



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 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.”

COMMISSION MEETING AGENDA

Wednesday, March 17, 2021

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

Topic	Purpose	Resources	Facilitator	Time
I. Call to Order, Roll Call <ul style="list-style-type: none">Secretary	Action		Chair Hazan	5:30
II. Non-agenda Public Comment	Information		Chair Hazan	5:35
III. Approval of Minutes from February Meeting <ul style="list-style-type: none">Feb. Action Item Report	Action	February Meeting Minutes	Chair Hazan	5:40
IV. Anti-API Extremism Presentation	Action	API Coalition Op Ed , Local Attack on Filipina Elder – 10 News Story , National Trend	Samuel Tsoi Kent Lee	5:50
V. Hate Crimes/Violent Extremism Report	Action	https://www.sandiego.gov/blog/stopping-hate-crimes-and-incidents-0	Commissioner Gillies	6:10
VI. Mayor’s Office/Public Official Comment <ul style="list-style-type: none">HRC AppointmentsYouth Commiss. RecruitmentHRC Executive Director	Information		Mathew Gordon	6:20



Human Relations Commission

VII. Office of Race & Equity <ul style="list-style-type: none">• Black Advisory Group	Information	Recruitment Brochure	Matthew Griffith	6:30
VIII. Revised Bylaws Update	Information		Commissioner Detsky-Weil, Vice Chair Canizales	6:40
IX. External Relations <ul style="list-style-type: none">• Communications Plan• Awards and Commendations• Business Cards	Information		Vice Chair Canizales	6:55
X. Global Affairs and Immigrant Affairs Report	Information		Farhat Popal	7:05
XI. Chair's Report	Information		Chair Hazan	7:10
XII. Commissioner Reports <ul style="list-style-type: none">• Covid-19 Vaccine Access Report	Information		Commissioner Beltran Commissioner Purcell	7:15
XIII. Adjournment	Action		Chair Hazan	7:30

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



Human Relations Commission Meeting

Minutes

Wednesday, February 17, 2021

5:30 p.m. PT – 7:30 p.m. PT

Call to Order | [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 \[go to 4:30\]](#)

- Commissioners present: Shana Hazan, Dolores Canizales, Tootie Thomas, Faye Detsky-Weil, Kristin Rizzo, Godwin Higa, Nicole Murray-Ramirez, Olympia Beltran, Tammy Gillies, Kathleen Moelhig, Jeffrey Razi-Jafari, Breanne Mode, April Purcell
- Commissioners absent: None
- City staff: Farhat Popal

Non-agenda Public Comment | None

Mayor's Office/Public Official Comment | [View Here \[go to 8:20\]](#)

HRC Appointments Update | Chair Hazan

Office of Race & Equity Update | [View Here \[go to 15:00\]](#)

Jessica Lawrence, Director of Policy & Council Affairs, Mayor's Office
Liz Barat, Leadership & Succession Planning Manager, Human Resources

Global Affairs and Immigrant Affairs Report | [View Here \[go to 24:55\]](#)

Farhat Popal, Immigrant Affairs Manager

Action: Office of Child & Youth Success Concept Paper | [View Here \[go to 28:56\]](#)

Commissioners approved drafting of a letter by Chair Hazan supporting an Office of Child & Youth Success to be sent to the Mayor.

Action: Approval of Minutes from January 17, 2021 Meeting | [View Here \[go to 38:03\]](#)

A motion to approve the minutes was made and passed.

Action: Violent Extremism Report | [View Here \[go to 40:54\]](#)

Commissioners approved template letter/statement for responding to hate crimes/extremism, with amendments.

Serra High School Name Update | [View Here \[go to 1:11:43\]](#)

Chair Hazan

Commissioner Beltran

Commissioner Higa

Bylaws Update | [View Here \[go to 1:23:28\]](#)

Commissioner Detsky-Weil

Chair's Reports | [View Here \[go to 1:29:13\]](#)

Chair Hazan

Commissioner Reports | [View Here \[go to 1:35:08\]](#)

Action: Adjournment

A motion to adjourn the meeting was made and passed at 7:29 p.m. PT.

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There has been a wave of recent attacks on elderly Asian-Americans throughout the country



By: [Melissa Mecija](#)

Posted at 6:16 PM, Feb 15, 2021 and last updated 5:56 PM, Feb 22, 2021

SAN DIEGO (KGTV) -- An elderly Filipino woman was the victim of an unprovoked attack on a San Diego trolley last Monday, multiple sources told ABC 10News.

Sources said a man punched her for seemingly no reason at all. Witnesses helped her report it to police. She was treated at a local hospital.

Recent Stories from 10news.com

San Diego Police said Tuesday that a suspect was arrested last week for assault with a deadly weapon with an elder abuse enhancement. Police say the incident is not considered a hate crime and was an isolated event.

35-year-old James Winslow is currently in custody, police confirmed. He is being held on \$100,000 bail.

Lt. Matthew Botkin gave credit to the community for their help with the case. “They saw what happened, intervened, helped the victim call SDPD, waited with her until we arrived and continued their assistance by being helpful with the case. It was really a best case scenario response for our department and the community,” Botkin said.

“My first reaction is angry and then I was just sad for her,” said JoAnn Fields, a community advocate and director of the Filipino Resource Center.

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Community advocate JoAnn Fields said she has noticed an increase in incidents since the start of the pandemic. “The previous president calling the coronavirus the Chinese virus... that just amplified, I believe, hate toward our community,” Fields said.

Attacks on elderly Asian Americans have been caught on video in recent weeks. [84-year-old Vicha Ratanapakdee, a native of Thailand](#), was on a morning walk in the San Francisco area when he was tackled. His head slammed the pavement. Ratanapakdee later died.

“To see this trend, awful trend, happening throughout the United States should put us on alert,” Fields said.

The group [Stop AAPI Hate](#) started tracking anti-Asian hate nationwide beginning in mid-March. It recorded more than 2,800 accounts by the end of 2020.

In San Diego County, the District Attorney’s office has three anti-Asian hate crime cases currently open. There were none in 2018 and 2019.

“It makes me very angry seeing how ignorant people are,” said Kent, a former Uber driver. He did not want to use his last name.

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While picking up passengers in the Convoy area March of last year, he said the passengers immediately started poking fun of the coronavirus and his Hong Kong background. Kent remained mostly quiet during the ride when the passengers said he could let them out if he wanted. Kent said the passengers then gave him a one-star rating.

He no longer is a ride-share driver. “I stopped because of the pandemic and also I’m afraid something like this would happen again,” Kent said. “That incident was only verbal. What if I get attacked next time?”

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CURATION BY



American Airlines: 2 arrested for assaulting other passengers, crew on flight diverted to Phoenix



WATCH LIVE: San Diego Mayor Todd Gloria announcing plans to wind down Operation Shelter To Home at the Convention Center *(Posted 03/5/21 at 10:46 a.m.)*

LATEST UPDATES: [Tracking COVID-19](#) | [Vaccines](#) | [Racial Justice](#)



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San Diego's Spike In Hate Crimes Against Asian Americans Mirrors National Trend

Thursday, March 4, 2021

By **Claire Trageser**



PHOTO BY MATTHEW BOWLER

Above: Sculptured lions guard the front of Jasmine Seafood Restaurant on Convoy Street. Aug. 25, 2016.

San Diego County has not been spared from the nationwide spike in racist attacks against members of Asian and Pacific Islander communities during the pandemic, records reviewed by KPBS show.

In 2020, the San Diego County District Attorney's Office filed charges in three cases of hate crimes against Asian Americans and has documented several other racist incidents. Also in 2020, the

California-based advocacy organization **Stop AAPI Hate** collected 29 reports of racist incidents against Asian Americans and Pacific Islanders in San Diego County.



Aired 3/5/21 on **KPBS News**
Listen to this story by Claire Trageser.



The three alleged hate crimes in 2020 is “three more than we’ve had in the last couple years,” said District Attorney Summer Stephan. “That’s what’s disturbing, is we weren’t seeing that type of hate crime directed toward our Asian community until COVID in 2020.”

In May 2020, Stephan’s office **set up a hotline** where people could call or make online reports of hate crimes and racist incidents. She said they received 110 reports to the hotline, and 10 were reports about incidents directed toward people of Asian descent.

However, Stephan did not file hate crime charges in one high-profile incident in February in which a man **allegedly punched an elderly Filipino woman on the trolley**. Instead, her office charged the man with elder abuse, which drew the ire of community advocates.

Stephan defended the decision, saying there wasn't enough evidence for a hate crime charge.

"What happened is atrocious, but for it to be a hate crime, you have to show motivated bias against a protected group, race, gender, sexual orientation, religion, or disability," she said. "We pursued looking for hate crime intent, and it doesn't mean it was not there, but we have to look for provable evidence."

Stephan said most of the 2020 reports don't meet the strict legal definition of hate crimes, but they help her office prosecute other crimes.

RELATED: Community Advocates Argue For Better Tracking of Asian-American Hate Crimes

"There's at least one incident where someone reported something that's less than a crime, but as we were able to do open source intelligence investigations, cyber investigations, we were able to see that this person was preparing for violence, they were amassing weapons and we were able to work with law enforcement to interrupt that cycle of violence," she said.

The 29 San Diego County incidents reported to Stop AAPI Hate mirror a national trend toward more hate crimes and racist incidents against Asian Americans. The group's records show 2,808 firsthand accounts of anti-Asian hate from 47 states and the District of Columbia between the middle of March 2020, when the pandemic set in, and the end of December.

"The trends are horrific," said Russel Jeung, a professor in San Francisco State University's Asian-American Studies Department who co-founded the Stop AAPI Hate group. "The attacks were pretty traumatizing, because it's unexpected that adults would bully others, that they would use such racial slurs and epithets."

He said attacks seem to only be escalating.

"Where they actually push and shove the elderly and actually kill them," he said. "It's scary for me to see how hateful America has become or maybe has always been."

However, Jeung said, the group did not collect the reports because they want increased criminal prosecutions. Instead, they are collecting evidence in the hopes that it will lead to changing civil rights policies to better protect Asian Americans and restorative justice programs.

"Restorative justice doesn't criminalize the perpetrator, but tries to educate him or her and tries to restore the relationship between the perpetrator and the victim," he said.

Community outreach

Among the group's efforts have been what they call "Chinatown strolls" in San Francisco and

Oakland, where people go visit businesses, which are meant to create a sense of community safety.

“We don’t need more patrols or more policing or more surveillance, we need more people to create a welcoming and safe environment,” Jeung said.

San Diego City Councilman Chris Cate did something similar in the Convoy area during the start of the pandemic.

“We wanted to showcase the AAPI community, and to show support that it was OK, you can continue to visit your favorite restaurants and businesses,” Cate said.

Cate’s office has also received reports of racist incidents. They include “instances where someone was at a restaurant or gas station and was told go back to your country, go home, you don’t belong here,” he said.

Stephan said hate crimes must be pursued vigorously because they tear the fabric of communities in all corners of the county.

“It doesn’t just affect that person, but when there are reports of a hate incident, it affects the whole community,” she said. “My husband and kids are Asian American, and every time we hear about an incident, it’s as if it happened to our own family.”



Local hospitals explain why they asked for waivers to expand nurses’ workloads during a COVID-19 surge. Meanwhile, San Diego’s spike in hate crimes against Asian Americans mirrors a national trend. ... [Read more →](#)

Aired: March 5, 2021 | [Transcript](#)

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KPBS Investigative Assistant Katy Stegall contributed to this story.

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COMMENTARY

Opinion: A year into the pandemic, Asian Pacific Islanders still face racism and xenophobia. It must end.



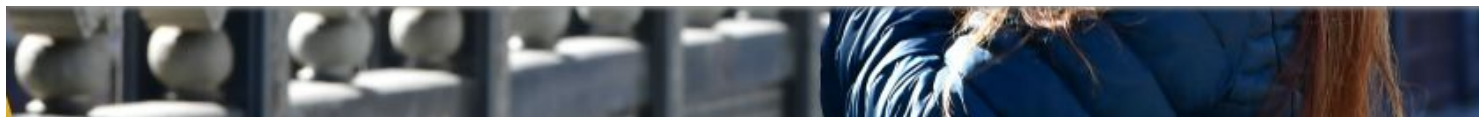
The San Diego Union-Tribune

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A woman prays on the first day of the Lunar New Year of the Ox outside the Thien Hau Temple, temporarily closed due to the coronavirus pandemic, in the Chinatown neighborhood of Los Angeles, California on Feb. 12, 2021. (AFP via Getty Images)

By KENT LEE

FEB. 12, 2021 3:19 PM PT



Lee is the co-chair of the San Diego Asian Pacific Islander (API) Coalition and executive director of Pacific Arts Movement (presenter of the San Diego Asian Film Festival), and lives in Mira Mesa.

The Asian Pacific Islander (API) community commemorated Lunar New Year on Friday, almost one year after the United States reported its first case of COVID-19 community transmission. Yet long before the pandemic's inevitable spread, API communities were already dealing with another insidious disease — racism and xenophobia.

As early as January 2020, [reports](#) surfaced of small businesses facing declining patronage and individuals across the country being victims of hate as the novel coronavirus began to spread globally. Fueled by the former president's penchant for applying labels rather than applying strategic solutions, the uptick in anti-API sentiment was documented by the national [Stop AAPI Hate campaign](#) — which saw [1,497 reported incidents](#) in its first four weeks of existence.

San Diego was certainly not immune to either disease. As our hospitals began to see the initial strain of COVID-19's spread, API communities were reporting incidents ranging from verbal harassment to the racially charged Zoom bombing of an SDSU student group to threats of physical violence against a 65-year-old mother, her daughter and granddaughter.

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Alarmed by incidents both locally and nationally, the [San Diego Asian Pacific Islander Coalition](#) was formed — drawing more than 70 organizations for an [initial joint statement](#) denouncing API hatred. Shortly thereafter, the

coalition helped craft a San Diego City Council resolution, put forward by then-Council President Georgette Gomez and Councilmember Monica Montgomery, condemning anti-API sentiments while encouraging additional city action. The coalition also advocated for an Asian Pacific Islander-representative seat on the county's newly re-established Human Relations Commission.

Despite all that has been accomplished thus far, our true work as a coalition and as a community has just begun. We have much work left to do.

Today, nearly one year into the pandemic, we again face an alarming increase in anti-API sentiment, including [numerous recently documented attacks on the elderly](#). These latest acts of hate and cowardice are especially heartbreaking. No communities should have to protect their seniors from violence. No communities should have to offer their elderly self-defense classes just to walk down the street or to shop at their local store. Or any other basic human rights.

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Even as we react to these incidents with horror, it is important to consider that for each act of hate captured and shared on video or social media, there are likely dozens, if not hundreds more, that remain unreported.

In San Diego, advocates have [called for more disaggregated data](#) to show the disparate impact of COVID-19 on multiple fronts, including a focus on the toll on Filipino frontline healthcare workers and communities. In general, the lack of publicly collected data means the extent of anti-API racism and xenophobia here in our communities remains largely unknown.

What is clear, however, is that while the new year brings renewed hope in fighting the pandemic, racism and xenophobia remain largely unabated and unchecked. Especially following the U.S. Capitol insurrection on Jan. 6, we can now see that hate has established new footing, impacting far more than just Asian Pacific Islander communities.

As a result, the San Diego API Coalition has begun 2021 assessing where API voices are necessary to contribute to the overall well-being of the region. Whether it is a result of the model minority myth or the diasporic nature of immigrant API communities, we often remain invisible and overlooked. Although the API community is often perceived as silent, we now speak collectively to challenge anti-API sentiment.

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Given the lack of API representation in locally elected offices, among elected staffs, and even on boards and commissions throughout the region, we must step up and speak for ourselves rather than depend on others to call attention to — and to address — our collective issues.

Now, as much as ever, representation matters.

The San Diego API Coalition was formed to foster stronger collaboration, communication and advocacy in one of the most diverse demographic communities in the San Diego region. Collectively, we seek not only to uplift API voices but to also strengthen our work in solidarity with numerous marginalized communities — many for which the pandemic has only exacerbated existing economic and health access disparities.

Now we ask the San Diego community as a whole to take action. Let us call out hate in all forms — wherever we see it. Encourage victims to report their experiences and demand data that reflects the depth of the pandemic’s impact. Support minority- and immigrant-owned businesses who have suffered disproportionately throughout the pandemic.

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Only by working together can we build a stronger, more compassionate and more inclusive San Diego. Only together can we begin to develop “herd immunity” against racism and xenophobia.

COMMENTARY

OPINION

LATEST



Human Relations Commission


Stop Hate Crimes and Incidents



Under 18 U.S. Code § 249 - Hate crime acts, victims of hate crimes are protected under United States and California law.

Hate crime simple definition:

"Crimes that are committed against individuals or groups or property based on the real or perceived race, religion, gender, sexual orientation, disability, national origin, or ethnicity of the victims. These personal characteristics acting as the motive for the crime perpetrator is what distinguishes hate crimes from other crimes."

Learn more about hate crimes, hate incidents, and what you can do to stop hatred in our community.  [faq about hate crimes and incidents.pdf](https://www.sandiego.gov/sites/default/files/faq_about_hate_crimes_and_incidents.8.pdf)
([//www.sandiego.gov/sites/default/files/faq_about_hate_crimes_and_incidents.8.pdf](https://www.sandiego.gov/sites/default/files/faq_about_hate_crimes_and_incidents.8.pdf))

This webpage has resources available in English, Spanish, Tagalog, Vietnamese and Chinese (Traditional).

Please note that some materials will have documents translated into multiple languages on to one PDF file.

ADVOCACY KITS:

 [advocacy_kit_english.pdf](#)

http://www.sandiego.gov/sites/default/files/advocacy_kit_english_1.pdf

 [advocacy_kit_spanish.pdf](#)

http://www.sandiego.gov/sites/default/files/advocacy_kit_spanish_1.pdf

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http://www.sandiego.gov/sites/default/files/advocacy_kit_traditional_chinese_xuan_chuan_zi_liao_dai_2.pdf

COMMUNITY ACTIVITY GUIDES:


Paint Out Day

 [paint_out_day_english.pdf](#)


http://www.sandiego.gov/sites/default/files/paint_out_day_english_1.pdf

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Run/Walk Against Hate


 [organization_guide_run_walk_against_hate-1.pdf](#)


http://www.sandiego.gov/sites/default/files/organization_guide_run_walk_against_hate-1_1.pdf


*POSTERS (PDF):


10 Principles for Fighting Hate by The Southern Law Poverty Center (SLPC)

Title page, Principles 1 & 2:  [slpc_10_principles_to_fight_hate_title_principles1-2.pdf](https://www.sandiego.gov/sites/default/files/slpc_10_principles_to_fight_hate_title_principles1-2.pdf)
([//www.sandiego.gov/sites/default/files/slpc_10_principles_to_fight_hate_title_principles1-2.pdf](https://www.sandiego.gov/sites/default/files/slpc_10_principles_to_fight_hate_title_principles1-2.pdf))

Principles 3-7:  [slpc_principles_3-7.pdf](https://www.sandiego.gov/sites/default/files/slpc_principles_3-7_5.pdf)
([//www.sandiego.gov/sites/default/files/slpc_principles_3-7_5.pdf](https://www.sandiego.gov/sites/default/files/slpc_principles_3-7_5.pdf))

Principles 8-10:  [slpc_principles_8-10.pdf](https://www.sandiego.gov/sites/default/files/slpc_principles_8-10_3.pdf)
([//www.sandiego.gov/sites/default/files/slpc_principles_8-10_3.pdf](https://www.sandiego.gov/sites/default/files/slpc_principles_8-10_3.pdf))

Building Cultural Competency (SLPC)  [slpc_building_cultural_competency_posters-1.pdf](https://www.sandiego.gov/sites/default/files/slpc_building_cultural_competency_posters-1.pdf)
([//www.sandiego.gov/sites/default/files/slpc_building_cultural_competency_posters-1.pdf](https://www.sandiego.gov/sites/default/files/slpc_building_cultural_competency_posters-1.pdf))

5 Steps for Parents & Guardians to Promote Tolerance (SLPC) 
[slpc_5_steps_for_parents_guardians_for_promoting_tolerance.pdf](https://www.sandiego.gov/sites/default/files/slpc_5_steps_for_parents_guardians_for_promoting_tolerance.pdf)
([//www.sandiego.gov/sites/default/files/slpc_5_steps_for_parents_guardians_for_promoting_tolerance.pdf](https://www.sandiego.gov/sites/default/files/slpc_5_steps_for_parents_guardians_for_promoting_tolerance.pdf))

**The posters on this webpage are original designs, but the content is from the Southern Poverty Law Center*

Be inspired to promote tolerance and make a difference!



*Never count people out, allies can
be found in unexpected places.*



DR. DANELL SCARBOROUGH



The most important part of
advocacy is to start a conversation.



Chief Deputy District Attorney Summer
Stephan

“

**Hate exists because the ground in
the area is receptive
for it, if you drop the seeds of
prejudice in soil that is not
receptive, they won't take root.-**

”

Steven Johns Boehmeheading

“

San Diego does not support
hate... San Diego does not
support bigotry... San Diego
does not support terror and
will fight it every single day
and every single night.

”

-MAYOR FAULCONER-
ORLANDO SHOOTING VIGIL



CHIEF RACE & EQUITY OFFICER

A Bold & Progressive Leadership Opportunity • Join Us and Make a Difference!



CITY OF SAN DIEGO SEEKS CHIEF OF RACE & EQUITY

The City of San Diego, California is conducting a national search for a Chief of Race & Equity. This position will lead the newly created Office of Race and Equity, a City department. Established in June 2020, the Office of Race and Equity is a deliberate step toward advancing racial and social equity in the City of San Diego. Through strategic initiatives grounded in best practices, this position will play a pivotal role in ensuring equity, creating new policies and driving reforms in existing policies, procedures, and practices in City employment, City services, and City culture.

The Office of Race & Equity is responsible for providing education and technical support to City staff, local law enforcement, and elected officials, and implementing programs and policies in order to sustainably reduce and eliminate systemic racism and barriers to fair and just distribution of resources, access, and opportunity.

The Chief of Race & Equity shall be the visionary leader, advocate and catalyst to advance equity and social justice initiatives that achieve results.

THE CITY AND ITS GOVERNANCE STRUCTURE:

With more than 1.4 million people, the City of San Diego is the eighth largest city in the United States and the second largest in California. The City of San Diego's strong economy, diverse population, great educational institutions, unsurpassed quality of life, and world-renowned location makes it the ideal place to work, live, and play. With its great weather, miles of sandy beaches, and major attractions, San Diego has something to offer for everyone.

The City's Mission, as found in our Strategic Plan, is **"To Effectively Serve and Support Our Communities."** The City's Vision is **"A World-Class City for All."** Our core values are Integrity, Service, People, and Excellence.

As one of the region's largest employers, the City of San Diego has a combined Fiscal Year 2021 operating and capital budget of approximately \$4.0 billion and employs approximately 11,800 highly dedicated employees. Additional information about the City of San Diego can be obtained on the City's website: www.sandiego.gov.

Incorporated in 1850, San Diego is a charter city under a Strong Mayor form of government. The Mayor is the chief executive officer of the City, with the duty to oversee the administrative affairs of the City. The Mayor proposes the City budget, appoints City department heads, and has veto authority over most legislative and budgetary matters. The nine-member City Council has legislative authority in the City, including approving the City's annual budget, adopting local laws, and setting public policy. The Mayor is elected by voters citywide, while Councilmembers are elected by those voters living in the district served by each Councilmember. The Mayor and Councilmembers serve four-year terms and are limited to two consecutive terms.



THE DEPARTMENT:

The Office of Race & Equity will achieve the City's goals of:

1. Ending racial disparities within City government by advancing fairness in hiring and promotions, promoting greater opportunities and inclusion in City contracting, and providing City services equitably to all City residents.
2. Prioritizing racial and social justice practices in the City's outreach programs and civic engagement approach to improve access to City government.
3. Prioritizing health and economic success for communities of color and low- to moderate-income communities.

Key priorities of the department include:

1. Collaborate with the Performance & Analytics Department to conduct a citywide assessment of the City's services and programs to identify disparities and gaps in services.
2. Create a city-wide racial equity action plan that encompasses equity tools and provides a blueprint of systems and structures for each department to operationalize equity. The equity tool will be a proactive marker to be used to identify clear and measurable outcomes while identifying the benefit or burden of decisions made by City leaders and strive to implement city-wide inclusion.
3. Advise/coach and hold departments accountable for using the equity tool to identify issues of systemic racism, evaluate department policies and procedures and provide training on operationalizing equity to eliminate systemic racism.
4. In conjunction with the Equal Opportunity Contracting Program and the Citizens Equal Opportunity Commission, work to increase opportunities for women-owned, minority-owned, disadvantaged-owned, and disadvantaged veteran-owned businesses in City contracting.
5. Coordinate with City boards and commissions working on equity, racial justice and law enforcement issues, including the Human Relations Commission, the Community Review Board on Police Practices and the Citizens Advisory Board on Police/Community Relations to solicit community input and recommendations for meeting the City's goals of achieving race equity and eliminating systemic racism.

THE POSITION:

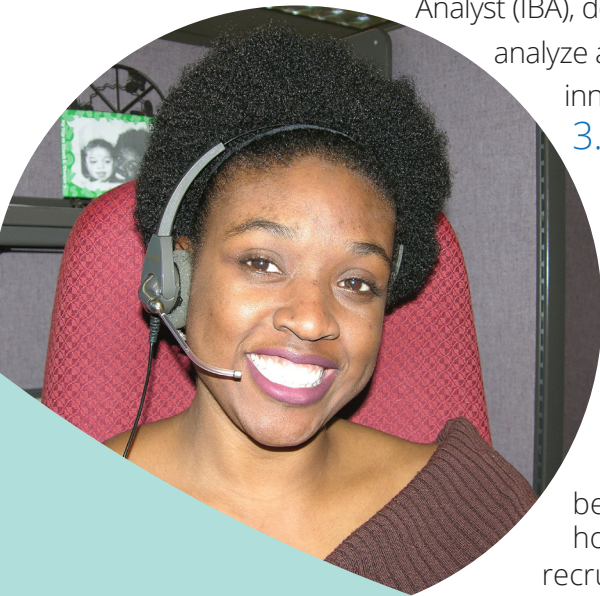
The Chief leads the City's Office of Race & Equity team in driving the Citywide strategy to advance and implement diversity, equity, and inclusion (DEI) practices into the culture and provision of all City programs, services and policies. The position is the expert technical advisor on citywide matters of equity and disparities. The Chief will collaborate with other city department directors and employees to facilitate an organizational culture that institutionalizes the use of an equity lens designed and implemented to address systemic disparities existing in the delivery of city services and policies. The Chief of Race & Equity is an at-will, executive management-level position and the administrative head of the Office of Race & Equity. This position is appointed by, and may be removed at-will by, the Mayor. This Chief is the appointing authority of all personnel in the Department.

A gifted communicator and diplomat, this Chief holds up a mirror to the organization, facilitates efforts to improve, and holds internal stakeholders accountable for implementation. The Chief is a strong listener and trust-builder, and able to build a robust network of partnerships across the organization and community in order to achieve DEI goals.

KEY AREAS OF RESPONSIBILITY:

The Chief of Race & Equity is responsible for performing those duties and functions assigned and directed by the Mayor and/or Chief Operating Officer to meet the goals and objectives of the department, including:

1. Partnering with internal and external stakeholders to define the future vision for the City and engage in strategic planning work for 2021.
2. Ensuring that the City's long-term (4-year) and near-term (annual and 2022) plans are fully reflective of and inspired by a race and equity lens and reflects the City's equity identity.
3. Collaborating with the Performance & Analytics Department and the Office of the Independent Budget Analyst (IBA), develop and monitor DEI key performance indicators (KPI's); analyze and share observations regarding programmatic practice and innovation, and organizational culture and practice.
3. Partnering with the internal departments to ensure continuous learning and sustainable improvement regarding DEI KPI's, metrics, and organizational culture that align with the City's racial equity plan.
4. Collaborating with the Human Resources Department to create and refine equity-focused leadership development curriculum and educational opportunities, and provide career advancement pathways for people of color, women, and LGBTQ+ staff as well as focus on inclusive recruitment and retention strategies.
5. Collaborating with experts to stay current on DEI research and best practices to evaluate City policy including but not limited to: homelessness, health, housing, infrastructure, economic development, recruiting and retention, contracting, and deployment of city services and recommend relevant adaptation to enhance City services, practices, programs, and policies.



6. Develop consistent internal and external communication and feedback mechanisms to ensure the City is able to identify, discuss, and address equity issues impacting our clients, residents, and staff.
7. Using an equity lens, inform budget decisions and propose policy that advances and supports equitable service delivery to the community.



MINIMUM REQUIREMENTS:

1. A BAVBS in a related field or commensurate experience to a bachelor's degree.
2. 5-7 years of experience advocating for and implementing change within a multi-cultural environment.
3. 5 years of experience developing and implementing diversity, equity, and inclusion programs.
4. Cross-cultural competence and excellent analytical, writing, public speaking, and facilitation skills with demonstrated understanding of cultural values and norms of various communities, particularly communities of color, LGBTQ+ and recovery communities.
5. Knowledge of public policy advocacy, including engagement of affected communities, policy development, coalition building, and strategic communications.
6. 3 years of managerial experience, with a demonstrated track record of leading collaborative teams that effectively develop and implement trainings and other programs that foster organizational change.
7. Experience working in a public agency is strongly preferred.

IDEAL CANDIDATE:

The ideal candidate for Chief of Race & Equity will be an innovative, data-driven, visionary and transformational leader with outstanding people and management skills. The successful candidate will have demonstrated background and expertise in the following:

1. Proven ability to engage with diverse staff and leadership to promote trust, collaboration, and partnership between departments and levels of leadership.
2. Demonstrated track record in challenging and influencing peers to approach all work with a race and equity lens.
3. Experience developing and monitoring indicators of organizational culture and engaging employees and senior leadership to create organizational change.
4. Deep content knowledge of the research base and best practices for organizations striving to become more diverse, equitable, and inclusive.
5. Strong interpersonal skills; able to quickly establish credibility to develop and manage productive relationships with internal and external stakeholders and agencies.
6. Proven track record of success with community building and authentic engagement with communities of color and LGBTQ+ communities.
7. Politically astute, but apolitical, highly sophisticated and culturally competent in working effectively with diverse stakeholders in highly political environments.



8. Ability to communicate in languages other than English is beneficial.
9. Strong management and decisive leadership skills with a style that promotes transparency.
10. High emotional intelligence with a high level of integrity with a set of values that include compassion, collaboration, and service excellence.
11. A passion for advancing racial equity and social justice solutions.
12. An understanding of systemic and institutional racial bias.
13. Experience operationalizing an initiative and/or department.

APPLICATION PROCESS

To be considered, please electronically submit your 1) resume, 2) cover letter and 3) a list of three professional references to ceo.sandiego@thehawkinscompany.com by April 16, 2021. The Letter of interest should highlight relevant work experience and qualifications for this position. Resumes received by April 16, 2021 will receive first consideration. The position is open until filled.

For additional information or questions, please contact **Ms. Brett Byers at 323-403-8279, brett@thehawkinscompany.com** or **Tisa Jones at 213-309-7984, tisa@thehawkinscompany.com**.

THE HAWKINS COMPANY

8939 S. Sepulveda Blvd., #110-216
Los Angeles, CA 90045
www.thehawkinscompany.com

The City of San Diego has an active Equal Opportunity/ADA Program for employment and vigorously supports diversity in the workplace.

MANAGEMENT COMPENSATION AND BENEFITS:

The salary for this position is \$150,000-\$200,000 depending on experience and qualifications.

The successful candidate will be eligible for participation in the City's Flexible Benefits Plan that offers several optional benefit plans or a taxable cash option; \$50,000 in City-paid life insurance; paid annual leave accruing at 22 days per year for the 1st through the 15th year of service. For further information, please contact the Risk Management Department at (619) 236-6600. Retirement benefits for this unclassified position depend on the candidate's eligible status (new hire, rehire, etc.). To learn more about employee benefits, please review the Benefits Summary for Unclassified Employees <https://www.sandiego.gov/sites/default/files/benefits-summary-unclassified-employees.pdf>. Some benefits currently offered to employees may be modified in the future.





HUMAN RESOURCES DEPARTMENT

1200 Third Avenue, Suite 1316, San Diego CA 92101
Humanresources@sandiego.gov



Human Relations Commission

Mayor Todd Gloria
Civic Center Plaza
San Diego, CA 92101

February 25, 2021

Dear Mayor Gloria,

The Human Relations Commission strongly supports the establishment of an Office of Child and Youth Success within the City of San Diego along with a budget commitment of \$350,000 to fund personnel and the development of a Master Plan for Child and Youth Success.

This expression of support comes first and foremost from our collective desire to see San Diego reach its full potential in becoming a City where all who are born, grow up, come of age, and choose to raise a family here can thrive.

We encourage you to follow the lead of other municipalities of similar size and composition which have an Office of Child and Youth Success strategically located within the Mayor's Office. This would enable the City of San Diego to leverage intergovernmental and community partnerships.

The City of San Diego provides many services and support for children, youth, and their families across its multiple departments, and has linkages to other public agencies such as school districts, and child and youth development program providers. However, these efforts would be more effective and cost-efficient with greater coordination.

The proposed office could access technical assistance from the National League of Cities and other similar organizations, while becoming more competitive for state, federal, and foundation grants to support its mission.

The need for an Office of Child and Youth Success is more important than ever as we grapple with how to support the thousands of families whose lives have been upended by the health and economic devastation of COVID.

On behalf of the Human Relations Commission, I would like to express my appreciation for your consideration of our requests. Through the proposed Office of Child and Youth Success, San Diego can make great strides to advance equity and improve the lives of families across our great city.

Sincerely,

Shana Hazan
Chair, San Diego Human Relations Commission

Cc: Council President Jen Campbell
Councilmember Joe LaCava
Councilmember Stephen Whitburn
Councilmember Monica Montgomery-Steppe
Councilmember Marni Von Wilpert

Councilmember Chris Cate
Councilmember Vivian Moreno
Councilmember Sean Elo-Rivera
Councilmember Raul Campillo

RESOLUTION NUMBER R-_____

DATE OF FINAL PASSAGE _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF
SAN DIEGO CONDEMNING HATE AND EXTREMISM

WHEREAS, the City of San Diego 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, on January 6, 2021 insurrectionists attacked the United States Capitol and this event does not reflect the values of the City of San Diego; and

WHEREAS, the Anti-Defamation League's 2020 report on Murder and Extremism in the United States reveals that domestic extremists killed at least 17 people, where roughly a third of which were by anti-government extremists; and

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

WHEREAS, the Anti-Defamation League's 2020 report on Murder and Extremism in the United States, states that "extremist killings can have a disproportionate effect on communities, especially when they take the form of a hate crime or a terrorist attack... [and] such attacks are often intended to strike fear more widely throughout vulnerable communities;" and

WHEREAS, the City of San Diego supports the peaceful exercise of free speech, free assembly, and freedom to worship safely for all people; and

WHEREAS, the City of San Diego 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, the City of San Diego 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, the City of San Diego wishes to affirm its commitment to cultivating an inclusive community, including within the 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, our elected leaders are committed to: promoting inclusiveness; celebrating diversity; working to ensure equitable opportunities in all major facets of society; preventing the spread of misinformation and disinformation; rejecting hate and bias in all forms; and setting a positive example for their constituents; NOW, THEREFORE,

BE IT RESOLVED, by the Council of the City of San Diego that:

1. The Council affirms its ongoing commitment to cultivating an inclusive, safe, and just society and culture within the City 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 Council denounces the spread of hate, bigotry, harassment, and violence 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.
3. The Council denounces all extremist attacks, as well as extremist conspiracy theories, misinformation, and disinformation that cultivate an alienated and

mistrustful electorate, undermine democratic institutions and processes, and increase the likelihood of violence.

4. The Council intends to continue fostering an environment within City operations and institutions that does not tolerate 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.
5. The Council encourages the City to support community organizations, advocacy groups, or other government entities working to educate the public about the impacts of hate and extremism.
6. The Council intends to counter hate and extremism through continued engagement with community leaders, continued governmental transparency, public information-sharing, and the continued investigation and prosecution of those who commit criminal acts, consistent with civil liberties protections.
7. The Council urges City residents to adopt these values in their own lives, call attention to these harms, and denounce hate and extremism to help keep us safe.

APPROVED: MARA W. ELLIOTT, City Attorney

By _____
Anjana Pottathil
Deputy City Attorney

AP1:jdf
02/19/2021
Or.Dept: Council
Doc. No.: 2593427_2

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of _____.

ELIZABETH S. MALAND
City Clerk

By _____
Deputy City Clerk

Approved: _____
(date) TODD GLORIA, Mayor

Vetoed: _____
(date) TODD GLORIA, Mayor