



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: Gerald W. Brown TH.D.

This meeting will only be held via Zoom Webinar here:

<https://sandiego.zoomgov.com/j/1617856758>

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, July 21, 2021

6:00 - 7:30 p.m. PT

Topic	Purpose	Resources in Meeting Packet	Facilitator	Time
I. Call to Order, Roll Call	Information	Agenda	Chair Hazan	6:00
II. Non-agenda Public Comment	Information		Chair Hazan	6:05
III. Approval of June Meeting Minutes	Action	June Meeting Minutes	Chair Hazan	6:10
IV. Introduction of New Chief Race and Equity Officer	Information	Kim Desmond Bio, LA Times Article on Kim Desmond	Chair Hazan, Kim Desmond	6:15



V. Office of Child and Youth Success Update	Information	KPBS Article on Office of Child and Youth Success	Chair Hazan, Councilmembers Campillo	6:30
VI. Bylaws Approval	Action	Proposed Human Relations Commission Bylaws	Commissioners Detsky- Weil, Rizzo, Vice Chair Canizales, Assistant City Attorney Gersten	6:35
VII. Human Relations Commission Awards Committee Report	Information	TBD	Vice Chair Canizales, Commissioners Duncan and Brown	6:50
VIII. External Relations/ Campaign to End Hate Update	Information	Commission Calendar 2021-2022	Vice Chair Canizales	7:00
IX. Hate Crimes and Violent Extremism Report	Information		Commissioner Gillies	7:10
X. Chair's Report <ul style="list-style-type: none"> September Meeting Location and Featured Presentation 	Information		Chair Hazan	7:15
XI. Commissioner Reports	Information		Commissioners	7:20
XII. Adjournment	Action		Chair Hazan	7:30

Next Human Relations Committee Meeting will be held on August 18, 2021



Human Relations Commission

[Human Relations Commission Meeting](#)

Minutes

Wednesday, June 12, 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 \[go to 2:32\]](#)

- Commissioners present: Chair Shana Hazan, Vice Chair Dolores Canizales, Ricky Brown, Faye Detsky-Weil, Tyler Duncan, Tammy Gillies, Kathleen Moelhig, Kristin Rizzo, Jeffrey Razi-Jafari, Breanne Mode, Kristin Rizzo, Tootie Thomas
- Commissioners absent: Olympia Beltran, Godwin Higa, Nicole Murray-Ramirez, Breanne Mode, April Purcell, Liliana Zaragoza
-
- City Staff: Farhat Popal, Jen LaBarbera, Rev. Gerald Brown

Non-agenda Public Comment | None

Approval of May Meeting Minutes | [View Here \[go to 9:08\]](#)

Introduction of New HRC Executive Director, Rev. Gerald Brown | [View Here \[go to 11:10\]](#) | Chair Hazan

Welcoming San Diego Presentation | [View Here \[go to 16:28\]](#)

Farhat Popal, Immigrant Affairs Manager

Action: Bylaws Revision Report | [View Here \[go to 28:07\]](#)

Draft Bylaws | Commissioners Detsky-Weil, Rizzo, Vice Chair Canizales

Pride Month Presentation | [View Here \[go to 58:55\]](#)

San Diego Pride | Jen LaBarbera, Education & Advocacy Manager, San Diego Pride
San Diego LGBT Community Center (The Center) |

Hate Crimes and Violent Extremism Report | [View Here \[go to 1:20:58\]](#)

Commissioner Gillies

External Relations | [View Here \[go to 1:22:40\]](#)

San Diego Gets 1st Race and Equity Officer

"Her experience, expertise, transparency and bold leadership will help to assist in our city's efforts to implement sweeping systemic changes in pursuit of racial, social and economic justice"

By [City News Service](#) • Published July 2, 2021 • Updated on July 2, 2021 at 4:42 pm



City of San Diego

Mayor Todd Gloria announced Friday the appointment of Kim Desmond to serve as the city's first Chief Race and Equity Officer.

Desmond, the Chief Equity Officer for the city and county of Denver, will lead the city's recently created Office of Race and Equity and assume the role on Aug. 3.

"For too long, the decisions and policies coming out of City Hall have not served all of us," Gloria said. "Equity is about making sure everyone has the opportunity to thrive. Kim will help ensure all of the decisions we make are filtered through the lens of equity and that we end the disparities that exist within our city government."

The Office of Race and Equity was established in June 2020 -- after the murder of George Floyd and a national outcry for racial justice. The office was proposed by Councilwoman Monica Montgomery Steppe to address inequities in San Diego.

"Kim Desmond's appointment as the new Chief Race and Equity Officer reflects our pledge to lead this region in creating an equity ecosystem," said Montgomery Steppe.

Montgomery Steppe called Desmond the "clear choice." "Her experience, expertise, transparency and bold leadership will help to assist in our city's efforts to implement sweeping systemic changes in pursuit of racial, social and economic justice." "The Office of Race and Equity will provide education and technical support to city staff and officials as they implement diversity and inclusion strategies into their practices. Desmond is tasked with creating a citywide strategy to implement into the city's programs and policies.

Desmond said the opportunity to focus on race and equity will allow San Diego to thrive.



"A focus on race and equity is an investment for all of us."

Councilmember Raul Campillo



Raul Armando Campillo was born in San Diego and raised in El Cajon, CA. Raul's family originally hails from Calexico, CA, where Raul spent time with family on holidays. Raul attended Uni High School (USDHS, now Cathedral Catholic High School) in Linda Vista before attending Harvard University.

After graduating with his degree in Government, Raul worked as a fifth-grade public school teacher in one of the country's poorest school districts in North Las Vegas, NV. After earning a Master's Degree in Education from UNLV, Raul left teaching to pursue a career in law, earning his law degree from Harvard Law School and joining the international law firm O'Melveny & Myers.

After several years practicing complex litigation and conducting white collar criminal investigations, Raul returned to public service here at home with the San Diego City Attorney's Office. Raul principally prosecuted DUIs, helped find diversion programs and therapy for individuals suffering from addiction, and finally worked in the Gun Violence Response Unit, taking firearms out of the hands of people who pose a threat to themselves or their community. Raul was elected to a 4-year term on the San Diego City Council on November 3, 2020.

Bringing his legal experience and attention to detail to every decision, Raul is dedicated to ensuring the people in the Seventh Council District are well served at City Hall. Raul believes that the City must provide a strong economic environment for families to be able to afford living in San Diego, to provide their children with opportunities, and to build social cohesion across diverse communities. Because District 7 is centrally located with opportunities for commerce, housing, transit, and education, Raul sees great progress with proper planning, investment in infrastructure, and protecting our natural resources like the San Diego River and Mission Trails Regional Park. Raul also brings his expertise as a prosecutor to the task of implementing smart and effective changes to policing.

As written in the [San Diego Union-Tribune\(link is external\)](#): "The most pivotal quality Campillo may be taking to City Hall is a strong conviction that he and his colleagues can improve the lives of San Diegans, especially those facing economic problems and barriers to success. "I want to change people's minds so they are more compassionate for one another," he said. "I really want them to know that government is intended to serve them. And that good ideas really can improve people's lives. I think people are going to find that I'm a bridge builder."

In addition to serving on four Council committees, Raul is chair of the Mission Trails Regional Task Force and has several key regional appointments including serving as San Diego Association of Governments' (SANDAG's) Transportation



Committee Vice-Chair, as a member of SANDAG's Public Safety Committee, and as a member of the San Diego River Conservancy Board, which funds projects to prevent fires and flooding along the San Diego River.

When Raul is not busy working at City Hall, he can be found watching international soccer, going fishing with his father, biking from Mission Valley to Mission Bay, or on hikes all over San Diego with his partner Nadia and their miniature schnauzer, Kiko.



HUMAN RELATIONS COMMISSION

DRAFT BYLAWS

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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.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. HUMAN RELATIONS COMMISSION

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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 HUMAN RELATIONS COMMISSION

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The Commission by two thirds vote of its members 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 noticing. 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 theState 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. HUMAN RELATIONS 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 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 HUMAN RELATIONS COMMISSION



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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. HUMAN RELATIONS 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 HUMAN RELATIONS COMMISSION

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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 Commissions' 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 HUMAN RELATIONS COMMISSION

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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.