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August 15, 2009
Human Relations Commission
Retreat Notes
Cubberley Community Center
H-1
8:00am to 12:00pm

Attendance: Bacchetti, Bernardo, Ezran, Hamilton, Khan, Mora, Savage
Facilitator: Eve Agiewich
Staff: Kathy Espinoza-Howard, Amy Johnson

Oral Communication:

Mr. Aram James spoke about how he does not want Interim Chief Dennis Burns given the permanent position because he has refused to repudiate former Chief Johnson. He also commented that he would like to have an opportunity to have a conversation with all the candidates in a public forum.

Approval of Minutes:

None

Business

1. WELCOME AND INTRODUCTIONS

Ms. Eve Agiewich introduced herself as the meeting facilitator and past HRC Commissioner who served for nine years. New Commissioners Jack Hamilton and Dolores Bernardo also introduced themselves.

2. REVIEW OF PAST YEAR

Past Year Goal #1: - Community Building
Accomplishments: World Music Day, Created a proposal for building civic engagement into civic business, discussed ways to increase access to mediator training.

47 Past Year Goal #2 - PAPD & Community Relations
48 Accomplishments: Continued to review demographic data with PAPD staff, Participated
49 on subcommittee re: Police Action Plan, Participated on committee for PAPD Advisory
50 Group, Attended regular meetings with Police Chief

51
52 Past Year Goal #3 - HRC Public Relations

53 Accomplishments: Assigned Council Buddies

54 Past Year Goal #4 - Healthy Communities

55 Accomplishments: Developed a communication plan for landlords regarding the
56 Mandatory Response Ordinance, Approved HSRAP Priority of Needs/Recommendations
57 for funding, and Presentation of “Let’s Go Palo Alto activity challenge”, discussed a
58 resolution to support SB 840, and discussed initiative to designate Palo Alto as an
59 inclusive community.

60
61 Projects to be continued on in the coming year:

- 62 • “Not in Our Town” events and activities
- 63 • Civic Engagement Award
- 64 • World Music Day
- 65 • Palo Alto Police Department
- 66 • Civic Engagement in Business

67
68 Discussion of past year’s pluses and minuses:

69 Positives:

- 70 • Developed communication guidelines for Commissioners and the Public
- 71 • Requested that PAPD staff have demographic data analyzed by experts
- 72 • HRC has good working relationship with PAPD and each other

73
74 Challenges:

- 75 • Need a process for following up on Oral Communications
- 76 • Lack of ability to verify data interpretation
- 77 • Council process for HRC selection
- 78 • Approving Minutes in a timely manner
- 79 • Improve active listening around personality styles

80 81 **3. DISCUSSION OF ROLES AND RESPONSIBILITIES:**

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- 83 • Commissioners to continue the buddy system to orient new commissioners (meet
84 once monthly)
- 85 • Update orientation materials to include HRC approved protocols
- 86 • Have a place holder on the agenda to review oral communications for possible follow
87 up – maybe during call for agenda items or during report from officials
- 88 • Refer media questions to the chair- or speak as yourself and not on behalf of the
89 entire commission.

- 90 • Conflict of interest – Commissioners agreed that continued full disclosure of all
91 outside committees, liaisons, affiliations is important information to share with each
92 other.

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94 **4. ESTABLISH NEXT YEAR’S PRIORITIES:**

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A. PROJECTS FOR NEXT YEAR

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- Work with Neighborhood Associations
- Awareness of hate crimes and education
- Partner with Planning Commission re: Low Income Housing
- Continue working with PAPD
- Community Policing
- Involving Youth in the Community
- Charter change re: sexual preference to orientation
- Promote World Music Day as city event
- PAPD Demographic Data Review
- Develop a process for oral communication follow up
- Closing University Avenue
- Commissioner/Buddy
- Civic Engagement Award
- Commissioner get-together/city-wide with City Council
- Help people by educating them re: biases to be able to break them down.

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B. IDEAS FOR PRIORITIES FOR NEXT YEAR

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- Healthy Communities
- Inclusive Communities
- Hate Crimes
- Embracing Diversity
- PAPD & Community Relations
- Promoting a healthy and inclusive community

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The Commissioners decided to continue this discussion at the next meeting.

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REPORTS FROM OFFICIALS – NONE

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ANNOUNCEMENTS – NONE

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CALL FOR AGENDA ITEMS

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Discussion regarding Civic Engagement Award

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Continued discussion to sort next year projects into priorities

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Discuss measurable outcomes for projects

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ADJOURNMENT – The meeting adjourned at 12:00 pm