



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”.

COMMISSION MEETING AGENDA

Wednesday, October 21, 2020

5:30 - 7:00 PM

Topic	Purpose	Resources	Facilitator	Time
I. I. Call to Order, Roll Call	Information		Chair Hazan	5:30
II. II. Non-agenda Public Comment	Information		Chair Hazan	5:35
III. Mayor’s Office/Public Official Comment <ul style="list-style-type: none">Office of Race & Equity Update	Information		Councilmember Monica Montgomery-Steppe	5:40
IV. PANEL - Immigrant Issues in San Diego <ul style="list-style-type: none">Rita Fernandez, Immigrant Affairs ManagerSam Tsoi, Alliance San DiegoKate Clark, Jewish Family Service of San DiegoRashid Essa, International Rescue Committee	Panel Discussion		Chair Hazan	5:50
V. Adopt Minutes, Review Action Items	Action		Chair Hazan	6:35
VI. AB331 Ethnic Studies Model	Action		Comm. Gillies	6:40



Human Relations Commission

VII. Hate Crimes and Anti-Bias Training	Action		Comm. Gillies	6:45
VIII. Chair Report	Information		Chair Hazan	6:50
IX. Commissioner Updates	Information		Chair Hazan	6:55
X. Adjournment	Action		Chair Hazan	7:00

Next Meeting: November 18, 2020, 5:30 – 7:00 p.m.



Human Relations Commission

Human Relations Commission Meeting **Minutes**

Wednesday, September 16, 2020
6:00PM - 7:30PM

Call to Order | [View Here](#)

The Human Relations Commission meeting was called to order by Commission Chair Hazen at 6:00 PM.

Roll Call

The following Commissioners were present: Shana Hazan, Tootie Thomas, Kathleen Moelhig, Faye Detsky-Weil, Tammy Gillies, Kristin Rizzo, Jeffrey Razi-Jafari, Breanne Mode, Olympia Beltran, April Purcell, Godwin Higa, Nicole Ramirez

Absent: April Purcell, Jeffrey Razi-Jafari

Staff: Bell Reza, Rev. Dr. Gerald W. Brown, Th.D, Jonathon Glus

Mayor's Office/Public Official Comment | [View Here](#)

ACTION: Approval of Minutes | [View Here](#)

A motion to approve the minutes was made and passed.

Presentation | California Association of Human Relations Organizations (CAHRO) | [View Here](#)

Presentation | Jonathan Glus, Executive Director, Commission for Arts & Culture | Diversity, Equity, Inclusion (DEI) Update | ACTION: DEI Taskforce A motion to approve the minutes was made and passed.

[View Here](#)

Border Wall Harming Kumeyaay Burial Sites | [View Here](#)

Commissioners **Beltran and Thomas** met with Kumeyaay and updated the commission on the issue.

California Ethnic Studies Requirement & Model Curriculum/AB 331 | [View Here](#)

Chair Report | [View Here](#)

Commissioner Updates | [View Here](#)

Canizales will send handouts to all Commissioners.

Adjournment

A motion to adjourn the meeting was made and passed at 7:33 PM.

Background

The City of San Diego must confront the systemic racism and racial inequities that have been created and sustained over time. Numerous policies and programs have been adopted lacking serious consideration of race equity. As a result, communities of color and low and moderate (LMI) communities are left behind due to a lack of essential resources.

Mission

The Office of Race and Equity will provide education and technical support to City staff, local law enforcement and elected officials, leading to the recognition and mitigation of systemic bias and barriers to fair and just distribution of resources, access and opportunity. Starting with issues of race, gender, and disability, the City must internalize race equity in its operations and policy creation to further the City’s strategic plan.

This office will evaluate and provide training to our city departments, rooting out policies and procedures that perpetuate racial inequity. It will also strengthen our community partnerships with economic, racial and social justice organizations.

Goals	Objectives
<ul style="list-style-type: none">To end racial disparities within City government, to create fairness in hiring and promotions, greater opportunities within contracting, and equitable service to all residents.To center racial and social justice practices in our outreach and civic engagement, and improve access to city government.To ensure race does not determine the health and economic success of communities of color and LMI communities.To assist a community-wide effort in eliminating racial inequity in criminal and environmental justice.	<ul style="list-style-type: none">Identify measurable racial equity goals and outcomesGather and analyze relevant data pertaining to the problem of racial inequitiesRevise policies that do not meet racial equity goalsIncrease contracts with women, minority owned businesses, disadvantaged owned businessIdentify potential unintended consequences of proposed policy initiativesDevelop sustainable relationships with community

Community Equity Fund

As a city government working through our own challenges of race and equity, we often create barriers for the community and organizations that are closest to the people who need the most help. Our community organizations are successful, even with limited resources. It is time for us to invest in a way that will create systemic change. This means partnering with organizations to create sustainability and recurring funding sources. In addition, the fund could be utilized to invest in job opportunities and training, in our underserved communities, directly through city mentorship and internship programs.

Assessment and Action Plan

The Office of Race and Equity will also seek a contract with a consultant to develop an action plan, through facilitating dialogue, on how to implement race equity in City operations. The consultant should support organizing by bringing diverse groups of people together, helping them structure and facilitate community dialogue on pressing issues, and training them to use a racial equity lens to understand longstanding problems and possible solutions.

Office of Race & Equity Expenditures

Description	Amount
Director (1 FTE)	\$205,000
Program Managers (2 FTEs)	\$320,000
Community Equity Fund	\$3,000,000
Non-Personnel Expenditures (NPE)	\$300,000
Total Expenditures	\$3,825,000

Other cities with similar offices addressing Race Equity:

- Office of Equity, *Pittsburgh, PA*
- Office of Equity and Human Rights, *Portland, OR*
- Office for Civil Rights, *Seattle, WA*
- Office of Equity and Inclusion (*in process*), *Charlottesville, VA*



Human Relations Commission

October 21, 2020

Information | Resources

- Office of Race and Equity Fact Sheet: <https://www.sandiego.gov/sites/default/files/cd4-ore-factsheet200615.pdf>
- KPBS Article on Formal Approval of Office of Race & Equity (9/29/20): <https://www.kpbs.org/news/2020/sep/29/san-diego-city-council-votes-office-race-equity/>
- Approved Budget for Office of Race & Equity

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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



San Diego mayor unveils plan to integrate immigrants

San Diego's Republican mayor has unveiled an ambitious plan to integrate immigrants and hire a manager to oversee the effort

By **JULIE WATSON** Associated Press

February 4, 2019 2:41 PM



The Associated Press

San Diego Mayor Kevin Faulconer, center, speaks during a news conference at the New American...[Read More](#)

San Diego Mayor Kevin Faulconer, center, speaks during a news conference at the New Americans Museum, Monday, Feb. 4, 2019, in San Diego. Faulconer announced a new plan Monday designed to welcome immigrants and new citizens to San Diego. (AP Photo/Gregory Bull)

SAN DIEGO -- San Diego plans to hire its first manager to lead an ambitious effort to welcome immigrants and [refugees](#) and integrate them into the community through education and job assistance, the city's Republican mayor said Monday, in sharp contrast to President [Donald Trump](#)'s rhetoric.

Economic growth is tied to immigrants, with one in four people in San Diego foreign-born, Mayor Kevin Faulconer said at a news conference, surrounded by civic and business leaders, including former Republican mayor Jerry Sanders, who heads the Chamber of Commerce. "San Diego is proud to be a destination for immigrants in search of an opportunity," Faulconer said, adding that immigrants from around the globe "define who we are as a region."

The announcement came less than a week after San Diego County decided to provide a building to shelter asylum seekers after they are released from detention.

Other major cities, including Atlanta and Seattle, have immigrant affairs offices, while Nevada's first Democratic governor in two decades said last month he will create a state office to welcome immigrants.

San Diego consulted with those cities and wants its plan to be among the most ambitious in the nation.

Faulconer has included \$70,000 in his proposed budget for the immigrant affairs manager position.

A committee involving business owners, university researchers and humanitarian groups spent a year drafting a blueprint for the city that includes providing incentives for landlords, employers and others to help immigrants.

It was unclear how many initiatives might be adopted; whether the City Council would need to vote on every one; and whether at some point it would include helping immigrants in the U.S. illegally.

The committee has recommended ensuring housing stability by making sure immigrant tenants are protected from deportation and by preventing landlords from taking actions based on [immigration](#) status.

"Immigrants have been part of the fabric of our city since our inception and they will be part of our future and so this is an intentional effort ... to formalize this with one goal — integrating folks," Faulconer said.

The blueprint calls for promoting immigrant entrepreneurship and business ownership, strengthening multicultural curriculum in K-12 education, expanding English classes, increasing civic participation by immigrants and refugees, and police training that fosters trust between law enforcement and immigrants.

It also recommends the city host events that highlight the stories of immigrants.

The conservative mayor, who won a second term in a landslide election in 2016 in a solidly Democratic city, has long separated his views from Trump and extolled the virtues of a strong cross-border relationship.

When Trump signed an executive order to erect a wall on the border, Faulconer said there already is a safe and secure border in San Diego built by the federal government. He later publicly opposed the Trump administration's policy of separating immigrant children from their parents at the border.

Faulconer previously said in a commentary published in The San Diego Union-Tribune that city police work to protect everyone regardless of immigration status, an apparent dig at Trump's approach to immigration enforcement.

The comment came as Trump made his first visit to the California-Mexico border as president in 2017.