



HUMAN RELATIONS COMMISSION

Thursday, December 8, 2016

Community Meeting Room

Palo Alto Civic Center

250 Hamilton Avenue

6:00 PM

REGULAR MEETING

ROLL CALL:

Commissioners Present: Chen, O’Nan, Savage, Stone, Stinger

Commissioners Absent: Alhassani, Gordon Grey

Council Liaison: Council Member Wolbach

Staff: Minka van der Zwaag, Mary Constantino

ORAL COMMUNICATIONS:

I. ROLL CALL

II. AGENDA CHANGES, REQUESTS, DELETIONS

Chair Stone: Do we have any agenda changes, requests or deletions? Ok

III. ORAL COMMUNICATIONS

Chair Stone: Any oral communications?

Chair Stone: Before we go into our meeting, I’d like to just extend a warm welcome to your Council Member-Elect Lydia Kou. Thanks for being here with us.

IV. BUSINESS

1. Review of the draft options to update the HRC Mission Statement.

Chair Stone: We will jump into our business, review of the draft options to update the HRC Mission Statement. Who’s on the Subcommittee who’s present tonight?

Commissioner O’Nan: I, myself, Commissioner Gordon Gray and Commissioner Savage. I’m sorry Commissioner Savage I was thinking I was the only one of the three of us here.

Commissioner Savage: I’m here.

Chair Stone: Perfect. Does either one of you want to lead us on this?

Commissioner Savage: I can start. I can be really short. As I see it, there is four versions, A, B, C

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and nothing denoted. I have written one of them. To be quite honest, I don't even remember which one I wrote because they're all good – they all say a little bit different, they're all accurate, they're all good but, I would pick the last one without a letter but I'd be happy with any of them.

Chair Stone: Last one without a letter?

Commissioner Savage: That says additional suggestions.

Commissioner O'Nan: We can just call that one D, maybe?

Commissioner Savage: Oh, why didn't I think of that?

Chair Stone: That would be easy.

Commissioner Chen: Yes, there's so many paragraphs. Which paragraph are you talking about? All combined together?

Commissioner O'Nan: Yes, it's the whole...

Commissioner Savage: The whole thing.

Commissioner Chen: The whole – the three paragraphs?

Commissioner O'Nan: Yes.

Commissioner Savage: Yes. So, it's version A, version B, version C and what was just named D at the bottom. The only other suggestion I would have with D is, just smoosh it all together. So, you don't have all those...

Chair Stone: Yes. I agree.

Commissioner Savage: Eliminate the blank space.

Commissioner Chen: I like C; simple is the best.

Commissioner Savage: Ok.

Chair Stone: My – I guess my only concern I think I like D the most as well. I think it should be smooshed together.

Commissioner Chen: Yes.

Chair Stone: I liked – I really like the beginning of C. I had some wordsmithing on it. I like the first sentence. I think it's a good beginning. I changed it up a little bit to be, instead of promote just and fair treatment of all people who live and work in Palo Alto particularly, our most vulnerable populations. I wordsmithed it a little bit to be, to promote just and fair treatment for

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all in Palo Alto particularly, our most vulnerable populations. I think that's got a good strong beginning.

Commissioner Chen: It is all people.

Chair Stone: Right, I think the qualifier being live and work is the only thing I disliked about – that all those versions have – is that it's to live...

Commissioner Chen: Oh, I see.

Chair Stone: ...and work and I think I would just like to open it up -- I think anyone in Palo Alto.

Chair Stone: No, I'm saying, not just people who are living and working in Palo Alto. People who are traveling through, who are visiting, I don't want it to just be people who live or work. Just a little thing.

Commissioner Savage: Not to be picky but I think when it does say all people in Palo Alto, you just kind of assume, at least I would, those who live. I would like to see live and work. It just sounds little more inclusive to me.

Chair Stone: Maybe some other actually, because I like how the beginning of now D is, live, work, study, worship, travel and play in Palo Alto. Minka does not.

Ms. Minka van der Zwaag: I think the concern I had with that one I went back to the charter because going back to the charter is the charge that this Commission has from the Council and the charter is vague as to who it's from. It doesn't speak who it's for but it speaks to what you have jurisdiction over and that's issues of access, treatment of individuals, services. So, I'm wondering – my only concern with that one is it is listing so many things, when – I thought well part of me goes, that's great. Look at all that it's mentioning and then I went to the charter except the charter is, like I said, moot about that because it's speaking more to what we expect. I took it's mootness to mean, it just means anybody. We expect these services, these access, the treatment of individuals, the services that are offered, the access to the programs to treat everybody with respect, with dignity and to look out for these issues. I personally did not see the need to alliterate so many specific things. That's my observation like I said by going to the charter and also thinking that the HRC – this is – something a little different than most Commissions have as far as having a mission statement over and above its jurisdiction in the municipal code. We have been told that that's fine but I'm just thinking if it gets something that is that alliterative, with all those items – I'd have a concern about that. I like the versions that speak more you expect. You expect these certain behaviors and treatment for anybody in our community. Whatever their status is for five minutes or for 40-years.

Chair Stone: I agree.

Ms. van der Zwaag: Observation.

Chair Stone: I'd like to get some language that makes that clearer that it is for everyone in Palo

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Alto and definitely way too wordy, the being of D. Commissioner O’Nan, do you have something?

Commissioner O’Nan: I did want to mention, this might a little bit of a sensitive issue to bring up but there at times have been problems with people visiting our community, for example, to use parks and playgrounds who maybe have not always been respectful of those amenities and even pushed out residents and prevented residences from accessing those amenities and sometimes there have been some hard feelings around. People feel like their kids should be allowed to play at that playground and someone visiting from a neighboring community is taking over that playground and you know, if we have a very, very inclusive mission statement, there could be some hard choices to be made at times around whose access to what amenities. Do we prioritize people who live and pay taxes here because, in a fact, they’re paying for the amenities? On the other hand, we don’t want to be an unfriendly community where we don’t share with other people where appropriate. Those issues have come up most notably with the access to Foothills Park issue.

Chair Stone: I can understand that for maybe other Commissions but for ours being such a Commission that focuses on more human rights and dignities and looking out for the equal protection of all. I don’t think that equal protection should ever be limited to just Palo Altans, you know? Then, that’s why I’d like language that makes that clear. That it doesn’t matter if you’re from East Palo Alto or Palo Alto, you’re going to be treated the same way when you come here.

Commissioner Savage: What about just adding the word live, work or visit? Wouldn’t that cover everything?

Chair Stone: I agree.

Commissioner Savage: Alright. So, with your comment and Minka, with your comment. I’d like to withdraw my support for version D and now concentrate on either version A or C.

Chair Stone: What if we then made the change to the beginning of – for either one because they are both limited to live and work for version A or version C – yeah, to include the language that you suggested; live, work...

Commissioner Savage: Or visit.

Chair Stone: Or visit. That works for me. Any thoughts?

Commissioner Chen: I like the second paragraph of the version D promotes awareness of issues and enables conversations - I think that’s good but I don’t know how to incorporate it into version C. So, make it a little bit longer but more kind of...

Commissioner O’Nan: Well, I think in version A that addresses it, in the third line, where it says issues by holding public forums and monthly public meetings.

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Chair Stone: In version A?

Commissioner O’Nan: Yes.

Commissioner Chen: Version A. So, it goes back to version A.

Commissioner O’Nan: I think though for a mission statement, it might be better if we stick to what I would call the meta level and not be to task for activity level because we do a lot of things and we might want to write in a broader aspirational way and not as specific task or function that we serve.

Commissioner Chen: So, we don’t have to tell them we hold a public forum, we’ll try to bring equality and respect and awareness, that kind of thing.

Commissioner Savage: Jill, which do you prefer?

Commissioner O’Nan: I like the bullets under version D. I’m wondering if we can, somehow make them, though – I’m not sure bullets will work as well because it looks like a very long, for a mission statement.

Commissioner Chen: Fragmented to me.

Commissioner O’Nan: Yes, so, maybe we strive to create a community where civility, respect, and responsible actions are the norm. I don’t know, create trust among people who live and work together and I don’t know about the last bullet. That seems a little too aspirational and also a little too vague for me.

Commissioner Chen: Yes.

Commissioner O’Nan: I really want to focus on ensuring equal access and ensuring civil discourse, I think that’s important. I think somehow community outreach is an important function or aspirational goal that I think we should encompass in our mission statement. I’d like to inform and empower the community. I like a lot of the language. I don’t know if we need to, pull some things out and then word-smith them back together.

Commissioner Savage: Well, should we have another cut and paste session?

Commissioner Chen: I think we need to put it into one paragraph.

Chair Stone: I think...

Commissioner Chen: Fragmented.

Chair Stone: What if trying we combine the two and this is difficult by just talking, not having the visual but what if we started with the opening sentence of version C. Then, it was – and then going down to that last part of version D, the HRC strives to create a community in which

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civility, respect, and responsible actions are the norm and then which trust exists allowing people to live and work together and then going up to that language of the HRC promotes – like work together by promoting awareness of issues and enabling conversations which enhance inclusion?

Commissioner O’Nan: Yeah, that could work.

Chair Stone: I think it could.

Ms. van der Zwaag: Can you repeat that but just say it you want us...

Chair Stone: How it would read, let me see if I can do it. To promote just and fair treatment for all people who live, work and visit Palo Alto. Particularly, our most vulnerable populations. The HRC strives to create a community in which civility, respect, and responsible actions are the norm and in which trust exists allowing people to live and work together by promoting awareness of issues and enabling conversations which enhance inclusion.

Commissioner O’Nan: You got that?

Ms. van der Zwaag: I got it till the last part. By -- oh, I see where you went.

Commissioner Chen: I just sort of went down the paragraph.

Ms. van der Zwaag: So, you did erase the last two lines of C?

Chair Stone: Yes.

Ms. van der Zwaag: Ok, then you went after that, you went to?

Chair Stone: Sure.

Ms. van der Zwaag: Sure.

Chair Stone: To promote just and fair treatment for all who live, work and visit Palo Alto, particularly, our most vulnerable populations. The HRC strives to create a community in which civility, respect, and responsible actions are the norm and in which trust exists allowing people to live and work together by promoting awareness of issues and enabling conversations which enhance inclusion.

Ms. van der Zwaag: Ok.

Chair Stone: Yes, Council Member Wolbach.

Council Member Wolbach: Sorry to butt in on this one. I was just going to suggest, as an alternative just to make it less wordy but I’ll leave this us to you guys. In the debate about how to identify different groups of people; live, work, play, etc. Right now, you’re working with live, work or visit. You could, conceivably just remove all the enumeration and just say, promote just

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and fair treatment of all people in Palo Alto. Just putting that one out there for consideration.

Chair Stone: I agree. I, from the beginning, prefer the word all because I do agree, it makes it less wordy, which is always nice.

Commissioner Savage: That's fine.

Chair Stone: Yes..

Commissioner O'Nan: I think the second to last part of the proposed mission statement, where we say trust exists allowing people to live and work together. That part might be a little bit too much. I think the end part of, by enabling etc. was really good but this middle section seems awkward to me. So, I like where we got up to civility, respect and responsible actions are the norm and maybe then switch to by enabling..

Commissioner Savage: Yes, I think it shortens it and I like that.

Chair Stone: Yep, that's fine with me. Commissioner Chen, any thoughts on that?

Commissioner Chen: No, that's fine. We can write the new version and read through it and think about it. Not too wordy but it covers everything we want.

Commissioner O'Nan: Yes.

MOTION

Chair Stone: Sounds good, well then – so, do we all agree we want to have a second look at this then in January to make a final vote and I think it will be more proper too with a larger Commission here. Then I'll make a motion to continue this conversation to January, put it back on the agenda and vote on it then, hopefully. Anyone want to second the motion?

Commissioner Chen: I second.

Chair Stone: Great, it was seconded. All in favor?

Everyone: Aye.

Chair Stone: Perfect. Got that Mary? Great, thank you. Ok, good conversation. Christmas miracle.

2. Selection of Human Services Resources Allocation Process (HSRAP) and Community Development Block Grant (CDBG) Review Committee Members.

Chair Stone: We'll move on to number 2: Selection of Human Services Resource Allocation Process and Community Development Block Grant review Committee Members. So, as we all know, every couple years we form our Subcommittees to review applications from various non-

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profit organizations for the HSRAP Grant. That's generally a fairly large task. I've served on it both times and then there's the CDBG, which is typically less applications, less time consuming but also very rewarding and I've served on that committee as well. They're both great. I think most of us have served on those, at this point. Then, education for all those millions of viewers. Yes, so we're here again to figure out who wants to be on those Subcommittees for this year. I know that Commissioner Gordon Gray, would like to be on, I think both, correct?

Ms. van der Zwaag: I did not hear back. I emailed her specifically to see which one. My encouragement for you as Commissioners is – this is being the recommendation body to Council for these two large bodies of money, is your key responsibility. I really would encourage you, that each of you – it will work out, all of you but one, in reality, would serve on at least one. My concern is, you know, if someone serves on both, that's a huge time commitment and that's the only way it works out. I completely understand but my encouragement to you would be that as many of you as possible serve on at least one and you make that decision based on the personal time that you're able to give. I did hear back – I don't know Commissioner Gordon Gray, she's happy to serve on one of them. I did not hear back which one and I also corresponded with Commissioner Alhassani and he's happy to serve on either as needed as well. So, I'll turn it back to you Chair Stone but I just really want to encourage – I know last year – last time, some people served on both, which is fine but I'd love that opportunity to be open to all of you but you know your schedules that best.

Commissioner Savage: What are the numbers for each?

Ms. van der Zwaag: 3.

Commissioner Savage: 3 for each.

Ms. van der Zwaag: 3 for each. I think last time we got away with 2 on CDBG or was it 3 as well, Mary? What do you recall? I recall 3 on each. So, 3 is the maximum for any kind of subcommittee. We are completely in e-procurement for HSRAP so, that means all – unless you print them out, all the applications will be available online so, someone could like that or someone could not like that. You don't get the big bulky folder. CDBG, I still think there are hard copies. If you wanted hard copies of the HSRAP one, that's something that Mary and I would definitely take care of for you but it does give you the options if that makes it easier to participate on that committee; they're all online now.

Chair Stone: Great, thank you.

Commissioner O'Nan: I have a suggestion. I'm definitely interested in serving on the HSRAP committee. I wasn't able to do that at our last cycle and I believe Commissioner Gordon Gray served on the CDBG task force last time and I think she's interest in HSRAP. So, she may prefer to be on that one. I believe Commissioner Alhassani is very time challenged, due to his job and his little baby. He may prefer to be on CDBG because it's less of a time commitment. So, maybe we could start with that breakdown, that I would offer to serve on one, I think Commissioner Gordon Gray would offer a server with me on HSRAP, I think Commissioner Alhassani would maybe be happy to kick off the CDBG. Then, let's see if anyone else would want to jump in.

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Commissioner Chen: I'd like to serve on HSRAP.

Commissioner O'Nan: On HSRAP one?

Commissioner Chen: Because I've done that before and I know what to look for.

Chair Stone: Perfect. Did either of you want to be on HSRAP?

Commissioner Savage: No, in fact, referring to Minka's comments. My next few months are extremely busy. I have a lot of travel so, this time I might just – if all it requires is 6 and there's 7 of us, I will be the one to step aside.

Chair Stone: Sounds good. Thank you.

Vice Chair Stinger: I wanted to do the one that needs somebody. I'd like to do...

Chair Stone: CDBG?

Vice Chair Stinger: I'll do that.

Chair Stone: Sounds good and I will do CDBG with you.

Ms. van der Zwaag: That was easy.

Chair Stone: Ok. Wonderful.

3. Update and discussion on upcoming work plan items.

Chair Stone: Alright, moving on. Number 3: Update and discussion on upcoming work plan items. As we discuss our last couple meeting, we're trying to move forward and make sure that 2017 is as successful as the last couple of years have been with all of our great forums and events. We have been urging everyone to fill out our nice little excel worksheet that Minka and Mary put together. I don't know if anyone got a chance to do that or to open up the discussion about ideas that you've had on any events that you've been planning. I know that Vice Chair Stinger and I have been talking about the event that we are – that we want to do about kind of, more workers rights within the community. Vice Chair Stinger do you want to talk about it a little bit and I'll chime in with whatever else is left?

Vice Chair Stinger: Our objective was to make sure that everybody in the community, all of our service workers knew that they were – knew the rights, knew what they could access in the city, and knew that they were welcome in this city. Our schedule is to start exploratory meetings in January and kick off a discussion among ourselves and with different employers, labor unions and city managers and take it from there. So, we're in exploratory mode.

Chair Stone: Yes, I think basically the idea piggybacks a bit on our earlier conversation about the mission statement. That we want to make sure that everyone in Palo Alto feels safe, included and I think especially, right now, seems to be a good appropriate time to kind of have these

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conversations to make sure that everyone feels safe and excepted within the community. I know my conversations with people in Palo Alto who don't live here, who may be minorities working within the city a lot of times have told me that they don't feel accepted in Palo Alto. That they sometimes feel unsafe within the city and so, we thought it would be a good time to have that event to show them the different rights that they have within the city or to just make it feel more inclusive. Perfect. Anyone else?

Commissioner O'Nan: Vice Chair Stinger, Commissioner Chen and I met to discuss the elder abuse education event and then we made quite a bit of progress and I don't know, Vice Chair Stinger, did you want to speak to the excel sheet that we put together?

Vice Chair Stinger: Why don't I get that and then I'll speak to it. I sat down too quickly. Do you want to – maybe we'll defer to Daryl while I get it?

Commissioner Savage: Oh, ok. Just an update on the human trafficking one. Shelly and I were beginning to work on it but then I contacted Palo Alto Police Department and their email to me determined there really wasn't that big of a – that it is around San Jose but in Palo Alto itself, they don't get that many calls about it. We decided to replace that with another meeting about immigrants, which I will continue in our next item and I'll tell you more about that later.

Chair Stone: Perfect. Little teaser trailer. Anyone else than while Vice Chair Stinger grabs the – oh, ok, she's got it.

Vice Chair Stinger: This is one for worker's well-being, the worksheet for worker's well-being and this is our event proposal for elder abuse. We have three goals, to raise awareness of senior's situations in this community, to educate seniors and their caregivers about which resources are available to them and help facilitate the contact to the different resources. The format we're proposing is a panel discussion with a moderator but as you see later one, not a stand-alone panel. The possible speakers and panelist would include specialists, including legal staff, Palo Alto Police Department, Avenidas, social workers and medical doctors. Medical doctors specializing in senior services. Possible event partners are Avenidas, the City of Palo Alto and the family Y. We've spoken with both Avenidas and the Y and both of those groups do programs for seniors and would like to incorporate a panel that we would help put together. So, I see our role as a speaker bureau. We can organize the speakers, we can organize the topics but it will be folded into another event so, we won't be sponsoring a standalone event this time.

Commissioner O'Nan: I think the two events, if I recall correctly was the annual health fair that the Y puts on and then also, I think the annual caretaker conference that Avenidas puts on. We felt like those were two really good events for us to roll our awareness into. Elder abuse is just something that is not discussed in this community but the statistics are very alarming in Santa Clara County as a whole. We think this is a really good chance for the HRC to educate people about the seniors, their caregivers, their families, the agencies that work with seniors, how to recognize it, how to report it, how to deal with it and so forth. We think these two larger community-based organizations can really help us get the word out.

Chair Stone: Have you reached out to the District Attorney's Office because I know they had a

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great speaker on the domestic violence event.

Chair Stone: Ok.

Commissioner Chen: I think we still have to decide which one. Which date, what organization we're going to be associated with?

Commissioner O'Nan: I think we're going to do both.

Commissioner Chen: Both?

Commissioner O'Nan: I think that was the plan and I have agreed to serve, starting in the spring, I'll be working with the Y because their health fair is in the fall and so, we will start making the preparations. Avenidas event, is that in the summer Vice Chair Stinger, do you know that?

Vice Chair Stinger: The communication we had was spring and fall 2017 for the Avenidas event and the annual – Y annual health fair is September 17th.

Commissioner Chen: Avenidas is a spring event I think.

Vice Chair Stinger: They have a spring event and a caregiver conference...

Commissioner Chen: Caregiver conference.

Vice Chair Stinger: ...in the fall.

Commissioner Chen: Either way.

Commissioner O'Nan: So, we may end up, kind of replicating our speaker's bureau more than once so, that we can really address different audiences and get this word out to the Community that way.

Ms. van der Zwaag: Just to add some information, the Y health fair is now the Y City health fair. I think it's the same one that was this year at Mitchell Park. So, they really joined forces with the City and I know it was bigger last year and I know that the City is leaning in a little bit more. I think they learned some lessons from last year so, I think it's an avenue to reach a pretty wide audience.

Commissioner O'Nan: I will mention too that I have repeatedly heard public service announcements on the radio that come from Santa Clara County. They have a special telephone line for people to report elder abuse and they seem to have some tools in place that I don't think we have here in Santa Clara County, at least they are not as widely publicized. So, one of the things I will take on next year is researching what we have in this County versus what we have in our neighbor County. Seeing if we can maybe borrow some best practices and maybe kind of get some traction around improving both awareness and the tools that people have to deal with elder abuse.

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Chair Stone: Sounds great. Let me know about the work you do on that. I'd like to join you on that particular issue. I worked a few elder abuse cases when I was helping out the District Attorney's Office and they're horrible; they're so sad. So, thank you for that. Anything else?

4. Consideration of HRC co-sponsorship of Community forum: Immigrants and Allies in 2017- Feeling safe in a New Era

Chair Stone: Ok, perfect, then we will move to item number 4 and I know Commissioner Savage and I have been working on this and we're very excited so, I'm going to have Commissioner Savage talk first on this.

Commissioner Savage: We have been really working quickly to plan this event. It's called Immigrants and Allies in 2017 – Feeling Safe in a New Era. That's the working title. It might change but won't change is the date, Thursday, January 19th, 7 PM to 9 at Cubberley, in the theater there. It holds about 300 people and we're hoping to fill it. We have our panelists pretty much confirmed. Well, maybe I'll go through them, Dr. Elisabet Revilla, Director of La Clinica Latina. Becki Cohn Vargas who used to be here, part of PAUSD. She's now director Not In Our Schools, a project of Not In Our Town, not confirmed. An immigration lawyer will be there and Andres Connell Executive Director of Nuestra Casa. The sponsors are long, Palo Alto University, Palo Alto Medical Foundation, Multi-Cultural Outreach Committee, YCS, Stanford Psychiatry Center for Youth Mental Health and Well-being, Palo Alto YMCA, Adolescent Counseling Services, and more. There will be an interpreter – a Spanish interpreter and child care will be provided. The committee wants to come to you, the HRC to see if you will be a sponsor as well. We will all be in good company. Do you want to add anything Greer?

Chair Stone: Nothing, I think you covered it very well. Basically, the whole idea behind the event and I think that's why both Commissioner Savage and I were so drawn to it. It's again, this idea that right now, we're at a time in our country and in our community where people are – especially the immigrant community are so concerned about their future, the future of their friends and their families and the people that they know. We all are because we all know somebody who may be fearful of any potential changes coming and so, this whole idea of this event is to make sure we are giving people the information, the knowledge, the education and also, just a safe space to come together to hear like minds and people who are experts in this area and to hopefully make people feel a little better about the future and a little more hopeful. So, that's why I know Commissioner Savage and I were sort of on the Steering Committee with this, that's the proper name for it. We really hope that HRC will want to sponsor this event.

Commissioner O'Nan: I have a question, though. It seemed that the event – I'm very supportive of this event. I'm so proud that we're taking part in it but it does sound very Latino-oriented and I wonder if we should really be sensitive to the concerns of our Muslim-American residents and colleagues. They've been treated with being put on a National Registry, which hasn't been done since the Japanese-American internment camps and I just really wonder if we should be reaching out to some of those community groups as well and include them. This is not just a purely a Latino problem.

Commissioner Savage: That's right – you're absolute – and we have discussed getting some

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Muslim groups and individuals and it's just they're not on the panel at this moment but again, it's a work in progress and they will be represented.

Chair Stone: Also, one thing that we have discussed is that we can't get everyone on the panel, even though we would like to and we have had discussions back and forth on this sort of Steering Committee about how many panelists there should be. One thing we will have, even if the group is maybe not represented on the panel or there's a particular speaker. We are getting a lot of speakers who will be there, sort of in the front row to also be able to pick up and answer questions on anything that – for an example, we do not have a speaker who – a panelist who can speak towards the threat to Muslim ban or registry, that may be someone that could be in the front row who can step up and answer that question if something like that comes up. That's all I have to add onto that.

Commissioner Chen: May I ask, who are the other sponsors for this event?

Commissioner Savage: I named them, the Palo Alto University, Palo Alto Medical Foundation, YCS, ACS...

Commissioner Chen: All of them?

Ms. van der Zwaag: Citywide; cooperation with the city.

Commissioner Savage: Yes. Right.

Commissioner Chen: So, it's mainly non-profit organizations around here?

Commissioner Savage: Yes, I guess you could say that's fair.

Vice Chair Stinger: Question, is there anything more that we can do to support the...

Commissioner Savage: Yes, plenty. If you'd like to volunteer, we'll be happy to include you in the next meeting, a round of emails, etc.

MOTION

Vice Chair Stinger: Find out what else I'm volunteering for but yes. Is it appropriate to have a motion?

Chair Stone: Absolutely, go ahead.

Vice Chair Stinger: I'd like to move that we, the HRC sponsors the event and thanks the initiators for their efforts.

Commissioner O'Nan: I'll second that.

Chair Stone: All in favor say aye.

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Everybody: Aye.

Chair Stone: Ok, wonderful. The sponsorship passes unanimously and we're excited.

VI. Reports from Officials – Chair Stone

1. Commissioner Reports

Chair Stone: Moving onto reports from officials. Do we have any Commissioner Reports? On this past Saturday, I attended the annual Buena Vista Posada. It was a lot of fun. Minka was there. Was anyone else there that I – Yes, and Valerie, we didn't get a chance to hang out and drink poncha. Yes, and Council Member Wolbach and Council Member-Elect Lydia Kou was there as well. It was a lot of fun, it was great. The tamales were amazing. There were several Council Member-Elects. It was just a great event and you could tell – it was actually the first one that I've been able to attend because it's all – you know, December crazy. So, it was like the first time that I had a Saturday free in December for the past couple years and it was so much fun but you could just get this sense there, that people did feel a bit – a sense of relief and hope that everything's going to work out with Buena Vista and that was just really nice to see everybody in high spirit. It was just an incredible event. I didn't know, that the city or that anybody really provides funding to Buena Vista, they do all this through their own donations and fundraising efforts and so the work that they put in there was absolutely incredible and a really great way to start off the Christmas season. It put me in the mood and it felt like Christmas. Christmas lights everywhere and it was cold. It was very cold but it was a lot of fun. So, I enjoyed it and I think that's my only announcement.

Commissioner Chen: Commissioner Stinger and I attended another event. It was on Sunday afternoon. It's called, Your Voice Matters; Empathy and the Marathon to Create a Inclusive Community and it was very interesting. It basically talked about housing situations. I thought it was more about empathy but in general but it's more about the housing crisis here. We heard a discussion from official representatives from different cities. It was a good – I was very impressed by the first speaker who is a woman who had been under tremendous stress about housing affordability. She was in tears and it was very, very impressive. I think it emphasized how critical our crisis is in our city.

Vice Chair Stinger: If I can just add to that. Another takeaway that I had was how important regional work is and I know that it was at a housing level but I would also think that our mission is to work with people who live and work in Palo Alto but I don't think we should ignore what's going in nearby cities. Leverage our efforts and support other people's efforts on activities that we undertake.

2. Council Liaison Report

Council Member Wolbach: Just a couple things. First of all, just reiterate that both the Buena Vista Pasoda and also the event that Your Voice Matters event on Sunday. I was at both of them and both excellent and impressive. Just a couple things to mention that I think will be of interest to the Commission. One – and you might be aware of both of them. On the Council, we recently had a discussion Council Member Berman but did not make any – take any real action on that Land Use Element of our Comprehensive Plan update, which will be coming back for

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further action after the new year when Council Member-Elect Kou will be joining us and there was, I think a substantial or very significant focus on housing affordability. I know that's been an important issue for this Commission so, I thought that was of note for you. Also, one thing I wanted to mention, along with Council Member Burt, Holman, and Kniss, I've brought forward a Colleagues Memo with the Resolution – I will be discussing as Item 23 next Monday, the 12th, and the title is Colleagues Memo: Reaffirming Palo Alto Commitment to it's Diverse, Supportive and Inclusive Protective Community. I won't read the whole thing because it's long but I just have a couple highlights that I think will be really clear why it might be of interest to members of Human Relations Commission. The City of Palo Alto rejects bigotry in all its forms including but not limited to Islamophobia, anti-Semitism, racism, nativism, misogyny, and homophobia. The City of Palo Alto does not tolerate discrimination, hate crimes, harassment or assault. The City of Palo Alto will oppose any attempts to undermine the safety and security and rights of members of our community. The City of Palo Alto recognizes values and will practical work to ensure the rights and privileges of everyone in Palo Alto, regardless of religion, ancestry, country of birth, immigration status, disability, gender, sexual orientation or gender identity. There's a bit more than that but just a couple of highlights. We would welcome any individual comments although, at this point, it probably not possible for the HRC to provide a group position on the resolution. Of course, as individuals, you're welcome to share any comments.

3. Staff Liaison Report

Ms. van der Zwaag: I have a couple things. One is just to remind you of the Commissioner recognition event, next Thursday at 7 o'clock at the Art Center in the Auditorium. That's the room off of the back. So, look forward to seeing you there, and I also wanted to give an update on the HSRAP discussion that was at the Policy and Services Committee last week. Thank you for Vice Chair Stinger, who came and represented the HRC well. I did ahead of time; give you a copy of the Staff Report that went forward. The Committee Members who were present; that was Council Member Scharff, Council Member Kniss, and Council Member DuBois. Those were the three Council Members present. They were very appreciative of the contributions of nonprofits in Palo Alto but however, after my staff presentation and several questions, there were four options for them to consider and they ended up going with option number 4, which is basically the status quo. So, they did not recommend for the Finance Committee to consider any type of funding increase for HSRAP next year. A big part of their concern was – it is a couple fold. One it just the news that the city may be facing or is probably facing, an up to \$6-million deficit in the general fund budget and they have a concern about doing – making a decision now when the budget discussion is still to happen in April, May, and June. They also had a concern about that one item in the city budget would have a set aside of an automatic CPI and they weren't supportive of that type of policy decision. Unfortunately, they went with option 4 and I, as staff completely understand the policy decision they made in light of the situation that the city is funding. The city is looking to address in the spring so I understand their decision and they asked really thoughtful questions. They – as I said were very supportive of the work of non-profits in our community and I'm not sure if Vice Chair Stinger wanted to add anything more to that.

Vice Chair Stinger: I just would like to reflect that one of the things that I took away was a resistance to commit over the long period of time, over a set number of years, to an increase in the budget until we know what funds we have to deal with. I did hear an interest in our – I took

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away this comment and I'm going to use it when I'm looking at the proposals that I have for the CDBG elements that they might be interested in looking at new projects or new money and maybe providing seed money. So, it wouldn't be something that we would commit to for many, many years but if an organization has an idea that they want to try or pilot and then they can use a little city money to get other money, it might be of interest. I'm just going to keep my eyes open for ideas that we might bring forth and support.

Ms. van der Zwaag: I also want to remind the Commissioners of the Human Services Need Fund that was approved by Council last year. That is \$50,000 annual account that will help HSRAP and non-HSRAP grantees if they have an emergency or an emerging need. Once plans for that are more finalized, I had a review internally, as far as the policy and practices for that. I will bring it to you; just to present it to you. I definitely see a role of the HRC and that more looking at possibly one representative of the HRC to serve as needed to review applications as they come in. I wanted to give you that update. Also, wanted to let you know that Mary and I continue to work with a very enthusiastic Community Committee on the follow-up series for our forum last year, Being Different Together. It's Being Different Together, taking the conversation deeper. We are continued to have very productive meetings with Dr. Joseph Brown from Stanford. He will be actually leading a series of four events for us that dealt deeper into the issues of implicit bias, microaggressions but really with the goal of looking at our community and helping us be able to effectively have dialogs together across our differences and come out on the other side with really being able to have some techniques to have those kinds of conversations. The committee that's working with Mary and I, Vice Chair Stinger, Commissioner Gordon Gray, Pastor Kaloma Smith from AME Zion, Rabbi Emeritus Shelly Louis. We have two Shelly's on the committee so sometimes it confuses me so, those – and Ruthann Garcia from the Palo Alto Library System. Is there anything – I know this is my report but is there anything you wanted to quickly add? We hope by later this month or possibly early next month, we will have an invitation that we can share with you about that but we think with the timing of your event and with the timing of our event, with the timing of the Colleagues Memo, we really feel like this is a powerful statement in the community of building one in which people respect each other.

Vice Chair Stinger: I guess what I would like to add, just appreciation for Dr. Brown and Pastor Smith and the whole committee. We really put a lot of effort in. We approached Dr. Brown with a request and his enthusiasm and his time has been remarkable. I think this will be a really good opportunity for us to look at how we listen and articulate our differences and work through the process of being a community and perhaps a model city.

Chair Stone: Ok, thank you.

VI. TENTATIVE AGENDA FOR NEXT REGULAR MEETING: January 12th, 2017

Chair Stone: Do you have a tentative agenda for our next meeting on January 12th and then we'll have – we'll come back then with the updates HRC mission statement. Hopefully, have a final vote on that. Anything else?

Commissioner Savage: Update on the immigrant event.

Chair Stone: Definitely.

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Vice Chair Stinger: Preparation for a Study Session.

Ms. van der Zwaag: Oh, yes. Thank you.

Commissioner O’Nan: Will we have another speaker?

Ms. van der Zwaag: That was my question. I have that on my tentative agenda that I will look for another speaker for the mental health series. We also, Chair Stone, had talked at agenda planning, if the HRC wanted to have an additional discussion of any type of events and responses post-election and anything else for the HRC’s work plan for this year. If the Commission wants to agendaize that or if additional discussion of any type of events and responses post-election and anything else for the HRC’s work plan for this year. If the Commission wants to agendaize that or if you feel that with the event that you’re co-sponsoring and the event that Human Services is doing if that would be sufficient now but we did not feel it would be sufficiently noticing the public just to fold that into the work plan discussion for today. We felt like if that’s a discussion that you wanted to have, it would need to be on the agenda posted very specifically. It goes into your comment last meeting about I wish we could have done some type of quick community gathering. I leave that to you to discuss.

Chair Stone: I’m glad you brought that up because I did want to address that because I do think, of almost anytime where the HRC has – we are relevant in the community but right now, we do offer the community an ability to vent any frustration or concerns that they have and I think it’s almost a missed opportunity for us not to at least agendaize a discussion on that very issues. I’d like to see that agendaized but it is a a different type of agenda item to have this sort of discussion so, we did want to see what the rest of the Commission thought about...

Commissioner Savage: What about issuing a statement similar to Cory’s Colleague Memo. Maybe a little more concise and shorter just to...

Ms. van der Zwaag: Well...

Commissioner Savage: What?

Ms. van der Zwaag: Also, in response to what you said. Once the Council has taken action, the HRC can come out and support their statement or you can issue your own statement. I know the San Francisco HRC issued a statement as well but any type of statement but would have to be agendaized.

Vice Chair Stinger: The words that I think you used Minka, where really strong. I think you suggested a community of tolerance and respect and I guess my suggestion would be have we taken on everything that we need to do. We’ve done a needs assessment. Do we have programs that make us a community of tolerance and respect?

Chair Stone: Ok, perfect. Then we add that to the agenda. Anything else?

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Council Member Wolbach: Can I actually...

Chair Stone: Yes, please.

Council Member Wolbach: Sorry to weigh in again. Both with the thing that you were just discussing and at the time of a Study Session with the City Council, I would just encourage the HRC either as a body or as individuals to not be hesitant to recommend any policies or programs to the City Council, which you think would require Council directions, in order to move forward on that, you know, pursue of a more inclusive tolerant community.

Chair Stone: Perfect, thank you. Ok, wonderful. With that, we are adjourned. Thank you, everybody.

Commissioner O’Nan: I just want to make a suggestion for a speaker for next time...

Chair Stone: Yes.

Ms. van der Zwaag: That’d be great.

Commissioner O’Nan: before we go. I’m very interested in the phenomenon of PTSD (post-traumatic stress disorder). It affects many of the veterans that are homeless in our community and many of the mentally ill people who are homeless in our community. I’m wondering if we can tap an expert, maybe from the VA or from Stanford to maybe speak to that particular issue.

Ms. van der Zwaag: I can do that. I think last spring, I went to a homeless veteran event that the VA hosted so I should be able to tap one of those contacts. Commissioner O’Nan, are we looking at a mental health for the spring or are you looking more maybe next fall at this point?

Commissioner O’Nan: I’m still – I need to figure out my commitment to the elder abuse event.

Ms. van der Zwaag: Ok.

Commissioner O’Nan: Then see when and how I can also drive a second event and work and continue to recover from my surgery but I will figure out how to do all these things. I may need to ask my colleagues for some help. I don’t think I can do all this heavy lifting alone.

Ms. van der Zwaag: I know when I have invited other people, I have said often in preparation for an upcoming forum so, I just wanted to get a little bit of an idea.

Commissioner O’Nan: It will be next year. I don’t know whether I’ll need to really focus on elder abuse and then do the second event later that year or whether I can sneak it in before we get steep into the elder abuse event.

Ms. van der Zwaag: Ok.

Vice Chair Stinger: Can I offer another suggestion, this is a repeat, Officer Green?

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Ms. van der Zwaag: Oh, to see if...

Vice Chair Stinger: As a speaker.

Ms. van der Zwaag: Maybe fourth times a charm.

Vice Chair Stinger: I wonder.

Ms. van der Zwaag: Ok.

Chair Stone: Ok. Perfect. Good, I didn't put the gavel down, the last time so, we're ok. Alright, with that, we're adjourned.

VII. ADJOURNMENT

Meeting adjourned at 6:58 p.m.