday, October 17	6-8 pm @Downtown Conf. Room
HRHRC Regular Meeting	Monday, October 24	6:30 pm @Council Chambers
NOVEMBER		
PCRC Meeting	Monday, November ?	6-8 pm @Downtown Conf. Room
HRHRC Regular Meeting	Monday, November ?	6:30 pm @Council Chambers
DECEMBER		
Human Rights Day		
*No scheduled HRHRC Regular Meeting		