



Human Relations Commission

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

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

Commission Liaison: Farhat Popal

This meeting will only be held via Zoom Webinar here:

[Zoom](#)

Commissioner comment will be available by opening your chat window and typing “speak.”
If you are calling in by phone, dial *9 to raise your hand; when you are called upon by the last 4 digits of your phone number, press *6 to unmute yourself to speak.

COMMISSION MEETING AGENDA

Wednesday, June 16, 2021

5:30 - 7:30 p.m. PT

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. Approval of May Meeting Minutes	Action	May Meeting Minutes	Chair Hazan	5:40
IV. Introduction of New Human Relations Commission Executive Director, Rev. Gerald Brown	Information	Rev. Gerald Brown Bio	Chair Hazan	5:45
V. Pride Month Presentation <ul style="list-style-type: none"> San Diego Pride San Diego LGBT Community Center (The Center) 	Information		Jen LaBarbera, <i>Education & Advocacy Manager, San Diego Pride</i> TBD, <i>San Diego LGBT Community Center</i>	6:00
VI. Welcoming San Diego Presentation	Information	Welcoming San Diego Strategic Plan – Executive Summary included in meeting resources; full plan can be found here	Farhat Popal, Immigrant Affairs Manager	6:20
VII. Bylaws Revision Report	Action	Draft Bylaws	Commissioner Detsky-Weil, Commissioner Rizzo, Vice Chair Canizales	6:30



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VIII. Hate Crimes and Violent Extremism Report	Information		Commissioner Gillies	6:40
IX. External Relations <ul style="list-style-type: none">• Commission Calendar and Monthly Community Group Presentations• Human Relations Commission Awards Ceremony Committee	Information		Vice Chair Canizales	6:50
X. Process for Election of Commission Chair and Vice Chair	Information		Commissioner Detsky-Weil	7:05
XI. Chair's Report <ul style="list-style-type: none">• "Communities of Concern" response by City of San Diego• Proposed Office of Family and Youth Success in City of San Diego• Civic Engagement Initiative Kick-Off	Information		Chair Hazan	7:15
XII. Commissioner Reports	Information		Commissioners	7:20
XIII. Adjournment	Action		Chair Hazan	7:30

Next Meeting: July 21, 2021, 5:30 - 7:30 p.m. PST



[Human Relations Commission Meeting](#)

Minutes

Wednesday, May 19, 2021

5:30 p.m. PT – 7:30 p.m. PT

Call to Order and Chair Commentary | [View Here](#)

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

Roll Call | [View Here \[go to 1:53\]](#)

- Commissioners present: Shana Hazan, Dolores Canizales, Faye Detsky-Weil, Godwin Higa, Brianne Mode, Kathie Moehlig, April Purcell, Jeffrey Razi-Jafari, Kristin Rizzo, Tootie Thomas; Rickie Brown (arrived late)
- Commissioners absent: Olympia Beltran, Tammy Gillies, Nicole Murray-Ramirez, Lily Zaragoza
- City staff: Farhat Popal, Deputy City Attorney William Gersten

Non-agenda Public Comment | None

Action: Approval of Minutes from April 21, 2021 Meeting | [View Here \[go to 7:17\]](#)

A motion to approve the minutes was made by Commissioner Detsky-Willes, Second Commissioner Rizzo and passed.

City Attorney's Office Presentation | [View Here \[go to 9:20\]](#)

Deputy City Attorney William Gersten

1. Issuing statements (verbal and written) on behalf of the commission
2. Holding commission retreat
3. Discrimination Complaints

Commission Process for Responding to Complaints [View Here \[go to 56:01\]](#)

Vice Chair Canizales

Bylaws Revision Update | [View Here \[go to 1:15:25\]](#)

Commissioner Detsky-Weil & Vice Chair Canizales

Hate Crimes and Violent Extremism Report - no report given.

Global Affairs and Immigrant Affairs Report | [View Here \[go to 1:19:28\]](#)

Farhat Popal, Immigrant Affairs Manager, City of San Diego

SANDAG – Communities of Concern | [View Here \[go to 1:25:53\]](#)

Chair Hazan

Chairs Report | [View Here \[go to 1:29:52\]](#)
Chair Hazan

Commissioner Reports | [View Here \[go to 1:33:38\]](#)

Action: Adjournment

A motion to adjourn the meeting was made and passed at 7:14 p.m. PT.

Rev. Gerald W. Brown
Executive Director, Citizens Advisory Board on Police/Community Relations



Before joining the City of San Diego, Rev. Gerald W. Brown served as executive director of the United African American Ministerial Action Council (UAAMAC). UAAMAC is a 501(c)(3) tax exempt, faith base nonprofit organization committed to the construction of a “Beloved Community” of justice, equitable access to opportunities in the pursuit of happiness, education, health, family stability, economic development, peace and prosperity for all people. He previously served as the transitional case manager/chaplain for the San Diego Rescue Mission Men’s Center. Also, Rev. Brown is a founding member of the San Diego County District Attorney’s Interfaith Ministerial Advisory Board and a return lecturer.

In addition, Rev. Brown is the co-founder of Farm Chef 2 Home Plate, a 501(c)(3) tax exempt nonprofit organization dedicated to the transformation of the lives of homeless brothers and sisters through sporting activities and events. He leads the nationally-recognized Southeastern San Diego Cardiac Disparities Project, which engages faith organizations to create sustainable plans to protect heart health. He has organized and worked with local law enforcement agencies to provide safer communities by removing over 3,000 guns and other weapons off the streets of San Diego County through the UAAMAC’s Gift Card and Skateboards for Guns Program. This program has been internationally recognized in Great Britain, Germany and Austria.

As a retired U.S. marine of 22 years, he has traveled the world and experienced man’s humanity and inhumanity toward man. Those experiences have impassioned Rev. Brown to work toward improving the condition of his fellow man. He is currently serving as the co-chair of the San Diego Clean Air Coalition, a board member of the CSA of San Diego County (Fair Housing Agency) and the Interfaith Committee for Worker Justice. Rev. Brown is a veteran community mediator for the National Conflict Resolution Center. He is a return lecturer at the San Diego County District Attorney’s Regional Leadership Institute on the history of the relationship between the African American community and law enforcement.



Strategic Plan on Immigrant and Refugee Integration 2019-2024 Executive Summary

The Welcoming San Diego strategic plan on immigrant and refugee integration is a comprehensive blueprint for the San Diego region to bridge newcomer and native-born communities toward shared prosperity and a common future.

The recommendations are a culmination of community input and stakeholder discussions throughout 2018. The five-year plan begins with four cross-sector recommendations that deepens and expands the work of immigrant integration, and elevates the conversation and partnerships. It follows with recommendations in key areas of: economic opportunity, education, inclusive access, civic engagement and safe and connected community.

Each of these recommendations has corresponding short-term and long-term strategies ranging from policy, to funding and to innovations that build upon existing activities and model after best practices. This plan will require all stakeholders to commit to sustained collaboration, communication and accountability measures. Through working together towards these goals, we will continue San Diego's proud tradition as a welcoming gateway for dreamers, builders and freedom-seekers.

The full plan with goals, recommendations and strategies can be accessed online at: www.welcomingsd.org

Summary of Recommendations

Cross-Sector:

1. Create the Office for Immigrant Advancement (OIA) to institutionalize and elevate immigrant integration policies, programs and practices in San Diego.
2. Increase and diversify financing models to meet the diverse needs of newcomers, to sustain integration systems and to cultivate partnerships.
3. Highlight stories of immigrants and welcoming communities through strategy convenings, agenda-setting in regional conversations and cultural celebrations.
4. Leverage data and implement evaluation measures to improve policies and practices on immigrant integration.

Summary of Recommendations (continued)

Economic Opportunity:

5. Facilitate career advancement of immigrants through job placement, rights protection, inclusive recruitment, upskilling and re-credentialing.
6. Promote immigrant entrepreneurship and support immigrant-owned businesses.
7. Promote financial literacy among newcomer communities.
8. Ensure housing stability and reduce barriers toward homeownership.

Education:

9. Remove barriers to existing education programs for children and adults, and expand family engagement and support.
10. Enhance multicultural curriculum in K-12 education and increase supportive services for newcomer students.
11. Increase professional development and deepen partnerships between school districts and immigrant community organizations.

Inclusive Access:

12. Expand language access and ensure services are user-friendly and culturally-responsive.
13. Advance civil rights and eliminate unscrupulous practices.
14. Increase mobility and usage of public transportation.

Civic Engagement:

15. Increase civic participation among new and aspiring Americans.
16. Create infrastructure to build and sustain civic engagement and increase naturalizations.
17. Develop immigrant and refugee leaders.

Safe and Connected Communities:

18. Foster trust and communication between public safety departments and immigrant residents.
19. Increase capacity of law enforcement to serve multilingual and multicultural communities.
20. Facilitate community-building among native-born and foreign-born residents.

Access the full plan online at: www.welcomingsd.org



**HUMAN RELATIONS COMMISSION
DRAFT BYLAWS**

**ARTICLE 1
PURPOSE AND INTENT**

The Human Relations Commission was established by City Council on 03/18/1991 by O-17614 N.S. and added to the Municipal Code as M.C Chapter 2, Article 6, Division 9, Sections 26.0901 through 26.0911. It was amended on 09/30/96 by O-18344 N.S., and on 03/27/2013 by O-20244 N.S., effective 04/26/2013.

The stated purpose and intent of the San Diego City Council was to establish the Human Relations Commission to consult with and advise the Mayor, City Council and City Manager on methods of assuring and protecting the rights of all residents of the City of San Diego to equal economic, political, and educational opportunity, to equal accommodations in all business establishments in the City, and to equal service and protection by public agencies. The Human Relations Commission was also created for the purposes of investigating and attempting to resolve discrimination complaints through the use of conciliation and/or mediation; and preparing and distributing educational and informational materials relating to prejudice and discrimination and recommended ways of eliminating such prejudice and discrimination.

**ARTICLE 2
DUTIES AND FUNCTIONS**



The Human Relations Commission shall conduct and promote activities that foster mutual understanding, respect and inclusion; protect basic human and civil rights; and create an atmosphere that promotes amicable relations among all members of the San Diego Community.

**ARTICLE 3
ORGANIZATION AND MEETINGS**

~~There is hereby created by referenced Ordinance and Municipal Code, Chapter 2, §26.0905, a Human Relations Commission.~~

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3.1—Members

~~The Commission shall consist of seventeen (17) members, each of whom shall have demonstrated an experience or interest in human relations work and a commitment to fostering better human relations in the City of San Diego. All members of the Commission shall be residents of the City of San Diego unless otherwise waived by the City Council pursuant to Council Policy 000-13 and shall serve without compensation. All members of the Commission shall be residents of the City of San Diego unless otherwise waived by the Council pursuant to Council Policy 000-13. All prospective members shall be representative of the diversity of the community. Members shall be appointed.~~

3.2—Appointment and Terms

~~A Commissioner's term is four (4) years. The Mayor shall appoint eight (8) members. The Mayor shall appoint the remaining nine (9) members, one from each Councilmember recommendation. The seventeen Commissioners will serve staggered terms with eight terms ending in even years and nine terms ending in odd years. All vacancies occurring during a term shall be filled for the remainder of the unexpired term. Appointments shall be made in such a manner as the terms of not more than seven members shall expire in any year. Commissioners may serve a maximum of two, full four year terms for a maximum of eight consecutive years, with a four year interval before reappointment in accordance with Section 43 of the City Charter. Each member may serve until a successor is duly appointed and confirmed.~~

3.3 Officers

Officers shall be elected at the first Commission meeting of the fiscal year for a term of one year. The officers of the Commission shall consist of a Chairperson (Chair) and a Vice Chairperson (Vice Chair). The Vice Chair will serve as Chair in the event of the absence or unavailability of the Chair. The Commission may also deem necessary to have a secretary as a third officer. Each officer is elected from among the members of the Commission and by a majority vote of the Commission. These positions are elected each year for a one year term and can be re-elected for an additional one-year term. An officer may serve no more than two consecutive terms.

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Nominations for Chair and Vice Chair shall be submitted no later than May 30 of each year. Elections shall be thereafter at a publicly noticed meeting no later than June 30 of each year. Nominations and election of Secretary can be made at that same time or after June 30 of each year.

The Chair, Vice Chair and Secretary, along with the Executive Director, comprise the Executive Committee of the Commission. The Executive Committee sets the agenda for each meeting.

3.4 Officer Election Procedures

Any Commissioner interested in running for a Commission officer position shall notify the Executive Director or the Vice Chair sixty (60) days prior to officers' term limits. Notice of the slate of officers shall be presented to the Commission at its May meeting.

Nominations will also be open to the floor at the June meeting and will be closed by voice vote. ~~The Vice Chair shall then conduct the elections~~ shall be conducted utilizing the open ballot procedure, ~~e.g. voice or hand vote, which is to include the process of unanimous acclamation.~~ Newly elected officers will assume their office at the July meeting.

Should a vacancy occur in the position of Chair or Vice Chair before the term is completed, the Commission shall solicit nominations for the vacant position within thirty (30) days following the meeting at which the vacancy occurs. The office shall be filled by a majority vote of Commissioners within sixty (60) days after the vacancy occurs. The position shall be filled for the remainder of the unexpired term and until regularly scheduled elections are held.

3.5 Compensation

Members of the Commission ~~shall serve without compensation, but~~ shall be reimbursed for authorized, reasonable and necessary expenses incurred in the performance of their official duties, if submitted and as approved by the City Manager only if authorized and in accordance with City policies and regulations.

3.6 Rules

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The Commission ~~shall~~ may adopt bylaws governing the conduct of its meetings and activities, the establishment of subcommittees, and such other rules as may be necessary for the performance of its functions consistent with the City Charter, San Diego Municipal Code and any other applicable City regulation or policy. law for the government of its business- and procedures. Any amendments to the bylaws or any other rules shall require an affirmative vote by of two-thirds of its authorized membership. A quorum shall at all times consist of a majority of its authorized membership.

3.7 Meetings and Attendance

The Commission shall meet monthly in compliance with the Ralph M. Brown Act ~~noting~~. It is the responsibility of each Commissioner to attend all meetings. All meetings of the Commission shall be open to the public in accordance with the Ralph M. Brown Act. ~~of the State of California.~~ The Commission may, at the discretion of the Chair, adjourn the meeting in advance due to lack of action items or a quorum.

A commissioner who misses without excuse three consecutive meetings or 1/3 of all of the regularly scheduled meetings within the city's fiscal year, shall be subject to removal pursuant to the San Diego Municipal Code and City Charter removed. Any absence should be communicated to the Executive Director as soon as practical. If the absence is sought to be excused, it will be placed on a future agenda of the Commission.

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3.8 ~~Quorum~~

~~A quorum is required to conduct Commission business. A quorum shall consist of a majority of confirmed appointees to the Commission. Actions may be taken by a majority vote of the quorum present.~~

3.9 ~~Docketing of Items for Agenda~~ Agenda Items

Agenda items may be suggested by the members of the Commission, public, or City Staff by notifying the Executive Director or Commission Chair in writing prior to the first Wednesday of each month.

~~Agendas shall be prepared, noticed and published as directed by the Chair and in accordance with the Ralph M. Brown Act. Agenda items may be suggested by the members of the Commission, public, or City Staff by notifying the Executive Director or Commission Chair in writing prior to the first Wednesday of each month. Final determinations regarding docketing of agenda items will be made by majority vote of the Executive Committee. In the event of an emergency, the Executive Committee will confer and decide whether to place an item on the agenda.~~

3.10 Notice of Agenda, Time, and Place of Meetings

Agendas containing information as to time, place, and business of the Commission shall be posted by Commission Staff, at least seventy-two (72) hours prior to each meeting. The agenda for each meeting will normally be emailed to all Commissioners one week prior to a regularly scheduled meeting.

3.11 Special and Annual Meetings

Special meetings ~~and/or hearings~~ if warranted, may be called ~~at any time~~ by the Chair or Vice Chair. Commissioners shall be given at least seventy-two (72) hours' notice prior to any special meeting. ~~These meetings are open to the public.~~

On an annual basis, the Commission ~~shall~~ may hold a special open meeting for the purpose of evaluating the previous year's activities and planning to implement the Commission's goals and objectives for the coming year. The product of this meeting shall be a written

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report which summarizes the content of the meeting.

3.12 ~~Disputes~~

~~Any dispute will be ruled on by the Chair using these Bylaws and Robert Rules of Order.
(Guidelines for Handling Disputes)~~

3.13 ~~Removal of Commissioners~~

~~It is the responsibility of a Commissioner to attend all meetings. A Commissioner with three or more unexcused absences in one twelve-month period may be censured by the Commission by a simple majority and referred to the Mayor and City Council for removal.~~

3.14 ~~Staff~~

~~The City Manager of the City of San Diego will appoint one (1) person, who will be a Management Assistant to the City Manager, to serve as Executive Director of the Commission. The Executive Director will select additional staff for the commission, including an Assistant to the Executive Director, and an Executive Secretary, and such other staff as are provided for in the Commission's budget. Commission staff will prepare the minutes of each meeting.~~

ARTICLE 4 SUBCOMMITTEES

The Chair may from time to time establish subcommittees, define their powers and duties, appoint a subcommittee chair, and appoint ~~their members to collect, analyze and report~~ subcommittee members.

~~Each subcommittee shall have a chairperson assigned.~~

~~A subcommittee with a limited focus and timeframe shall be considered Ad Hoc.~~

~~A standing subcommittee will have written guidelines, designated membership and defined powers.~~

The Chair of the Commission is an ex-officio member of every subcommittee.

~~No subcommittee will~~ Generally, subcommittees will not have more than ~~eight (8)~~ five (5) members ~~or more than half the number of confirmed appointees to the Commission.~~

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~~Pursuant to San Diego Municipal Code Division 9, section 26.0906, subdivision (h)(10), all subcommittee members must be members of the Commission.~~

~~Any subcommittee may, by majority vote of its members, utilize as technical advisors, individuals who are not members of the Commission for the purpose of furthering the work of the given committee.~~

**ARTICLE 5
COMMUNITY RELATIONS**

5.1 Public Affairs/Communications

The Commission Chair or designee shall be the official spokesperson for the Commission. The Chair or designee may represent to the public any positions or views within the Commission's jurisdiction which have been voted upon by the Commission. In those instances where the Commission has an established position or view on an issue within its jurisdiction, and the Chair is unavailable, the Chair may designate a Commission member or Executive Director to represent the Commission's position or view on that issue within its jurisdiction.

~~The Commission Chair and Executive Director shall be the only official spokespersons for the Commission. The Chair shall be empowered to represent to the public any positions or views which have been decided upon by the Commission. In those instances where the Commission has an established position or view, and the Chair and Executive Director are unavailable, the Chair may designate a Commission member to represent the Commission's position or view. No other member of the Commission shall speak for or on behalf of the Commission without the express consent of the Commission. When circumstances require public comment from the Commission on an issue or event about which the Commission has not yet taken a position, the Chair or the Executive Director may respond, if a majority of the Executive Committee agree. Chair cannot speak for Commission when Commission hasn't voted on a position and an issue within its jurisdiction.~~

5.2 PROCESS FOR APPROVAL OF ENDORSEMENT/CO-SPONSORSHIP OF PROGRAMS/ACTIVITIES

Events, programs, or activities endorsed or co-sponsored by the Commission must in some way relate to or advance civil and human rights, cultural diversity, and other purposes consistent with

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the Commission's mission. ~~As a prerequisite to Commission endorsement or co-sponsorship of programs and/or activities of other organizations and individuals, the entity seeking endorsement or co-sponsorship shall provide to the Commission a written statement which demonstrates the following: 1) that the organization/individual subscribes to the legal requirements of state and federal law concerning Equal Employment Opportunity and; 2) that the organization/individual subscribes to the rights and protections on the bases defined in Sections 1 and 2.7 of these bylaws.~~ The Commission's Executive Committee shall review any such request and accompanying documentation prior to Commission action and shall recommend against Commission endorsement/co-sponsorship of an entity's proposed program or activity if the Committee determines that the entity does not comply with requirements ~~1 and 2 stated above~~ in the San Diego Municipal Code, the mission of the Commission, and applicable law.

**ARTICLE 6
ORDER OF BUSINESS**

The Chair conducts the meeting. The Vice Chair conducts the meeting in the absence of the Chair. Normally, the order of business for regular Commission meetings shall be as follows:

1. Call to order
2. Roll Call
3. Approval of Minutes
4. Non-Agenda Public Comment

This is an opportunity for members of the public to address the Commission on items ~~NOT~~ on the agenda but within the jurisdiction of the Commission. Commissioners may ask questions about any such items for purposes of clarification, but may not express thoughts or opinions on such items. Such items may be referred to appropriate staff or to a future agenda. The Chair may allow comment on the agenda items following any non-agenda comment by a member of the public or at the Chair's discretion, may allow the public to comment immediately after an agenda item is presented. All comments are subject to any reasonable time limit stated by the Chair.

5. Chair Report
6. Information Items
7. Action Items
8. General Business Items and Committee Reports
9. Commissioner Comments/Announcements

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10. Executive Director/Staff Report
11. Proposed Agenda for Next Meeting
12. Adjournment

**~~ARTICLE 7
BYLAWS~~**

~~The Commission adopts these Bylaws and may modify them by a vote of 66% of its members.~~

~~TRAINING~~

~~Comprehensive mediation training will be provided to each Commissioner as a prerequisite to that Commissioner's participation as a mediator on any case. From time to time, such additional training as is deemed necessary by the Commission will be provided to Commissioners.~~

~~MEDIATION~~

~~Mediation by the Commission will be conducted in the following manner: Two (2) Commissioners will conduct the mediation and one (1) staff person will function as an observer. Mediation teams will be appointed as necessary by the Chair in consultation with the Vice Chair and Executive Director.~~

~~REPORTS TO COUNCIL~~

~~The Commission will provide an annual written report to the Mayor and City Council concerning its programs, resolution of complaints, and activities.~~

~~HEARINGS~~

~~The Commission will, from time to time, as it deems necessary, convene special meetings for the purpose of taking public testimony on and inquiring into specific issues and problems of concern to the City and the community. Following any such hearing, if the Commission deems it necessary, the Commission shall make written findings and recommendations concerning the issue or problem, the testimony it heard, and other pertinent information which it has compiled.~~

~~COMMUNITY FORUMS~~

~~The Commission may arrange, participate in or sponsor community education and information forums each year. The Commission will sponsor community education and information forums when requested by the Chair, after consultation with the Executive Committee and Executive Director. The Commission will arrange, participate in or sponsor at least one (1) forum per year.~~

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PROCEDURES REGARDING DISCRIMINATION COMPLAINTS

1. ~~COMPLAINT PROCESSING, RESOLUTION, REFERRAL, DISMISSAL~~

~~Discrimination complaints filed with the Commission shall be verified and written. At the time a complaint is filed, Commission staff shall advise the complainant of the various avenues available for relief. Complaints will be investigated by the Executive Director and staff. Upon determination by the Commission that there is "reasonable cause," the Commission will endeavor to resolve the alleged unfair or unlawful practice charged in the complaint by means of conciliation or mediation. If the complaint is not resolved through conciliation or mediation, the Commission, through the mediation teams, in consultation with the Executive Director, if necessary will refer the complainant to other appropriate legal, governmental, or administrative resources. If, after investigation, the Commission finds that "reasonable cause" is not established as to a discrimination complaint, the Commission will so indicate in writing to the parties and will dismiss the complaint.~~

2. ~~FOLLOW UP~~

~~Six months (6) from either the date of a successful mediated resolution or referral of the complainant to other resources, the staff shall contact the parties to the dispute to assess the status of the situation which generated the original complaint.~~