



# Human Relations Commission

**Chair:** Shana Hazan **Vice Chair:** Dolores Canizales

**Commissioners:** Olympia Beltran, Faye Detsky Weil, Tammy Gillies, Godwin Higa, Breanne Mode, Kathleen Moehlig, Nicole Murray Ramirez, April Purcell, Jeffrey Razi-Jafari, Kristin Rizzo, Tootie Thomas, Liliana Zaragoza

**Commission Liaisons:** Jonathon Glus, Bell Reza

*This meeting will only be held via Zoom here:*

[Zoom](#)

Commissioner comment will be available by opening your chat window and typing “speak”.

## COMMISION MEETING AGENDA

Wednesday, January 20, 2021

5:30 - 7:30 PM

Topic	Purpose	Resources	Facilitator	Time
I. Call to Order, Roll Call	Information		Chair Hazan	5:30
II. Non-agenda Public Comment	Information		Chair Hazan	5:35
III. Mayor's Office/Public Official Comment <ul style="list-style-type: none"><li>• New Organizational Chart</li><li>• HRC Appointment Update</li></ul>	Information	2021 Org. Chart	Jonathan Glus	5:40
IV. Global Affairs and Immigrant Affairs Report	Information		Rita Fernandez Farhat Popal	5:50
V. Office of Child & Youth Success Concept Paper	Action	San Diego for Every Child Concept Paper	Warsan Artan	6:05
VI. Approval of Minutes from November 18, 2020 Meeting	Action		Chair Hazan	6:15



# Human Relations Commission

VII. Recommended Alternatives to “Communities of Concern” Language	Action	Communities of Concern Letter	Chair Hazan, Commissioner Higa	6:20
VIII. Violent Extremism Report	Action	ADL Resolution Condemning Extremism	Commissioner Gillies	6:30
IX. Stable Scheduling/Fair Work Week Report	Information		Chair Hazan	6:45
X. Serra High School Name Update	Information		Chair Hazan Commissioner Beltran	6:50
XI. Bylaws Update	Information		Commissioner Detsky-Weil	6:55
XII. Chair’s Reports	Information		Chair Hazan	7:00
XIII. Commissioner Reports	Information		Chair Hazan	7:10
XIV. Adjournment	Action		Chair Hazan	7:30

**Next Meeting: February 17, 2020, 5:30 - 7:30 p.m.**



# Human Relations Commission

## Human Relations Commission Meeting **Minutes**

Wednesday, November 18, 2020  
5:30-7:30pm

### **Call to Order | [View Here](#)**

The Human Relations Commission meeting was called to order by Commission Chair Hazen at 5:30p.m.

### **Roll Call | [View Here](#)**

**Commissioners Present:** Shana Hazan, Dolores Canizales  
Olympia Beltran, Faye Detsky Weil, Tammy Gillies, Godwin Higa, Breanne Mode, Kathleen Moehlig, Nicole Murray Ramirez, April Purcell, Jeffrey Razi-Jafari, Kristin Rizzo, Tootie Thomas

**Commissioners Absent:** Liliana Zaragoza

**City Staff:** Bell Reza, Jonathon Glus

**Mayor's Office/Public Official Comment | [View Here](#)**  
Jonathon Avila, Planning Department | Complete Communities Update

**Presentation: Research on Racial Inequality | [View Here](#)**  
Daniel Enmark, San Diego Workforce Partnership

**Adopt Minutes, Review Action Items | [View Here](#)**  
A motion to approve the minutes was made and passed

**Advocacy Opportunity: ICE Raids and Public Health | [View Here](#)**  
Vice Chair Canizales

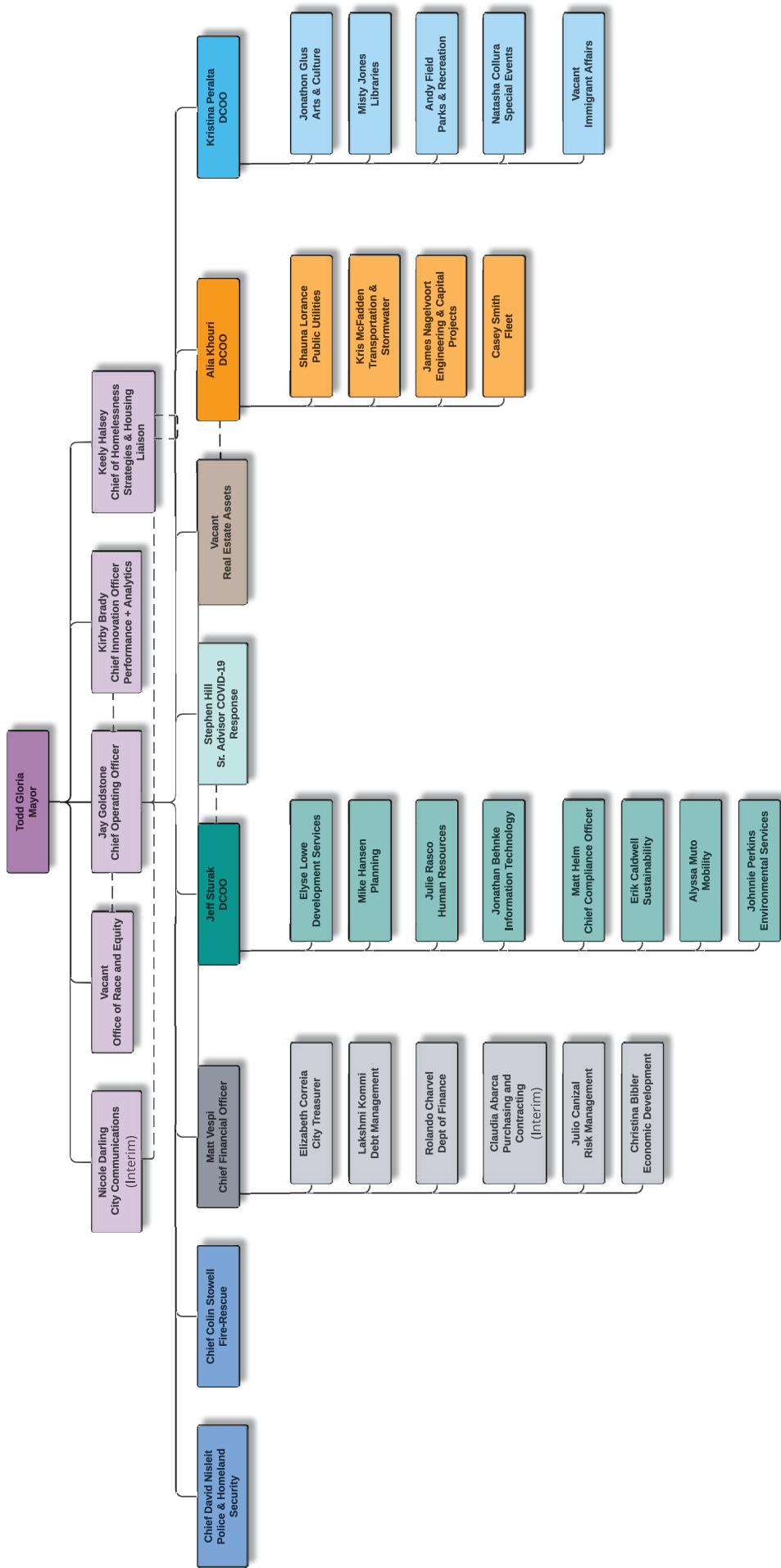
**ICE Raids and Public Health | [View Here](#)**  
Commissioner Rizzo

**Chair Report | [View Here](#)**

**Adjournment**



## City of San Diego Organizational Structure





January 20, 2021

Hon. Catherine Blakespear  
Mr. Hasan Ikharta  
San Diego Association of Governments  
401 B Street, Suite 800  
San Diego, CA 92101

Re: Communities of Concern

Dear Mr. Ikharta and Chair Blakespear,

On behalf of the City of San Diego Human Relations Commission, I would like to applaud SANDAG's commitment to social equity and environmental justice in its 2021 Regional Plan.

As a commission we work to strengthen San Diego by conducting and promoting activities that foster mutual respect and understanding. Together, in partnership with community-based organizations, elected leaders, and the public, we strive to build an anti-racist city that is a model of equity, diversity, and inclusion. To do this work, we must address the historic and contemporary effects of racism, which are evident in social, economic and government policies and the places where we live, learn, work, and play.

It is with this in mind that we respectfully **request that SANDAG no longer use the term "communities of concern" to describe historically under-resourced communities when making planning decisions.** We appreciate your strong commitment to meeting the needs of populations in our region with a high concentration of low-income people, seniors, communities of color, and federally recognized Native American tribes, as they have been historically underserved and have not seen the investments in infrastructure and associated economic opportunities experienced by other communities.

While we recognize federal law requires metropolitan planning organizations to analyze and address the needs of "communities of concern" in their transportation planning work, we find the use of this term to be stigmatizing, as it reinforces negative perceptions about historically under-resourced neighborhoods. Further, in this context, the word "concern" connotes anxiety, worry, and apprehension, which is not the message we believe you intend to communicate.

Instead of using the term "communities of concern," we request that SANDAG use the term "under-resourced communities" when describing the communities in our region that have historically experienced limited investments in transportation infrastructure.

Sincerely,

Shana Hazan  
Chair, San Diego Human Relations Commission

Cc: Mayor Todd Gloria  
Councilmember Vivian Moreno  
Councilmember Marni Von Wilpert



## **Resolution Condemning Hate and Extremism**

WHEREAS, [COUNTY/CITY] is committed to defending democratic institutions, the integrity of our elections, and the security of people and facilities that carry out the democratic process; and

WHEREAS, [COUNTY/CITY] is committed to ending the spread of hate, bigotry, and harassment based on race, color, religion, national origin, ethnicity, sex, gender, gender identity and expression, sexual orientation, disability, or any other protected characteristic as defined by law; and

WHEREAS, [COUNTY/CITY] wishes to affirm its commitment to the well-being and safety of all of its community members and to ensure that they will be protected and their rights respected; and

WHEREAS, [COUNTY/CITY] wishes to affirm its commitment to cultivating an inclusive community, including within [COUNTY/CITY] operations and institutions; and

WHEREAS, the diversity of our community is beneficial to all within it, making us stronger and more resilient; and

WHEREAS, each of our elected leaders has the ability and obligation to promote inclusiveness; celebrate diversity; work to ensure equitable opportunities in all major facets of society; prevent the spread of misinformation and disinformation; and reject hate and bias in all forms and should set a positive example for their constituents in this regard; and

WHEREAS, the January 6, 2021 domestic terrorism incident at our nation's Capitol does not reflect the values of [COUNTY/CITY]; and

WHEREAS, ADL's report on Murder and Extremism in the United States in 2019 found that domestic extremists killed at least 42 people in the United States in 17 separate incidents in 2019, making 2019 the sixth deadliest year on record for domestic extremist-related killings since 1970; and

WHEREAS, the ADL report found that the extremist-related murders of 2019 were overwhelmingly (90%) linked to right-wing extremists, with all but one of the incidents tied to right-wing extremism, and 81% of extremist-related murders in 2019 committed by white supremacists specifically; and

WHEREAS, disinformation, misinformation, and online conspiracy theories such as QAnon are spreading and inspiring real-world violence; and

WHEREAS, [insert reference to local data/incidents]; and

WHEREAS, [COUNTY/CITY] supports the peaceful exercise of free speech, free assembly, and freedom to worship safely for all people; and

NOW, THEREFORE, BE IT RESOLVED by the \_\_\_\_\_ of the  
[COUNTY/CITY] of \_\_\_\_\_ (State), that:

1. The [COUNTY/CITY] affirms its ongoing commitment to cultivating an inclusive, safe, and just society and culture – including within [COUNTY/CITY] operations and institutions – that values the diversity of our community, works to ensure equitable opportunities in all major facets of society, and celebrates both our individuality and commonality.
2. The [COUNTY/CITY] denounces the January 6, 2021 domestic terrorism incident at our nation's Capitol.
3. The [COUNTY/CITY] denounces anti-government extremism, white supremacy, racism, antisemitism, misogyny, Islamophobia, anti-LGBTQ+ hate, ableism, and all hateful speech and bias-motivated violent actions in our community.
4. The [COUNTY/CITY] denounces extremist conspiracy theories, misinformation, and disinformation that cultivate an alienated and mistrustful electorate, undermine democratic institutions and processes, and increase the likelihood of violence.
5. The [COUNTY/CITY] denounces attempts to exploit governmental procedure and basic government functions for personal political gain.
6. The [COUNTY/CITY] commits to fostering an environment within [COUNTY/CITY] operations and institutions that does not tolerate anti-government extremist, white supremacist, racist, antisemitic, misogynist, Islamophobic, anti-LGBTQ+, ableist, and other hateful speech and actions.
7. The [COUNTY/CITY] commits to countering hate and extremism by offering an ongoing public lecture series on anti-bias and anti-racist strategies.
8. The [COUNTY/CITY] commits to countering hate and extremism through engagement with community leaders, governmental transparency and public information-sharing regarding efforts to fight extremism, and the investigation and prosecution of those who commit criminal acts, consistent with civil liberties protections.
9. The [COUNTY/CITY] urges residents to join us by adopting these values in their own lives, calling attention to these harms, and denouncing hate and extremism to help keep us all safe.



## Addendum

This addendum expands on the commitment to counter hate and extremism by offering an ongoing public lecture series on anti-bias and anti-racism strategies. It is meant to be a starting point for thinking about ways to implement this commitment effectively and sustainably.

### *Partnership*

Potential partners for this public lecture series include the local library system, local colleges and universities, and local nonprofits. If working with the library, an ongoing book club could be arranged in addition to but not in place of the speaker series.

### *Speakers*

Speakers for the series should possess expertise in their subject area and reflect the communities affected by racism, antisemitism, misogyny, Islamophobia, anti-LGBTQ+ hate, ableism, and other forms of discrimination.

### *Format*

Events in the series could take on a variety of formats and change over time. Examples include author talks, practical discussions about how to implement anti-racist practices in our everyday lives, and lectures by experts in the field. Events could be in-person (post-pandemic), hosted online via webinar, or a combination. In-person events in the series could also be concurrently livestreamed and subsequently made available online.

### *Topics*

The public lecture series should cover a wide range of topics. Possible topics include: anti-bias education; anti-racism and ways to put it into practice; what is extremism; white supremacy and structural racism; advocacy and activism; and anti-bias parenting.

### *Audience*

Events in the series should target a range of age groups. For example, one event could be a children's book read along (with families and children) followed by an age-appropriate discussion about the book.

### *Accessibility*

The events should be free, well advertised, open to the public, and held in a space that is ADA compliant. A sign language interpreter should be provided.

## **Supporting Agencies:**

Altus Schools

A Reason To Survive (ARTS)

American Academy of Pediatrics, CA Chapter 3

ArtReach

Bayside Community Center

BOOST Collaborative

The Chicano Federation

Casa Familiar

Child Development Associates

City Heights CDC

Clare Rose Foundation

The David's Harp Foundation

Educational Enrichment Systems, Inc.

Game Face Video SD

Home Start, Inc.

Jewish Family Service of San Diego

Kid Ventures

LISC San Diego

MAAC Project

Mid-City CAN

Outdoor Outreach

Parent Institute for Quality Education

Parent Voices San Diego

Partnership for the Advancement of New Americans (PANA)

People's Alliance for Justice

Planned Parenthood of the Pacific Southwest

RISE Research & Evaluation

San Diego Creative Youth Development Network

San Diego 350

San Diego for Every Child

SAY San Diego

TOOTRiS Child Care On-Demand

UC San Diego Youth Advisory Council

Words Alive

YMCA of San Diego County

Youth Will\_\_\_\_\_



## **An Office of Child and Youth Success in San Diego**

San Diego is a member and contributing partner of Funding the Next Generation\*

### **PRIORITIZE THE WELL-BEING AND SUCCESS OF SAN DIEGO'S CHILDREN, YOUTH AND THEIR FAMILIES**

#### **A Concept for San Diego to Consider in 2021**

It is with great enthusiasm and urgency that youth residing in San Diego alongside partners in advocacy including child care providers, parents, and affiliated agencies write to offer partnership in establishing a critical resource for the City of San Diego: an **executive Office of Child and Youth Success**. This new office, which exists in various forms in most major cities across the nation, would enable the new city administration to marshal city resources and leverage intergovernmental and community partnerships to make sure that those who are born, grow up, come of age and choose to raise a family in San Diego can thrive.

Such an office is especially important now. Our community must come together intentionally in support of children, youth, and their families if we are to have a resilient, equitable, and racially just recovery from the COVID-19 pandemic.

#### **Why is it Needed?**

The San Diego City government provides many services and support for children, youth, and their families across its multiple departments. This occurs most notably through Parks and Recreation and Libraries, but support is also offered through homeless services, various economic development programs, and youth workforce development. But these efforts are uncoordinated. A dedicated office would:

1. Elevate the priority and focus on making San Diego a driver of economic mobility through investments in the conditions and opportunities for children, youth, and their families;
2. Center the voices of children, youth, and their families in city budgeting and in operations where they are directly impacted;
3. Build authentic partnerships and impactful initiatives with community-based organizations and philanthropy to improve the ecosystem of supports and services for children, youth, and their families;
4. Establish a node for collaboration among the San Diego Unified School District, San Diego Community College District, San Diego Public Library, and San Diego Parks and Recreation to expedite city support for school district priorities and leverage joint use of taxpayer resources managed by the city and school district;

5. Ensure that the City is competitive for federal and state funding opportunities for children, youth, and their families with entities such as the National League of Cities;
6. Facilitate changes in policies and benefits to make San Diego an exemplar family-friendly employer; and
7. Drive changes in long-term bottom-line metrics of child, youth, and family success, such as increased child care availability, quality, and affordability; reduced family housing insecurity; reduced child poverty; increased food security; increased youth employment; increased college matriculation and graduation; and increased female labor force participation.
8. Help shape the City's response to COVID-19's disproportionately negative health and economic impacts on San Diego's Black, Latinx, Indigenous, and other Communities of Color.

### **What It Could Look Like?**

San Diego will be supported in the establishment of this office by technical assistance from the National League of Cities and other national organizations, but our version of the Office must reflect our community and our priorities. We anticipate the following features of the Office of Child and Youth Success:

1. **Functions:** The Office will be a node for planning, coordination, and community participation. The planning function will be the emphasis for the first year, as the Office would lead four major planning efforts: (1) a community design process that engages diverse voices, including and especially black, brown and indigenous community members, to build a vision for the Office; (2) a catalog of existing City functions, programs and supports for children, youth, and their families; (3) a Child and Youth Success Plan for San Diego; and (4) a partnership plan with San Diego unified, including roles, mutual responsibilities and metrics of success.

The Office will become a node of coordination. It will facilitate cross-departmental initiatives, community partnerships and collaborative funding proposals for state, federal and foundation grants. With challenging fiscal years ahead, the efficiencies driven by this office will improve conditions for children, youth, and their families despite financial restraints.

The Office will also ensure that city decisions that impact children, youth, and their families will be made with their participation in both planning and execution.

2. **Accountability:** The Office will be advised by a commission of community members, who will be compensated for their time, including youth members, parents of young children, and child- and youth-serving businesses and nonprofit organizations, including child care. There should be intentional recruitment from historically under resourced neighborhoods, and Black, Latinx, Indigenous, and People of Color. The Office will also produce an annual impact report for the City Council and the public. The impact report should demonstrate tangible benefits for San Diego's children, youth, and their families to warrant continuation.
3. **Organization in the Mayor's Office:** It is critical that the Office is part of the Mayor's Office and that its director is part of the cabinet. This positioning ensures that child and youth success will be represented in the overall City budget and strategy and that the Office has authority to coordinate across departments and in its relationship with the school district and other key

community partners.

4. **Evolution of Office:** Over time, investment in this capacity will generate (1) understanding of the actual cost of supporting young people and families to succeed; (2) realization of Innovative models, such as Community Schools; inclusive leadership for change and for our city's future; and deeper relationships among child, youth, and family supporting entities in San Diego. This will position the City to secure new funding, not just in grants but also through potential new public funding dedicated to children, youth, and their families.

#### **Next Steps Together, Creating the Office**

1. The City of San Diego allocates \$350,000 to hire an Executive Director and facilitate the community design process for the first year of the office.
2. Office conducts a Community Design Survey to gain comprehensive feedback about the priorities of the Office from San Diego communities, with intention to work with underrepresented neighborhoods and community members who are Black, Indigenous, and People of Color.
3. Office facilitates Community Design Sessions to help determine structure and success metrics of office, youth roles, and processes for engaging the community.
4. In 2021, San Diego's Office of Child and Youth Success officially opens with community celebration

For further information or inquiry please reach out to Funding the Next Generation Advisor,  
Lara Kohn, [laura@laurakohn.org](mailto:laura@laurakohn.org).

[\*\*Funding the Next Generation\*\*](#) Funding the Next Generation, founded in 2015, is the nation's first initiative to promote and fight for local public funding measures and systems-level change for services to children, youth, and their families.