

# CLAREMONT COMMITTEE ON HUMAN RELATIONS SPECIAL MEETING AGENDA

*"We are a vibrant, livable, and inclusive community dedicated to quality services, safety, financial strength, sustainability, preservation, and progress with equal representation for our community."*

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Hughes Center  
1700 Danbury Road  
Claremont, CA 91711



Monday  
April 15, 2019  
6:00 p.m.

## COMMITTEE MEMBERS

LAUREN ROSELLE  
CHAIR

ROSE ASH

PAUL BUCH

MICHAEL EDWARDS

DEBI EVANS

FERN JO KAUKONEN

LAURA MULROY

CHRIS NATICCHIA

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**CALL TO ORDER**

**ROLL CALL**

**CEREMONIAL MATTERS, PRESENTATIONS, AND ANNOUNCEMENTS**

**PUBLIC COMMENT**

The Committee on Human Relations has set aside this time for persons in the audience to comment on items that ARE NOT LISTED ON THIS AGENDA, but are within the jurisdiction of the Committee on Human Relations. Members of the audience will later have the opportunity to address the Committee on Human Relations regarding ALL OTHER ITEMS ON THE AGENDA at the time the Committee on Human Relations considers those items.

At this time the Committee on Human Relations will take public comment for 30 minutes. Public Comment will resume later in the meeting if there are speakers who did not get an opportunity to speak because of the 30-minute time restriction.

The Brown Act prohibits the Committee on Human Relations from taking action on oral requests relating to items that are not on the agenda. The Committee on Human Relations may engage in a brief discussion, refer the matter to staff, and/or schedule requests for consideration at a subsequent meeting.

The Committee requests, but does not require, speakers to identify themselves. When you come up to speak, please state your name unless you wish to remain anonymous. Each speaker will be allowed four (4) continuous minutes.

## **CONSENT CALENDAR**

All matters listed on the consent calendar are considered to be routine. The Committee on Human Relations may act on these items by one motion following public comment. Only Committee Members may pull an item from the consent calendar for discussion.

Now is the time for those in the audience to provide public comment on the consent calendar. Each speaker will be allowed four (4) continuous minutes to comment on items on the consent calendar.

### **Routine Administrative Item**

1. APPROVAL OF THE FEBRUARY 28, 2019 COMMITTEE ON HUMAN RELATIONS SPECIAL MEETING MINUTES

Recommendation: Staff recommends the Committee on Human Relations approve and file the February 28, 2019 Special Meeting minutes.

◆◆◆ END OF CONSENT CALENDAR ◆◆◆

### **ADMINISTRATIVE ITEM**

2. Presentation from Theresa Villa Mcdowell, Senior Human Relations Consultant, from the Los Angeles County Commission on Human Relations

Recommendation: Staff recommends the Committee on Human Relations receive a presentation from Theresa Villa Mcdowell, Senior Human Relations Consultant, from the Los Angeles County Commission on Human Relations.

3. Update Report from Ad Hoc Committee for the 100<sup>th</sup> Anniversary of the Women's Right to Vote

Recommendation: Staff recommends that the Committee on Human Relations receive and file an update report from the Ad Hoc Committee for the 100<sup>th</sup> Anniversary of the Women's Right to Vote.

### **REPORTS**

4. Committee Reports
- A. Committee Members
  - B. Committee Liaisons
  - C. Human Services Department
  - D. Police Department

### **CONTINUED PUBLIC COMMENT**

This time is reserved for those persons who were unable to speak earlier in the agenda because of the 30-minute time restriction.

### **ADJOURNMENT**

**THE NEXT REGULAR MEETING OF THE COMMITTEE ON HUMAN RELATIONS WILL BE HELD ON MONDAY, MAY 20, 2019 AT 6:00 P.M. IN THE SANTA FE ROOM AT THE ALEXANDER HUGHES COMMUNITY CENTER, 1700 DANBURY ROAD, CLAREMONT.**

I, VIOLA VAN, MANAGEMENT ANALYST OF THE CITY OF CLAREMONT, CALIFORNIA, HEREBY CERTIFY UNDER PENALTY OF PERJURY THAT THE FOREGOING AGENDA WAS POSTED AT CLAREMONT CITY HALL, 207 HARVARD AVENUE AND THE ALEXANDER HUGHES COMMUNITY CENTER, 1700 DANBURY ROAD, ON APRIL 10, 2019 PURSUANT TO GOVERNMENT CODE SECTION 54956.

PLEASE NOTE: MATERIALS RELATED TO AN ITEM ON THIS AGENDA, AND SUBMITTED TO THE COMMITTEE ON HUMAN RELATIONS AFTER PUBLICATION OF THE AGENDA, ARE AVAILABLE TO THE PUBLIC IN THE ALEXANDER HUGHES COMMUNITY CENTER AT 1700 DANBURY ROAD, CLAREMONT, MONDAY THROUGH FRIDAY, 8 AM – 5 PM. SUBJECT MATERIALS WILL BE MADE AVAILABLE ON THE CITY WEBSITE AS SOON AS POSSIBLE - [www.ci.claremont.ca.us](http://www.ci.claremont.ca.us). For more information, please call the Human Services Department at 909-399-5490.

ANY ITEMS WHICH HAVE NOT BEEN INITIATED BY 10:00 P.M. WILL BE CONTINUED TO THE NEXT REGULARLY SCHEDULED COMMITTEE ON HUMAN RELATIONS MEETING. FURTHER, ANY ITEM INITIATED BEFORE 10:00 P.M. ON WHICH A CONCLUSION HAS NOT BEEN REACHED BY 10:15 P.M. WILL BE CONTINUED TO THE NEXT REGULARLY SCHEDULED MEETING OF THE COMMITTEE ON HUMAN RELATIONS.

**IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT OF 1990, THIS AGENDA WILL BE MADE AVAILABLE IN APPROPRIATE ALTERNATIVE FORMATS TO PERSONS WITH DISABILITIES. ANY PERSON WITH A DISABILITY WHO REQUIRES A MODIFICATION OR ACCOMMODATION IN ORDER TO PARTICIPATE IN A CITY MEETING SHOULD CONTACT THE CITY CLERK AT 909-399-5461 "VOICE" OR 1-800-735-2929 "TT/TTY" AT LEAST THREE (3) WORKING DAYS PRIOR TO THE MEETING, IF POSSIBLE.**

Post Through : April 16, 2019

**COMMITTEE ON HUMAN RELATIONS  
SPECIAL MEETING MINUTES  
Thursday, February 28, 2019 – 6:00 p.m.  
Alexander Hughes Center  
1700 Danbury Road, Claremont, California**

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**CALL TO ORDER** Vice Chair Ash called the meeting to order at 6:05 p.m.

**ROLL CALL**

**PRESENT** Rose Ash, Vice Chair; Paul Buch; Michael Edwards; Debi Evans;  
Fern Jo Kaukonen; Chris Naticchia

**ABSENT** Lauren Roselle, Chair; Beatrice Casagran; Laura Mulroy

**ALSO PRESENT** Anne K. Turner, Human Services Director  
Kristina Brooks, Police Commission Liaison  
Rachel Forester, C&HS Commission Liaison

**CEREMONIAL MATTERS, PRESENTATIONS, AND ANNOUNCEMENTS**

Director Turner welcomed Tina Brooks to the Committee, and shared that Dr. Brooks has enjoyed a professional path that has wound through magazine publishing, non-profits, freelance writing and editing, academia, and, finally college admissions. Her B.A. is from the University of Wisconsin-Madison, and her Ph.D. in English is from the University of California-Berkeley. She has worked in college admissions at Scripps College and, currently, Pomona College as Senior Assistant Dean. She is a twenty-year Claremont resident, and has served on the Claremont Police Commission for the past six years

Director Turner announced that Committee Member Beatrice Casagran submitted her resignation. The CoHR was unable to take action on this item until the next scheduled meeting when this item will be on the consent agenda. Director Turner did read the resignation letter and well wishes from Ms. Casagran.

Director Turner will notify the Community and Human Services of Ms. Casgran's resignation at the next meeting. Once the CoHR has accepted her resignation then staff will open up the application process to fill the vacancy. Director Turner reminded the CoHR that they will need to have at least five committee members present to have a quorum and be able to conduct business.

**PUBLIC COMMENT**

Vice Chair Ash invited public comment. There were no requests to speak.

**CONSENT CALENDAR**

No public was present.

There were no requests to speak.

## **Routine Administrative Item**

### **1. APPROVAL OF THE NOVEMBER 19, 2018 COMMITTEE ON HUMAN RELATIONS SPECIAL MEETING MINUTES**

Vice Chair Ash asks for any corrections or adjusts to the meeting minutes. Director Turner reminds the CoHR that they may approve the consent calendar with one motion. Vice Chair Ash pulls Item #2 for further discussion by the CoHR and calls for the vote on Item #1.

***Committee Member Edwards moved to approve the Committee on Human Relations minutes of November 19, 2018 which was seconded by Committee Member Buch, and carried on the following vote:***

**AYES:**                ***Committee Member – Buch, Naticchia, Ash, Evans, Kaukonen, Edwards***  
**NOES:**                ***Committee Member – None***  
**ABSENT:**            ***Committee Member – Casgran, Mulroy, Roselle***  
**ABSTAIN:**          ***Committee Member - None***

### **2. DRAFT COHR BROCHURE REPORT**

Vice Chair Ash opens the item for discussion. Committee Member Naticchia states that he has caught a few typos, but he does not feel that requires discussion. He will submit the corrections to staff. Vice Chair Ash states that since the CoHR does not have a survey as of yet, and the fact that it has not come before the CoHR as a whole she would like to postpone any action on the brochure at this time until there is a more full discussion of the survey.

Committee Member Buch asked for clarification of why Vice Chair Ash wanted to postpone the brochure. She clarified that without resolution on survey she felt it shouldn't move 1 Chair Ash clarified that there is whole section of the brochure which refers to the survey. Committee Member Buch was satisfied with that response. Committee Member Kaukonen suggests that instead of referring to the survey, that section could have a few sentences about what the CoHR aspires to do instead. She offers to bring back changes back to the next meeting.

Vice Chair Ash states until the training has taken place she feels it is premature. Committee Member Buch asks what the status of the brochure. Director Turner clarifies the brochure is a draft and she won't send it to print until it is final. Committee Liaison Brooks suggests marking the draft with dates so it is clear that staff is working with the most recent copy.

***Vice Chair Ash moved to postpone taking any action on the CoHR brochure which was seconded by Committee Member Evans, and carried on the following vote:***

**AYES:**                ***Committee Member – Buch, Naticchia, Ash, Evans, Kaukonen, Edwards***  
**NOES:**                ***Committee Member – None***  
**ABSENT:**            ***Committee Member – Casgran, Mulroy, Roselle***  
**ABSTAIN:**          ***Committee Member - None***

## **ADMINISTRATIVE ITEMS**

### **3. Committee on Human Relations Community Survey Review and Discussion**

Director Turner relayed feedback from City Manager and City Attorney about their thoughts on the survey. Both of them were pleased with close-ended questions. The City Attorney did raise concerns about questions being too general to exact information and data which would be specific to the City of Claremont. Director Turner suggests for the questions to be corrected and refocused to be specific to the City of Claremont, so that the data collected can reflect the climate in the City not generally in the region. Director Turner went on to share that in the discussion with the City Manager and Attorney the following questions were raised about the purpose of the survey:

- Why is the survey important?
- What are you trying to learn from the survey?
- How will that data be used to inform the work done by the CoHR and/or the Human Services Department?

Director Turner also suggested the CoHR look at the tone of the survey and cover letter so that each could include positive experiences and things which the City of Claremont is doing well with regard to inclusivity. The reason the item is coming back to the CoHR is so that the Committee can take these questions and go back and revise the survey and the cover letter with this in mind.

Vice Chair Ash proposes a possible Special Meeting of the CoHR. She suggests the City Manager could be invited to that meeting so she can get a better understanding of the work which the Committee is doing and further discuss the concerns raised about the survey. Vice Chair Ash then begins to speak to the CoHR about a letter received from the Los Angeles County Commission on Human Relations about a meeting they are have on March 28, 2019 to roll-out L.A. County Anti-Hate Campaign. After some discussion, Vice Chair Ash with direction from Director Turner, to combine items three and four as they both pertain to the future work of the CoHR and the development of a Work Plan. The discussion then moves onto item number four without any vote or further discussion on this item.

### **4. Discussion of a Facilitated workshop**

Vice Chair Ash shares with the CoHR that after discussions with the staff about survey, it became increasing clear that the City Manager and other at the City needed a better understanding of the survey. To create that message the whole CoHR should have an opportunity to weigh in on the purpose and direction of the survey. The matter of a facilitated workshop came up as a way to make this possible. It would be especially important because there are several new members of the CoHR and this could accomplish multiple goals including team building, role awareness as individuals on the Committee and the Committee in the community, and purpose of the survey as well as to create a work plan for the coming year. Tentatively, it is being proposed that the workshop is to be held on April 13 from

9am-3pm at the Hughes Center. Since there isn't funding to bring in an outside facilitator, Vice Chair Ash contacted Marshall Wong of the Human Relations Commission of Los Angeles to see if the Commission would provide a facilitator from the Commission to do the workshop. The Los Angeles County Commission on Human Relations has been a long-time partner with the City of Claremont and has facilitated workshops and retreats for the CoHR in the past. Mr. Wong did put Vice Chair Ash in touch with someone from the Commission who is willing to do this facilitation. Vice Chair reminds the CoHR that the purpose of the workshop would be to team building, create a work plan, and revisit the goals and procedures. One of the major elements of the discussion would be the purposed survey and what the CoHR would like to do about the survey. Vice Chair Ash asks if the CoHR members feel that a workshop is something they would want to do and if it would serve the purpose which was stated above. Vice Chair Ash opens the discussion.

Committee Member Naticchia states he thinks that the workshop is a great idea. He suggests a tweak that emphasis not just focus on process, but on substance as well. He states that the Community and Human Services Commission and the City Council receive an agenda to review and discussion. In contrast it seems like the CoHR is seeking an agenda. The modification he purposed is not just team building or facilitating, but also a primer on best practices of Human Relations Committees in other jurisdictions in order to narrow down from the menu of options what the CoHR wants to focus on. He stated that he was pleased to see the last item on the agenda about the Anniversary of the Suffragettes because that is something specific for the CoHR to do.

Vice Chair Ash reads a letter from The Los Angeles Committee on Human Relations that addresses Committee Member Naticchia's concern about substance vs. process. The letter also addresses a meeting on March 28 hosted by the Los Angeles County Human Relations Commission to unveil the Anti-Hate Campaign. The key piece of information for the Committee is that the Campaign will provide community building capacity and training for communities wanting to stand in solidarity with victims of hate or to prevent hate acts in their cities. The Countywide campaign is working for a Spring 2019 launch.

Vice Chair Ash asks to attend the March 28, 2019 as CoHR's representative. The CoHR agrees to that Vice Chair Ash should represent the City of Claremont at the event. Vice Chair Ash will report back to the CoHR on her experience at the countywide meeting. Director Turner has also requested that a representative of the County of Los Angeles Human Relations Commission come to Claremont for a special meeting in April to debrief and train the entire CoHR on the Anti-Hate Campaign meeting. Vice Chair Ash clarifies that this training from the County representative dovetails well with the substance that Committee Member Naticchia is asking for and would allow the CoHR to take an active role in supporting the County's effort to combat hate.

Vice Chair Ash asks for discussion from the Committee. None of the members respond. Vice Chair Ash begins asking about the date for the workshop. Committee Member Buch explains that he will be unavailable for a Saturday workshop, but that he has gone through several training before. Vice Chair Ash clarifies that this will be

different from past trainings. Committee Member Buch states that previous trainings have been about the definition of terms. Vice Chair Ash clarifies that in her discussion with Gustavo Guerra Vasquez she will make it clear that is not the kind of training the CoHR is wants. The purpose of the workshop is how the CoHR comes together as a team and how they operationalize their goals to make a work plan.

The CoHR is discusses the date and structure of the meeting. Director Turner clarifies for the Committee that the facilitated workshop is separate from the Anti-Hate Campaign. The facilitated workshop is designed for the Committee to find their direction and how they want to work together. The County training is designed specifically around the County's Anti-Hate Campaign. She said that Human Services staff will send out an email and try to coordinate a date for the workshop. Director Turner shares that the CoHR must have five Committee Members to have a quorum.

Vice Chair Ash says that she would like to see how the Anti-Hate Campaign could be folded into the CoHR work plan. It may take several meetings to move forward with progressive approach to developing the work plan and the action plan.

Committee Member Kaukonen suggests setting aside a three hour time block on a given evening to focus just on work plan. Committee Member Naticchia asks for clarification if the intent is to have Special Meetings and to have them called Special Meetings where there is a single item, for example the work plan? Committee Member Naticchia says he likes the idea and that the team building and the work plan should be separate meetings. Committee Member Naticchia hopes that ahead of these Special Meetings there could be examples of best practices from other cities in the County for the CoHR to review. This would help the Committee identify what sort of elements go into a work plan and it would provide a basis for the discussion. Committee Member Buch asks if we know the date that the County wants to launch the Anti-Hate Campaign. Director Turner says that the County has not given a specific date, but that they would announce that at their March 28, 2019 meeting and that Vice Chair Ash would bring that information back to the Committee at the next meeting of the CoHR in April.

Committee Member Buch states that as much as he has enjoyed serving on the Committee that they have done nothing concrete during his tenure. He said that if the County is in fact launching a campaign and looking for cities to facilitate introducing the campaign to the local communities, rather than talking about what the CoHR is going to do, he would prefer that the CoHR focus on supporting the County's campaign. By supporting the County's campaign then the CoHR can stop looking for ways to be valuable and can have a path outlined by the support and the implementation of the County's plan.

Vice Chair Ash agrees with what Committee Member Buch wants to remind the CoHR that there is language in the Policies and Procedures which outlines that the Claremont CoHR strives to work with the Los Angeles County Commission on Human Relations so this dovetails well with what the CoHR has already stated it would do. Vice Chair is Ash is excited that the County is launching this type of campaign.

Director Turner recommends the following to the CoHR:

- A. Vice Chair Ash represent the CoHR at the March 28<sup>th</sup> meeting with the Los Angeles County Commission on Human Relations
- B. The CoHR will convene a Special Meeting in April with the representative from Los Angeles County Commission on Human Relations Anti-Hate Campaign report to CoHR do support the campaign and introduce it to the Claremont community.
- C. After hearing the presentation the CoHR will give staff direction about how they would like to move forward with the facilitated retreat.

The CoHR agrees that this is how they want to proceed and Director Turner goes on to discuss the logistics of setting up the meetings. Director Turner then suggests that discussion of the CoHR Brochure and Survey are tabled until previous actions are taken.

Committee Member Kaukonen suggests that when the CoHR considers the work plan that it be an 18 month work plan instead of just a year. Director Turner assures the CoHR that tabled items could be considered for the facilitated retreat if that remains the will of the Committee after discussions with the County.

Vice Chair Ash affirms with the CoHR that this is the direction for staff. The CoHR calls the vote on Vice Chair Ash's representation at the March 28<sup>th</sup> Los Angeles County Commission on Human Relations Anti-Hate Campaign meeting.

***Committee Member Kaukonen moves to send Vice Chair Ash to the March 28th Los Angeles County Commission on Human Relations Anti-Hate Campaign meeting seconded by Committee Member Naticchia, and carried on the following vote:***

**AYES:**                ***Committee Member – Buch, Naticchia, Ash, Evans, Kaukonen, Edwards***  
**NOES:**                ***Committee Member – None***  
**ABSENT:**            ***Committee Member – Casgran, Mulroy, Roselle***  
**ABSTAIN:**           ***Committee Member - None***

**5. Discussion of the Committee on Human Relations Role for the 100<sup>th</sup> Anniversary of the Women's Right to Vote**

Vice President Ash addresses the committee's celebratory role for this event. Director Turner directs attention to agenda as it includes information about how committees around the country are celebrating this anniversary, and suggests that CoHR partners with the Teen Committee which includes a Women's Empowerment component. Committee Member Buch raises a question about the date for the celebration as different states celebrate different anniversaries. Director Turner specifies that the celebration is recognized from June to August of 2019.

***Committee Member Buch moved to create an exploratory task force to look into the possibility of supporting a commemorative project in conjunction with the anniversary of the passage of the 19<sup>th</sup> amendment which was seconded by Committee Member Kaukonen, and carried on the following vote:***

***AYES: Committee Member – Naticchia, Ash, Evans, Edwards***  
***NOES: Committee Member – None***  
***ABSENT: Committee Member – Casgran, Mulroy, Roselle***  
***ABSTAIN: Committee Member - None***

Committee Members Buch, Evans and Vice Chair Ash agree to be on the task force. This task force will meet and connect with the Teen Committee as well as the League of Women Voters to gain partnership and insight as to how they would like to celebrate the anniversary.

## **REPORTS**

### **1. COMMITTEE REPORTS**

#### **A. New Committee Members**

Vice Chair Ash reports of an extensive training as an ambassador with One Legacy which is the regional organization for organ donation which incorporate LA, San Bernardino, Riverside and Ventura counties. Her role is to promote the benefits of organ and tissue donations.

Committee Member Evans attended the Compassionate Cities forum in Pomona alongside City Councilmember Jed Leano who suggested the forum would be beneficial for CoHR.

#### **B. Committee Liasons**

Human Services Commissioner Forester reports that many gifts have been given to the city including \$30,000 and a commercial dishwasher to renovate the Joslyn and Blaisdell dining facilities. She also reports that the Independence Day Committee is taking submissions for Grant Marshall, Honor Citizen and Honor Group. Claremont participated in the annual homeless count sponsored by the Los Angeles Homeless Services Authority and was well attended by community members and committee members. Director Turner was absent due to a City Council meeting.

#### **C. Police Department**

Police Commissioner Brooks reports that Ed Reece is no longer the Chair of the Police Commission and encouraged people to apply to be on the Police Commission.

#### **D. Human Services Department**

Director Turner reports that Spring Celebration is taking place on April 20 at Memorial Park running from 9:30 a.m. – 11:00 a.m. The egg hunt will begin at 10:30 a.m. The Making Change Contest was started by CoHR and is now in its 29<sup>th</sup> year. There were several individual and group winners' artwork is available to view in the lobby at City Hall as well as the anthology of the winning essays. The Human Services department is working with the Los Angeles County in trying to secure funding, as well as working with Tri-City Mental Health to have a homeless navigator to direct homeless families and individuals to coordinated entry system. The Chief of Police has been named as Chris Holden's Woman of the Year.

### **ADJOURNMENT**

Vice Chair Ash adjourned the meeting at 7:35 p.m.

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Rose Ash  
Vice Chair

ATTEST:

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Viola Van  
Management Analyst