



HUMAN RELATIONS COMMISSION

Thursday, May 10, 2018

Community Meeting Room

Palo Alto Civic Center

250 Hamilton Avenue

7:00 PM

REGULAR MEETING

ROLL CALL:

Commissioners Present: Alhassani, Chen, O’Nan, Lee, Stinger

Absent: Brahmbhatt

Staff: Minka van der Zwaag, Mary Constantino

Chair Stinger: Welcome to the HRC for May 2018, the last of our fiscal year. Roll call please Mary. Thank you.

II. AGENDA CHANGES, REQUESTS, DELETIONS

Chair Stinger: You all have agendas in front of you. Are there any agenda changes, requests, and deletions? Ok being none.

III. ORAL COMMUNICATIONS

Chair Stinger: We do have one oral communication. Mark Weiss, could you please set up at the...

Ms. Minka van de Zwaag, Human Services Manager: You go over here. You’re welcome and just turn it off when you’re done.

Mr. Mark Weiss: My name is Mark Weiss, I live in Palo Alto and I wanted to bring to your attention and the community’s attention to a locale event. It actually happens on campus at Stanford University and it’s Monday the 14th. I know that conflicts with City Council but maybe tape one and go to this. It’s a lecture at Stanford by Michael McFall who is a community member. He was Stanford Class ’85, I think they list him as ’86 Masters, a road scholar, an Obama administration appointee of the National Security Council, and he was our ambassador – the US Ambassador to Russia a number of years until being called back. I mean generally, Palo Alto has an international focus even though we’re in San Francisco Bay Area and Santa Clara Valley and Silicon Valley but we’ve always had sister cities since about 1964. So, there’s a certain number of Oaxaca’s in town or people from Palo in the Philippians or Enschede in the Netherlands. Now we have smart cities as well as – partners as well as sister cities but I think – and obviously, Stanford has other events but I think Mr. McFall is a very special person and a

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very good representing our country and our community. I met him a few times when he was an undergraduate and I saw him once in the last 5-years. I also went to a lecture at World Affairs Council. It says RSVPs are closed but it might be worth checking it out at [CMax]. Oh and he has a book out. I'm not being paid to plug his book or anything, I just think he's a wonderful community resource and for our county. So, since I know this Commission has an international focus as well how that impacts our community I thought I'd mention it since I'm here tonight. Thank you.

Chair Stinger: Any other oral communication cards? No.

IV. BUSINESS

1. Human Services Resource Allocation Process HSRAP Listening Forum – Presentation by Counseling and Support Services for Youth (CASSY)

Chair Stinger: Then we'll move onto the business section. The first item is our first listening forum. Some of our grantees are initiating new work and new ventures. We thought it would be advantageous for us to hear about the new work and follow some of the progress, some of the challenges, some of the hopes, and some of the dreams and so we've invited two of our HSRAP grantees tonight. The first presentation will be Christy Hayes the Executive Director of CASSY.

Ms. Christy Hayes: Thank you all for having me.

Ms. van de Zwaag: If you want to hand me those pieces of paper? I'll hand them out.

Ms. Hayes: I do. Perfect thank you. I have some extra copies too if you want to take some back. Thank you all for having me and my sincerest thanks for the not one but two grants that you gave to CASSY this year. We couldn't have done it without the community partnership, especially with your Committee and so that was really important to us to see the commitment to the mental health of the youth here in Palo Alto. So, I wanted to give you all an update on how things are going and also give you an opportunity to ask us questions. We are obviously a new grantee to you. We're also a new secondary partner in the school district. Though we've been a partner in Palo Alto for more than 5-years our founder Liz Schoeben who some of you may know, she does live here. She's lived here since the beginning. She's been a big part of the community and it was really important to her to have continuity of services so we were really proud to tell her this year that we were able to achieve that goal. It's something that we've been working towards since 2009 when she started the program. So, the first question that we always get about CASSY which is Counseling And Support Services for Youth is how are you different than other partners in the community? Not just other partners servicing school districts in the community but other mental health partners. Obviously, the Children's Health Council is a huge community partner here. ASC is a huge community partner here so how are we different is the first question I always get from people who live here and have been working within mental health in Palo Alto. I wanted to explain how our mission, our vision and how values kind of set us up to be a different program than other programs here in the community. Our mission is to destigmatize mental health services, that was a really crucial piece in our founding board and co-chairs and said that we're going to work on destigmatizing one kid at a time, one school at a time, one district, one community at a time and make supporting student emotional and social needs in schools the norm. That's our vision, that's our mission, that's the work that we do on a day to day basis.

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When our work is done we envision that all students will have the continuity of services that they need to be successful in school and in life. What makes us really unique in that sense is that we are only school basis program. We don't have other programs outside. We don't have other things that we do. Our specialty is school-based mental health services so we have almost 10-years of doing nothing but that. Our founding chairs were both school-based therapists for more than 30-years so they had a huge background in that so that's kind of where we come from. Our values as an organization are to be available to all students with no insurance, transportation, or other barriers such as time. To partner with schools to make mental health services a natural part of the education process. Tailor our programs to be specific to each unique need which mean school populations, student population, age, anything that you can think of. Hire, train and mentor professional therapists who love working with youth so all of our therapists are paid, they are postgraduate, many of them are licensed. Especially here in Palo Alto, we do look for licensed, very skilled therapists here in the community and they've worked with youth before. We are also continuing ed. provide and one of the few in the community so we are able to provide them professional training that works with their licensure. Then we commit to making a difference which I'm sure every non-profit here does. That's not unique to us but it is something that we like to bring to the table. So, I'm going to share a little bit about our secondary program but I'd like to see if there are any questions just about our vision and our mission and our values before I go into that.

Commissioner O'Nan: Yes, I have a question so some children have more severe mental health challenges that can't be handled in a short therapeutic model so how do you refer them out?

Ms. Hayes: That's a really great question so one of our goals going into the program this year was to create community partnerships that made sense for the secondary youth. We've been partners with the school district for more than 5-years so we're very familiar with what other resources are in the community. So, we sought specific partnerships and referral process with community partners serving adolescent youth considering we were moving into the secondary schools. So, they are specific to our organization. The referral process is to organizations like Children's Health Counsel so it's very smooth. It's a warm handoff and we also will serve the youth until they get the handoff that they need. We don't say ok you're too – there's too much going on for us, we can't serve you, we're going to do what we can with you until we find you somebody that works for you. So that's a little bit different in our model than other organizations. It's something unique that we bring to the table. That's a great question, thank you. Anything else? So, in the community, we've served eight of the elementary schools and now we're in all five of the secondary schools. We had originally talked to the district about providing a total of seven therapists but we actually ended up with thirteen which has been wonderful. We've needed it. I mean to say thirteen is enough would be a lie, it's not. It's definitely not enough to serve the needs at the district level but we do have thirteen staff on the five secondary campuses. In the first 4-months of services we served over 375 students which is more than 75% of the students that we expected to serve for the entire year so imagine that we are going to overachieve out 500-550 number of students that we were going to be serving this year. By the 4-month mark, we had provided already over 2,200 sessions so there had been 2,200 individual and group meetings. More so individual meetings when you're starting off with students and then moving into the group. So that's pretty tremendous when you think about thirteen people serving 375 over 2,200 sessions. That's a lot that we were able to pack into 4-

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months' time so we're pretty proud of that. Talking about some of the commitments that we made for this school year so one of our values is obviously to find unique ways to partners with the school. So, every program looks different, every therapist is specifically matched with the school, some of them have specific traits or trainings that they bring to the table, and one of those trainings that we brought was sources of strength. At Paly, we provide sources of strength which is a program that we help youth to discover what values they have internally to help them to be stronger. We also provide anxiety and stress management groups at the middle school level to try and get them ready to go to high school and give them some coping skills before they go up to the next level. Then like I said we've been able to collaborate with community organizations, partners, schools, teens, parents, and youth. Parents and youth are a huge component of the treatment process. We do not create treatment plans without at least the youth involved and when we can parents, the administration and the community members that are engaged with the youth. Because of that, we were able to make 1,400 connection points with parents in the first 4-months which I think is really key. If we didn't have parents working alongside us we will not be as successful so our therapists are trained to reach out to parents once a month just to check in and see how things are going on their end, get updates, see if the treatment plan is still working for the youth, the parents, the admins, and everybody that's involved with the kid's case. We want to make sure that they are all part of what's going on. They are hearing from us what's happening and we're hearing back from them a little bit about what's happening. Any questions about that? There's some service level data in the document. I don't want to go over every numbered point but there's definitely some information in there about that.

Commissioner O'Nan: So, Christy I was wondering – speaking of parents and how important they are to youth health. If a family is in some sort of crisis or having some sort of dysfunction around drug use on the parent's side or domestic violence or divorced parents who don't get along well and sometimes the whole family needs therapy.

Ms. Hayes: Absolutely.

Commissioner O'Nan: So how do you handle that kind of situation since your program is school-based?

Ms. Hayes: So, one of the benefits to being that unique model where we can tailor things is if there's a place to bring a family in to start that family therapy session we will do that. We definitely bring in whole families if we're like ok, there's more going on here that we think that the family could support. We'll start that process and then get them connected to a community provider which has been really helpful in a lot of cases just to have that starting point in a neutral setting. The school is a neutral setting. It's not an office, it's not somebody where they have to go separately, they are already hopefully on campus and sometimes we'll work with them and we'll say ok we want to talk because there's something going on. Sometimes we'll say hey, we want to just have a conversation about what's going on for your kid and then they let it all out. Right it all comes out from there so it happens organically and then we can connect with the outside resources. Hopefully, they follow through, sometimes it happens, sometimes it doesn't but we do help a lot with that. The substance abuse is tough. We haven't seen as much as of that here although it's only our first year but we deal with that a lot in Los Gatos as well. Where we've been working with families who have a lot of concerns around substance use whether it's

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parent use or child use and it's something that we're ever seeking new options for. We've definitely been doing a lot of substance use training within our own team. All of our staff went through rigorous 3-day training around substance use and I think we have more planned for next year as well because it is such a prevalent issue in our communities.

Chair Stinger: A question, I know that your mission statement says that you're trying to destigmatize...

Ms. Hayes: Yes.

Chair Stinger: ... the provision of mental health services but when you come into a family or a community that really resists that. How do you help with the student?

Ms. Hayes: I mean to say that there isn't stigma that's just not reality and its true in every community. Even our communities where mental health is a more natural part of the education and the community process so we approach it from a lot of different avenues. The reality of it is that schools bring us in because there's an academic benefit and everybody wants their kids to be ready for college. If they are not emotionally ready to go then it can be a challenge. If they're not – there's a lot of school avoidance or if there's disciplinary issues or those types of things happening we approach it from a different avenue. It doesn't have to be those mental health concerns so you must get help. Its there's academic concerns and this avenue might be the right way for us to go to the look at that so we approach it through a lot of different ways. The reality is, is that there are some cases where the family is not as helpful and the youth are able to provide minor consent and can be seen without that as long as they are over the age of 12. That is a very minimal case, we try not to do that because again it goes back to that whole idea of everybody working together but when it has to happen that way it does happen that way. Does that help?

Chair Stinger: Yes. Thank you.

Ms. Hayes: Yes, of course. Any other questions before I give you some feedback?

Commissioner Lee: Regarding your mission to destigmatize mental health, I'm wondering if that stigma has manifest itself in particularly unique ways in Palo Alto? Especially among the growing Asian-American and immigrant population. Whether you've seen any particular kinds of stigma or just whatever you've observed. You mentioned the academic benefits of counseling whether that's been a persuasive argument in favor of mental health services at lease within those communities.

Ms. Hayes: I wish I had the full answer to that. With it only being our first year we don't have the full scope of that but I can say that we were pleasantly surprised by the student's reaction; the fact that they have access to the wellness center on campus, on the high school campuses that helps a lot. We are in the areas with the guidance counselors on the middle school campus as well so that makes it a little bit more accessible. There's not as much stigma to go into a place where there's lots of different people helping. The same concept with the wellness center so we were pleasantly surprised by the student's reaction and their lack of stigma in comparison to

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what we thought it might be going into the older ages. To be honest one of the benefits that we have is that we serve elementary through high school now so a lot of the youth are familiar with what we do because they've seen us when they were younger. We do a lot classroom presentation, a lot of lunch bunches and other types of things that are therapeutic but they are not counseling. So, students are familiar with CASSY and they are familiar with the types of resources that they can get. We actually got a lot of student feedback. We do a pre-imposed assessment with the therapist and the youth had the opportunity to give feedback at the end of their treatment. A lot of what we heard from the youth this year was how accessible and how comfortable it felt. Particularly after the tragedy at Gunn this year, students really felt like they could come in and see us which was something that we weren't expecting considering it was only our second day there. So, it was really nice to see that, that the students felt like they were being heard and could be seen. It's not a clinic on campus model. We really are part of the school and so they participate in any kind of school spirit days. Our staff are expected to go and have lunch out with the students and have lunch with the teachers and those types of things so they become part of the campus. That's part of CASSY's mission and our visions and our values is to make the therapists part of the school campus as much as possible.

Commissioner Lee: Do you find that there's any great stigma along the parents of minority students or recently immigrant populations or any pushback from that community?

Ms. Hayes: Absolutely, I mean that's why we have our minor consent process is so that students can still get access to services when they need it. I will say that we see a lot of parents who will push back at first and then turn the corner later. So, they may say no at first and then eventually they come back to the table and say we're ready now for support. It is rare that parents are kept totally in the dark about what's happening but it does happen but it's not as often as you think it would be. There's still stigma, I'm definitely not downplaying that there's a lot of stigmas here but making it part of the process on a campus, you know having CASSY at regular school functions that are not just mental health focus I think are a big part of it too. It's not just ok CASSY is here just for mental health, it's CASSY is a trusted adult on campus. They are somebody that you can go to talk to about other things that are not just mental health so that's really helpful. We have great partnerships with the administration, staff, the guidance counselors are our right hands so that's really helpful when you're trying to get a parent in is that can approach it through a different avenue. You can go to school staff and say we're struggling with getting this parent to understand, can you give them a call and kind of see where they're at? That's been really helpful for us.

Commissioner Lee: I was at a school board meeting a couple weeks ago and it seemed like they were very, very happy with the services that you guys were providing. I was very glad to hear that as someone that's on this Commission who helps fund your organization.

Ms. Hayes: We are so thrilled about being a partner at the secondary level and you know we've had opportunities for expansion across the Bay Area but we have felt for so long that having that continuity from K-12 is going to be so crucial. We have it in our community in Milpitas as well and it's so key when you're thinking about 8th to 9th-grade transition to have a warm handoff. A therapist that can say this is your therapist when you go to high school, they are going to be there for you, I'm still in the mix, and I'm going to give them all the information. We're so excited

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about next year because we think about all the kids who are going from elementary to middle and middle to high school. We're able to keep support if they need it. Even if they don't need ongoing support, they know they can go to somebody so it's really exciting for us.

Commissioner Lee: My last question was I know that the city provided some emergency funds at the beginning of the year. Do you find that that really helped address that particular incident?

Ms. Hayes: Absolutely. We could not have done what we did on the Gunn community without that funding. Those two extra days of service have kept the kids so much safer. I was just looking at the influx from Paly and Gunn. Looking at a school that went through something versus a school that just felt it a little differently and the difference in the number of students who needed risk assessments and who needed immediate services and needed drop in services is three times as high at Gunn. There was no way we could have done it with just 2 ½ people there and on top of it, unfortunately, there was a vacancy at the district level at that time in their Wellness Coordinator and so they didn't even have the full district team. So that extra money that was given to us was so helpful this year. We were so appreciative.

Commissioner Lee: Well I'm glad we were able to provide that to you.

Ms. Hayes: Yes thank you so much. We were not expecting obviously to need to do that and then to have that was very helpful. The therapists who did it they want to stay in Palo Alto. They are very gracious to be here so their excited.

Commissioner Alhassani: You kind of answered the question a little bit but it's a hard question to ask because of the tragedy that happened at Gunn but ballpark roughly, are there really more students seeking counseling at high school level verse elementary and middle or is it pretty even?

Ms. Hayes: So, it's a hard thing to tell because we have different levels of service. The level of students seeking when we have three people on a campus versus a 2-day person. A lot of our elementary campuses only have 2 to 4-days of service so it's a little different and the severity in the needs are different. Would I say that they are seeking treatment more often? No, not necessarily. I think there's a lot of kids who need help and that just naturally comes out in the secondary level. You know what we are actually are finding the most interesting population to study right now is middle school. A lot of things that were happening at the high school level previously are not happening now more frequently in middle school and we're seeing a higher level of needs in second – in elementary and middle school than we use too. We didn't -- at the beginning of starting CASSY, almost 10-years ago, doing a risk assessment at an elementary school was rare and now it's a pretty regular occurrence which is a little scary. There's some self-harm behaviors that are happening very early that weren't happening or weren't recognized before which we're hopeful – it's this chicken and egg conversation. Kids have had the services for 5-years so are they more comfortable and now seeking services than they were 5-years ago? We're still trying to figure that out but when I say that they are seeking more often in high school than they are in elementary school, individually yes. From a systems level not necessarily. More teachers refer when they are younger than they refer themselves so I have an ambiguous answer for you but it's something that we're definitely looking at. What we look at is are the same issues presenting in specific age groups and we've studied that in Milpitas where we have that k-12

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model. We were seeing, ok well, we know if in middle school they are experiencing this, they are going to experience this thing in high school so we can plan for that. We can prep, we can do some preventive work around whatever it is that is happening for the kids.

Vice Chair Chen: I have a question regarding where or how do you recruit a therapist and would you have a problem if your program is expanding? Do we have a problem recruiting good therapists in the area?

Ms. Hayes: Great question so the Bay Area is very expensive to live in and therapy work historically is underpaid. I mean we do hire post-graduate therapists so people who have gone to school for more than 5-years and we try to hire people who are at least 1,000 hours into their formal training. One of the benefits that CASSY has that a lot of community-based organizations don't is that we pay all of our employees including our interns. So, we are able to find the top-level interns and then grow them into licensed Staff and they with us which is amazing. We do offer a pay differential once they become licensed, we have excellent benefits, and we do pay on a market rate. So that's been very helpful to be able to attract the right staff so we have not run into a problem yet of recruiting, knock on wood. Where we have actually run into more struggles is supervision so they have to have clinical supervision and the unfortunate thing is that there isn't a college program for that. People go to school for years to get their MBA but there isn't how to be a good leader and so we have invested in some leadership training and some clinical supervision training because it's a very specific skill set. That's where we've tried to be more proactive in saying oh the industry isn't growing supervisors, we have to grow our own internally. So, we've created a middle-level manager so people can take the step into management before they are having to also clinically supervise somebody as well but as far as recruiting staff we have not run into that. We don't have a lot of turns over. I mean in a program of 70 therapists we're expecting less than 9 to move on this year so it's excellent when you think about the non-profit world.

Chair Stinger: I don't want to take advantage of your time...

Ms. Hayes: No.

Chair Stinger: ...but I wondered if you could summarize and give us an idea of what your biggest gaps are, wishes are for the next school year?

Ms. Hayes: That's a great question so you know like I said there's never enough support on a campus. There's always going to be a greater need than what we can provide so we will be seeking to at least maintain current levels and hopefully expand. We want to be able to continue to offer that competitive salary and so we've been working really closely with the district on what could be an expected increase on a year to year. We've looked at multi-year contracts which is really important to our Staff. They need to know that they have solid work from year to year. That's really important for them so those are some of the things that we're working on from a program level. From a clinical standpoint, there has been a lot of concern around our transgender youth. There's been a lot of concern in the LGBTQIA Plus community period so we are doing some really deep intense training with an organization that is specifically – this is the work that they do to come out and train therapists on how to keep kids safe. That is a high-risk

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population. There has been a lot of concern in the Bay Area overall and we want to make sure that we're being proactive and working on targeted solutions to work with our transgender and LGBTQIA community. So those are our main focuses for the upcoming school year. We're also working really heavily on prevention work which starts with our elementary kids. Then we will do some more preventative work on the secondary level but we're working on building the therapist capacity to provide massive classroom lessons. So that every kid in the school gets a touch point with a CASSY therapist so that they know that there's a trusted friend on campus and it becomes a natural part of their day to have that social-emotional learning. Those are our big things for next year.

Chair Stinger: Thank you on a general level. Your work in the school district is amazing.

Ms. Hayes: Thank you.

Chair Stinger: I'm glad that you can transition and follow our students through for the 13-years that they are in the system. I'm particularly interested in the high-risk population that you described, the transgender youth and the LGBTQ and I hope we can meet with further and look at your work going forward in the new school year.

Ms. Hayes: Absolutely. We would look forward to that. Maybe in the fall, we can take a look at that together because we definitely want to get everybody in the room talking about it because it is such a crucial issue. Thank you.

2. Human Services Resource Allocation Process HSRAP Listening Forum – Presentation by La Comida de California

Chair Stinger: We have Bill Blodgett, past Chair, and Michael Patrick, Co-Chair, of La Comida going to speak to us now. This was my HSRAP site visit this year so I think I had a preview maybe of some of the good news that you're going to bring us. We're anxious to have you here.

Mr. Michael Patrick: Thanks so much. I'm Mike Patrick, I'm the new Co-President of La Comida. The other Co-President who is also new is Peggy Simon. She couldn't be here tonight and she wanted to be but couldn't make it. I moved to Palo Alto in 1986 and started working as a lawyer for the high firm of Fenwick and West where I was for 30-years. I just retired about 2-years ago because I wanted to start focusing on other things, particularly on community work. About a year ago I joined the Board of Directors of La Comida and then just 6-months ago I became Co-President along with Peggy Simon so it's a new venture for me. There's a lot of new folks on the La Comida Board and in the organization. We added seven new Board Members in just the past 18-months and in the past 3-months we added two; both really dynamic marketing senior executives for high tech companies. On June 4th our next Board meeting we are anticipating adding another new Board Member. He's an international investment banker who just moved into the Bay Area and we snatched him up before he got consumed by everybody else. So, we're feeling really excited to have a chance to grab somebody with that much talent as well to join our Board. We also have added in the past few months two wonderful new advisors. One is a long time high tech person who started out as a founder of a tech company and then went on after he made enough money to become a venture capitalist. Now he is an advisor to tech companies and executives. He's teaching and he's very active in non-profits in Palo Alto

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which is how we met him. The other is one of the Senior Partners at the venture capital firm of August Capital. They made a pretty good investment a few years ago and bought for \$1 million 10% of Microsoft when it was a private company so they've done awfully well. One of their Senior Partners now is also joined us as an advisory and he's also very passionate about social justice and social causes and so we're really excited to have him join as well. So, talking about La Comida I kind of think of what's the story and what's new? I think you all are generally familiar with who we are and what we've done. I summarized the story since this last September as a loss. We lost our home in downtown, recovery and now challenge. I want to walk you through those three pieces, particularly the recovery and the challenge part. As I think everyone knows at the end of August we lost our home right here on Bryant Street, just a few blocks down. We moved over to on a temporary basis only so it's not a permanent solution and it's one of the points that I think is really critical for us to convey to everyone in the community. We went to Mid-Town and are now cooking and serving out of Stevenson House. Obviously, it was a sad time for us but more importantly, it was a really sad time for a lot of our diners. We went back and looked at what happened to our diners wherein during the months before we left downtown and then the months when we started up in Stevenson House. We really did hit the ground running at Stevenson House. We did the move over a long weekend and very quickly ramped up to really substantial numbers but we lost about 300 diners moving from downtown to Mid-Town. That's not a net number but there are 300 people who use to eat downtown who don't come to Stevenson House. Now we picked up some new people downtown and that's the exciting part of the story to see that there's demand in other parts of our community but there are 300 people who don't have La Comida anymore. I actually was having lunch with Gloria Hum this past Monday and she was telling me how disappointed, particularly folks in the Chinese community, were when we left downtown. I think there's a significant community in Lytton Gardens and she told me that they expressed to her that they were saddened and disappointed and that while they certainly liked the fact that La Comida offers low cost or free meals everybody likes to get a deal, that's not what it was about for them. It was about having a place to be together and to be in the heart of the community. They felt, according to Gloria, they felt a little let down I think was the way she put it. They are not fully integrated into the community and obviously part of that is language and culture it kind of contributed to a feeling of not being part of the heart of the community. Obviously, it was a blow to us too in the sense that our identity has always been we're in the heart of downtown and do not have that identity was something that we felt very keenly. We moved to Stevenson House in September. The move went smoothly. They couldn't have been more welcoming or gracious. The Board of Directors at Stevenson House has just been amazing. They had to overcome some concerns on the part of their own residents about opening up their home to strangers and have strangers coming into their home for lunch. They worked hard for quite a while having Town Hall meetings with their residents and addressing those concerns because the people were worried about well gee who are these folks? Are they homeless people? What's going to happen? Are they going to hang out on our common areas and not leave? Are they going to take over our central dining area which is also sort of their living room/lounge area? What's going to happen but the Board worked really hard with their own residents and with us and I think showed some pollical guts and said no, this is the right thing to do and we're going to do it. So, we're so appreciative of what they did but the key point as I mentioned before is it's not a long-term arrangement and Stevenson House were very honest with us right at the beginning. They said you guys have to keep looking for your permanent home. This isn't it. We can't guarantee you that and so the arrangement we reached with them

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was just for a 1-year deal. The understanding being you keep looking. Now we had looked for quite some time before and one of the things we learned is finding the kind of space that we need for serving folks and having a good industrial-sized kitchen is very, very tough to do, in particular in downtown. I think we've talked to just about every church and community center in the town and it's sort of an almost impossible combination of things to find to get something that would suit our needs. So, understanding that we needed to keep looking, we did that. Meanwhile we were pretty happy with how things went at Stevenson House. We did lose some volume from the move but the drop-in volume was not too significant. I think we went from having about 144 meals served a day on average to about 130 and given the move and given that Stevenson House is a smaller facility than what we had before. So, it's a little more cramped to get around and it wasn't as spacious as the Bryant Street facility but we feel very good about that. It's been hard work for our volunteers because they are now having to navigate through tighter spaces and more crowding. We're having to turn tables faster than we use to which makes it feel less like a community place that you can just sit, relax, take your time and talk. You were there, I'm sure you got a feel for it. That's the situation through the move to Stevenson House. Now for the great news which is we're coming back to downtown this summer. We've continued searching and in January of this year we signed an agreement with the Masons to use their facility which is right here on the corner of University and Florence. It's literally across the street from the Apple Store. They have a really nice, very large serving area on the second floor. Obviously, we would have preferred first floor but the location is unbeatable. It is literally one block from the Bryant Street location we were at and so everybody who came to us on Bryant Street will have no increase in logistic problems or transportation problems coming to the Masonic Center. We are locked and loaded to be back and serving lunches at the Masonic Center this summer. I think it's going to be in July. We're still working through some issues. We're having fun with things like having to install mop sinks to get our environmental health permit and stuff like that but we're on track to do that. We're also staying at Stevenson House so it's not just moving back to downtown. It's we're going to stay at Stevenson House, continue doing what we're doing there and move back downtown. So that's a big expansion of our reach and the number of people that we're looking to serve in the community. One important wrinkle is to understand is that the Masonic Center doesn't yet have a kitchen that is big enough to meet our needs to serve the people downtown. They have a catering kitchen but it's not a commercial kitchen that you can serve 150 – 170 meals at. We're in discussions with them about doing a significant remodel over there which would be on our nickel and I'm optimistic that we'll be able to get there but we're certainly not there now. It's not 100% clear if we'll be able to do it so we are relying on continuing to cook all our meals at Stevenson House which has a spectacular kitchen. Then packaging up meals, box them up, put them on a van, bring them to the Masonic Center and serve them there. That's not absolutely optimal, people prefer to be served with something that's cooked on site but we're confident that we're going to be able to make that work on an interim basis. The other thing we're doing in addition to now serving out of two sites is we're experimenting with serving dinners. This is something that we took a hard look at, at the request of Stevenson House who has interest in their residents to try a dinner meal. Also, at the Senior Nutrition Program in the county who, as you know, is our major funder was looking for new innovative programs that the Senior Nutrition Programs could do. One of the things they mentioned was dinners and that catalyzed our thinking as well. We are going to start an experiment of doing that once a month, see what the demand is and we're going to have to get volunteers who are used to coming to lunches see how it works to get them to come to dinners.

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It's an exciting experiment and it could expand outreach and we're really excited about giving that a try. The bottom line is we're going to expand our footprint substantially in serving more people here and that's really thrilling for us. The "but," which comes next, and the challenge is this is expensive. We've always operated on a really lean budget. We served 41,000 meals to roughly 1,200 diners in the last fiscal year. We did that with one paid manager and this isn't an executive director. We don't have an executive director. The executive director is the 18 board members who essentially collectively have to serve in that role so our one paid Manager manages the operation on the site. She manages our kitchen staff of three, she's phenomenal, and she has spectacular relationships both with our diners and with the Senior Nutrition Program folks. She's a great ambassador but she is not an executive director.

Commissioner O'Nan: Is that – you mean Mary Ruth?

Mr. Patrick: Yes.

Commissioner O'Nan: Ok.

Mr. Patrick: Yes, absolutely.

Commissioner O'Nan: She's awesome.

Mr. Patrick: Yes, she's fantastic and one of the constraints that we are looking at now is we can't continue to put all this load on her. It's too much, it's not sustainable, you know we have got to take things off of her plate and that means we need to hire. We have made some decisions to spend more money to accommodate the move and the expansion back to downtown. They're not inexpensive. First comes rent at the Masonic Center and while they've been great to us and they are really interested in reengaging with the community at the Masonic Center, it's not free. So, they are charging us \$3,000 a month in rent plus any incremental expenses they endure over their baseline as a result of our coming there. We're estimating, hoping, it's about \$1,500 so we penciled in our own budgeting process about \$4,500 a month in that combination of rent and expenses so that's about \$5,400 of additional cost off the top. We just hired a new – I always refer to him as sort of a strong senior Lieutenant for Mary Ruth and we just hired a terrific young guy to do that because with two sites there's no way that we can just do it with volunteers. Also, Mary Ruth needs back up and relief and on a fully loaded basis. We've penciled in that's about another \$60,000 which is still when you think about Palo Alto is shockingly inexpensive but to us, it's a lot of money. Then we're going to have the costs of packaging all these meals, transporting them, etc. That's some additional labor and I think we're going to have to lease a minivan. We haven't fully worked it out but that's going to be another \$20,000 - \$25,000 roughly. So, all in we estimate it's probably about another \$145,000 of expense per year that gets added to our budget. You know as you can see from the annual report that we provided you with we had a \$407,000 budget all in and even in the last fiscal year, even then we had a shortfall between the Senior Nutrition Program funding and the City funding that we had to make up on our own and so that's the gap that we're facing. Also, obviously if we do have the opportunity to remodel the kitchen at the Masonic Center that's another significant expense and I wouldn't be surprised based on the information we've gotten if that isn't another \$250,00 to \$450,000 of expense. The challenges we face are today we don't have a long-term home yet. Stevenson

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House gave us a 1-year extension so we now have time to stay there through the next coming fiscal year. Our agreement with the Masons is also a 1-year agreement and it's pending whether or not we can reach a deal on a remodel. If we can then we'd get a 10-year lease and that kind of becomes home base but we don't have that yet. So, we're in two locations but we can't count on either one and obviously, we have a budget gap that we need to address. The good news is we can absorb the blow in the short term. We do have the resources to do that but we can't absorb it in the long term. How are we going to pay for this? The answer is that we have to convenience the community and we have to convince the city that continuing to have a Senior Nutrition Program in the city is vital and it's worth supporting so that we can stay here. That's our job. One way we think about it is that the city use to support us with in-kind services in a major way with very low, almost essentially free rent at Bryant Street. That's now gone and what we are positioning the request to the city is you now need to simply restore the support you use to give us but if it's not in-kind then you need to help us with paying for the place we do land. I heard this from Gloria Hum too it's simply unimaginable that a community like this one would lose La Comida and wouldn't have a Senior Nutrition Program but it's possible if we can't generate the support that we need to close that budget gap. Our senior population, as you all know, is growing and without a Senior Nutrition Program downtown, our view is we're all worse off. We're impoverished if our seniors become less visible if they are not included as part of the heart of downtown, and we need them to have a place to communally connect and dine altogether in downtown. That's the message to the city and the community even more important is that we're in the process of reaching out to convey. So, what we're doing now is we're in the process of reaching out to community leaders in Palo Alto to tell them what's going on, what we're doing, and to ask every one of them to take a stand publicly saying yes, La Comida is vitally important. That they support the community doing what's necessary to keep it here. We're talking to faith leaders. My goal is we talk to every single one of them if we can and ask them to raise their hand and say that and let us publicize on our website and in our materials saying hey, here's a list of community leaders who think this is really important. We're also talking to business leaders, high tech community leaders, we're going out and going to talk to the presidents of all the neighborhood associations the same request, we're talking to service clubs, and we're also talking to other leaders in other parts of the non-profit community who clearly understand the issue. We know there's a lot of support out there for what we do. There's a lot of people who know who we are but they don't know the situation we're in. One thing that was really striking for us is in connection with the recent nominations for the Tall Tree Award we were encouraged by Lydia Kou to go out and get nominated and get some public support for our nomination to be the best non-profit. Obviously, we didn't win and Ada's Cafe won and more power to them. That's great but what we're excited about is we got 500 people to fill our nomination forms for us and that just told us internally that we can generate a lot of support for our organization. We're really confident that we will, if we work hard enough, we'll find the support that we need to find both in the community and in the city but that's a task that we have to roll up our sleeves and do. So that is the story and I'm happy to answer any questions but that's our current situation.

Chair Stinger: Thank you for putting that together; the good, the bad and the hard. Given time constraints we'll take one or two questions. You have your light on Jill.

Commissioner O'Nan: Yes, so thank you so much for your presentation. I was curious about the

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connection or is there any connection between the Café style food that Avenidas is going to be serving and your kitchen. So, in other words, is there going to be multiple options for seniors now downtown? Are you concerned at all about some former clients may drift over to the Avenidas side? Are you sure about your demographics?

Mr. Patrick: We're not terribly concerned about it for a couple of reasons. Number one, we going to be there in July. I think they are more than a year out. Number two and more importantly my view – my understanding is essentially it's a café is what they are contemplating. Obviously, we haven't seen all the details but another sort of grab your food and go café is not something that isn't already available on University Avenue so it seems to us that it is largely already there. Now they may offer it at lower cost but it's largely already there and most importantly I think what they don't offer and they won't offer is any community. So, you can go to your café and grab your sandwich and your bowl of soup but you won't have the community. I don't think they can match the price of from \$3 to \$0 so, we're not too concerned. We're mindful of it, we're aware of it, we've answered this question before but I don't think we're directly competitive with Avenidas and I think we can be. We certainly don't want to be. Nobody wants to fund a non-profit that's competing with another non-profit and so it's really important to us that we not be competing with them. I'd say more power to them to do the café. I think it will serve a niche that isn't the same as ours and so I think we're fine with that.

Chair Stinger: I had one question that was slightly different. Your transitioning it seems like to a different kind of board. You talked about the professional skill sets that you were bringing in. I'm just curious if there's a program of you doing some transitioning work with your board to bring old skills and new skills together in a compatible manner or if it's just automatically happening?

Mr. Patrick: No, I think it's not automatic although we have had some vacancies that were available to be filled and so we've taken the opportunity to start filling them. I think we are in the process of a transition from a board that didn't have to fundraise because for the past 45-years we've been lucky enough that between Senior Nutrition Program funds and Palo Alto funds we didn't have to do it. That was an amazing thing for a non-profit not to have to raise money but that's over. We have to raise money and so it does call on us to bring in board members who are more suited to going out and doing the things you have to do to raise money. It's not a fungible skill but we're working really hard to make sure that we continue to preserve the benefits of all the -- we have amazing experience on our Board. Of Members who have been on our Board for a long, long time that an institutional knowledge that I certainly don't have and a lot of us who are new don't have. So, we want to keep that but we do need to go out and get some aggressive fundraisers.

Chair Stinger: Well I really thank you for the update and we will look forward to hearing how you progress through July and in the next fiscal year.

Mr. Patrick: Great. You won't have any choice but to hear from us. Brace yourself. Alright.

Chair Stinger: We're ready.

Mr. Patrick: Thank you.

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Chair Stinger: Our other learning series have always been really helpful and I think this is going to follow suit. I'm really impressed with what we have heard from CASSY and La Comida. I think appreciating the changes that they deal with in their service organization and in their board structure is valuable for us as a Commission. Let me just make sure I'm on the right – we'll try to speed up and get back on to our time schedule.

3. Discussion of FY2018/19 work plan projects

Chair Stinger: I wanted to ask for some updates on specific work plan projects. Theresa...

Vice Chair Chen: Oh yes.

Chair Stinger: ... can you help us on...

Vice Chair Chen: Sure.

Chair Stinger: ... inclusion.

Vice Chair Chen: I am so glad I have a chance to talk about what we did. Valerie and I, we worked very hard to try to get this thing started. What we're doing is to foster an inclusive, welcoming community and there was public engagement with newcomers. Including immigrants and then not immigrants coming from outside of Palo Alto and at first, we thought we're going to start with the Chinese population Mandarin speaking program but they didn't work because we decided with, well I did, that reflect the Mandarin speaking population that they want to have inclusive training or leadership training including other ethnic groups speaking English. That's a very good sign. They are willing to reach out to other communities. Let me just say the program goals ok? Then we want to create a welcoming environment for all newcomers as I said, improve our mutual understanding, promote respect, inclusiveness and involvement. Then what we're going to do is try to organize some activities to enhance their understanding of government and city services and school board functions and community issues and then local activities. Then after all this, they are going to understand what's going on and we can encourage them to participate in civil programs. Civil engagement is our ultimate goal but for them to come out and work with us. So, in order to do that we have to build a leadership capacity so that's the final goal before we reach them to get involved in civic engagement. Alright so we did some research on the existing models and then the ones that stand out, there are three programs we looked at. The first one is the Palo Alto Chamber of Commerce and it's called Leadership Palo Alto. A lot of people know about this program. It is an extensive spread around 10-months. Every month for a whole day and there are maybe 2 dozen people, not very many. They pay a fee, quite a higher fee. I don't know how much, it didn't say it but they the fee to be involved in the program. I suppose they have one day to go to Stanford and Stanford people talk about them. In one day there is government day and, you know, it's so extensive. So, the goal is to in-depth understand out Palo Alto life including local economies, social and government challenges, opportunities and trends and also consider Palo Alto as a global influence I guess so international affairs and of course, it's fee base. Then I've talked to three Chinese people and Debra Cen who we know and the second is Amy Yang. Amy and Debra, they are co-founders of Palo Alto PTA and the third person is called Nelson Ng. He's my Tai Chi teacher and his wife is called Kimberly Wong who

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is very enthusiastic about community issues. So, I started talking to Nelson and he said oh I'm taking that program so it's very good to get feedback from those people and I'll talk about what kind of feedback they have. The second program that we looked at was Mountain View based. It's a similar program, like 9 instead of 10-months and it's fee-based. It says the fee is \$1,850 to pay for the 9-months training but this program is set up by the City of Mountain View; similar in Palo Alto. The third program which interests us a lot is Mountain View's the Spanish Civic Leadership Academy which is focused on Spanish speaking population. This is short, it's 9-weeks every Wednesday evening from 6:30 or 8:30, something like that, training on Wednesday evenings. Now here in the last batch is from March 21st so there is still one going on right now. Still, this is organized by the city and then city staff from various departments design and facilitate this curriculum. It's a city project and of course free. You have to apply for it, the number is 30 and you have to be accepted. Alright so what we did was first of all Valerie and I, we met with the Chamber of Commerce, Jack Goode and Iris? Is it Iris Chan? Yes and two people and Iris speaks Mandarin and then asked them for whether they would like to help us set up as a partner to set up this program. They told us they are very busy with their work and that they are not ready to do it. They can do two things, one is to help us to get speakers if we start an event. The second thing is to help us to advertise to the community and that's the two things that they want to do. The second thing we talked to the YMCA people and talked to Lee Phfab and she talked to them and we had some success. We'll talk about that a little later. Twice I wrote an email to about a dozen Chinese community leaders that I got an email from another source and asked them what do they want? Do you think that they think this is a good thing to do? What is the content? What are the speakers and stuff like that. I get very minimum response but I do get some people talking to me and emailing me so I got some sense. First of all, when they said we don't want a lengthy program. We don't want 10-months and pay a fee, they don't want to do that. They want a shorter program and the second thing is they want an English-speaking session. So, if you want to say a Chinese speaking session you have to run it in parallel; one English and one Chinese. So, we can do both because Chinese people don't want people to look down on them; so, I can only understand Chinese not English so they want to have a choice. That's a good point and so the very last thing that we did was to talk to Nancy Shephard our Former Mayor and we talked to her yesterday at length. Nancy is very creative, she knew a lot of things but her idea is that you don't want a training session. People don't want to be talked about, you want to create a social gathering so like neighborhood meetings or a community lunch or a dinner cooking together. So, they can merge together instead of being taught so they gradually capture the idea to participate in the community. I think about this is a little bit difficult, say you have a neighborhood party and suppose the neighborhood there's very few immigrants or very few other ethnic groups. How do you merge them together so it's a difficult issue and that's a city-wide dinner? Anyway, that's their ideas. Alright so the model that we've been thinking about is a short 3-hour program with a panel of speakers. Who do we get as speakers? We can get city departments to talk about the history, government structure, services of each department and then how can we involve a lot of people they don't know that there are committees and commissions in the city that we can participate in. They don't know anything about it. I go to bible studies and I talked to them and they say oh, we didn't hear about this. So, I think this is good to let them know that the citizens and residents in Palo Alto we can do this kind of things; let them know. The second thing is we are very interested in the newcomers. They move to Palo Alto and a lot of them the parents want to go to the best school. We know that Palo Alto School District is very famous but however they don't understand how a school board is formed and how it works

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and how can the parents participate in the school board situation? It would be good to have school board people give some sort of ideas. Then lastly is this Chamber of Commerce, they want to broadcast their business outlook, opportunities and challenges and international business and etc. The Chamber of Commerce, they could talk about their lengthy leadership programs so they can sell it at this short meeting. In this way, this little short program could be a stepping stool for the lengthy leadership program for the City of Palo Alto so that's serving good. The other thing actually Jill was suggesting is we put all this information that we think the resident would like to learn on the city website; like a clean, cut website so people who don't want to go to class they can come to the website and then click on it and learn about it. I don't know everybody would like to go to the website because I don't use the website very much for the city and I use websites but not city websites. Now the partners, the most promising one is the YMCA so they're scheduled to have a Welcome to America event in September. We think maybe part of it could be Welcome to Palo Alto and then we have this program as part of the program in their welcoming week and that would be good. Now what are we going to do? I think HRC, we think the best way is to form a subcommittee to really, really pencil out the program and what are we going to do about this? So, the subcommittee then could go out and talk to the Chamber, talk to the city, to other community members to organize this event. Good? Yes so, I'd like to see if anybody has any ideas.

Chair Stinger: Thank you, Theresa. You've done a lot of work on that and really taken it to a level that we didn't have in our work plan and I'm really enthused. It was an area of focus that came up in our investigation of needs last summer that the Mandarin community is not as well integrated into leadership as we might like for that size of a population in Palo Alto. We went through a lot of models and have come to this Welcome to Palo Alto Newcomers and a bridge to leadership Palo Alto. I think it makes a lot of sense and initially, we were very taken by the model in Mountain View; the Spanish speaking program but as we thought about the advantage that a lot of people tell us that they get out of Leadership Palo Alto was the networking. If we want people to network we want them to network with a variety of – we want the composition of the networking to be diverse and so we think this might work better. I also – I wanted to elaborate a little bit on the Welcome America program that the Y does – puts on. A Welcome America is a...

Ms. van de Zwaag: Welcoming America.

Chair Stinger: Welcoming America, thank you. I'm consistent; I get them wrong every time. It's a separate program and the Y has done small efforts in that regard and when we were doing our need assessment a year ago, it was one of the programs that this Edie suggested. She'd like to emphasize, build on it and make it more of an event in Palo Alto. It's the third week in September. What they did last year as an example was had a map in the library where you could put where your parents came from, where you grandparents came from and show the variety of the backgrounds in Palo Alto. It was nice, it was a good display but there wasn't really a lot of action going on with that. I had taken a proposal to their Diversity and Inclusion Committee for Welcoming week partnership with the Human Relations Commission where we would focus on profiles of heroes who remind us of our American values. That would specifically be profiles of immigrant stories of immigrants who have gone through a particular hardship and taught us something about ourselves. I can elaborate on that but I'd rather build it through the

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subcommittee that Theresa has proposed. Just as an update the Diversity and Inclusion Committee liked the idea and would take that on so there would be perhaps two events. A newcomer's event to encourage people to transition to Leadership Palo Alto and then a more fun event where we would do a fun event where we would acknowledge and respect some of the immigrant stories in our community. I think the action item on the table is a subcommittee and I would like to work on that to continue if somebody else would, that would be great. If we need to take it to our new appointments we can do that also but I will ask some people to express interest offline and carry this forward to finish this year's goal.

Commissioner Lee: Could I ask if Vice Chair Chen would be able to continue to be involved with that initiative even while she terms out of the Commission?

Vice Chair Chen: I will do it when I can. As you know I have family not in the area and when I'm stepping down I plan to spend more time with my grandchildren so I will try my best.

Chair Stinger: I just want you to know that that wasn't a plant because we have asked the same thing. We really would like to do that and there's a precedent for community members being strong contributors and you've taken this so far.

Commissioner Lee: So, would the timeline be between now and the 3rd week in September?

Ms. van de Zwaag: Yes, it's pretty tight. If we wait for the new members to come on board, I mean I know that's only the June meeting but before some of them might be really anxious and say yes, I'll do it. It's pretty tight now and obviously once we determine a scope for it and if the upfront work is just saying let's identify five speakers and we'll put all those speakers on the book but some of the more nuanced things we'll do a little bit later. There is definitely some work that needs to happen pretty soon.

Commissioner Lee: Is the target demographic still the Chinese-American community or have we brought in the target demographic?

Ms. van de Zwaag: How I see it is that is still one of them but you know it's Welcoming American, Welcome to Palo Alto. That could be someone who moves from New Jersey and someone who moved from Ukraine. It's a diverse group of people who have come or just people that just never paid attention. They were busy in their lives and they never paid attention to any community things and just said hey, I can get a lot of that information in one place. I think the marketing of this will be pretty interesting.

Commissioner Lee: Well I'd be happy to pitch in. I'm relatively new to Palo Alto even though I grew up in the Bay Area.

Vice Chair Chen: That's good.

Chair Stinger: Thank you. Thank you for getting that started and we will be a subcommittee of 2 ½.

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Vice Chair Chen: Ok, 2 ½.

Chair Stinger: We're going to keep you on a short leash. The other...

Commissioner O'Nan: No, you just turned off your button again.

Chair Stinger: The other just quick update I wanted to give was on the LGBTQ Listening campaign. One of the things that came out of that was I'll call it sensitivity training, language training and of the Office of Human Services has hired or has contracted with Outlet to train the summer camp program staff on LGBTQ sensitivity so the same or a program similar to the one that's offered in the school to school staff to be offered to our camp staff. I'm thrilled to see that outcome.

Ms. van de Zwaag: May I add that our LGBTQ survey is still live to June 1st so to still encourage people to take it. We've have 100 responses so far which 60 – wait, we looked at it today Chair. I think...

Chair Stinger: It was 100.

Ms. van de Zwaag: It was 100 but the majority of people that have done it so far have been youth so that will be really interesting and helpful information that it is pretty significant the voice of the youth in our community which will help us in our further relationship with CASSY and with the outlet and with the safe space that they have at Family and Children Services. The LGBTQ safe space so I think it's interesting that partnerships can happen once the group that worked on that event can do some debriefing on the survey information that comes in.

Chair Stinger: Thank you. Does anybody else have anything they want to share or mention?

4. Consideration of options for HRC involvement with an event organized by AACI (Asian Americans for Community Involvement); a Community Watching of the film, The Chinese Exclusion Act: American Experience

Chair Stinger: If not we'll move on to Agenda Item Four. Commissioner Lee had met with the Asian-Americans for Community Involvement and had a brilliant idea. I'd like to ask him to present that to us.

Commissioner Lee: I'll try to keep it relatively brief. I met with Allan and Mary Seid, two of the six or twelve Co-Founders of AACI, Asian-Americans for Community Involvement. They actually formed that organization about 45-years ago out of their living room in Palo Alto. They started with the idea of getting Asian-Americans more involved in local government and addressing stereotypes and other laws that adversely effected Asian-Americans in our community. They had this idea for just a very simple event, to do a sort of a watch event around this PBS documentary, that's coming out on Tuesday, May 29th I believe, about the Training Exclusion Act: An American Experience. They – AACI is planning on hosting a watch event at the Channing House that evening and they are working on securing some panelist to talk about it the hour before the documentary starts. Allan Seid would certainly be one of the panelists, he taught Ethnic Studies at Stanford and was one of the first Asian-American members of the State

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Board of Education and so he's very knowledgeable about that. We're also trying to get some of the folks involved in making the documentary, since it was a KQED production, a lot of the people who narrated it and formed are based in San Francisco. So, we're hoping to get one or two of those folks to come down and speak on it. I'm hoping that the Commission will be on board with this as a Commission sort of co-organizing this very simple and straightforward event on Tuesday, May 29th. It really would just involve me creating a flyer and doing some publicity and getting folks to get out to Channing House on Tuesday night to watch the documentary and hearing from the panel. If the Commission has any particular questions or concerns about them I'm happy to answer them but I'll just keep it short and sweet for now.

Commissioner O'Nan: I just wanted to clarify so are we sponsoring the event with we're helping to organize it?

Ms. van de Zwaag: No, he's using the word endorsing or co-organizing. Sponsor or co-sponsor is not really within the realm of the HRC's lexicon because that involves a gift of free city funds as far as the city uses the language sponsor or co-sponsor. So, endorse the event is just more passive in that you think it's a good idea. Co-organizing is saying hey, we are willing to do some of the work or get people out there. We're willing to send out some invitations or whatever the level of involvement that you would like to assist Commissioner Lee with. I think he's going to do it regardless but would – you know he's coming to you because he would love to either get you involved or just feel like he has your backing in the role that he is playing. Is that correct?

Commissioner Lee: Yes, that's right and I think it's particularly timely given the growing Chinese-American community both immigrant populations as well as multi-generational in Palo Alto. I think even for folks who have been here for a while there isn't a lot of knowledge about the sort of discrimination that Asian-Americans face, Chinese-Americans face in this county so I think it's important. You know if we really want to integrate that segment of our community into our work and what this community is all about. I think it's important that we help them understand some of the historical struggles that Asian-Americans and Chinese-Americans face in this country.

Chair Stinger: I would just like to comment that as a standalone event I would think it seems important but particularly since one of our priorities this year has been inclusion efforts. This just slips in there nicely and I think it would be a tribute to acknowledge the work that they are doing. I would like to endorse it. Let me have some discussion.

Vice Chair Chen: Sure, I was wondering do you know if AACI extended invitation to this new immigrant community like Chinese PTA? That community includes more new immigrants like younger generations.

Commissioner Lee: I think certainly that's a good idea and if we're involved we will work to extend invitations....

Vice Chair Chen: Yes.

Commissioner Lee: ...to that community and to...

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Vice Chair Chen: That's right.

Commissioner Lee: ... Allan was looking for a bit of human power from me and so that's why he had requested a meeting with me on Sunday to see if I would get involved. I certainly was interested in personally getting involved as an individual but I would love it if the Commission could sort of put its name to it so to speak. So that the community realizes this is a community event co-organized by the Commission and by this prominent Asian-American group. Certainly, maybe we can get the...

Vice Chair Chen: Yes, I could introduce you to Debra and Amy. Have them put it on a WeChat.

Commissioner Lee: WeChat is very popular.

Ms. van de Zwaag: Yes, I think what you're already doing is thinking beyond the Chinese community because they are familiar with that history. I think other people who have vague knowledge or no knowledge of it, I think that's the more powerful alliance.

Commissioner Lee: I think already they've gotten quite a bit of interest from folks who live at Channing House who aren't from the Chinese-American community who just want to know more about it. So, it would be very educational for the entire community.

Commissioner Alhassani: What's the capacity for Channing House?

Commissioner Lee: I thought it was something like 80 or 90 in there...

Chair Stinger: No, that auditorium is huge.

Ms. van de Zwaag: Well no, my daughter has danced in that auditorium. I wouldn't doubt that it's 80. If it's the one...

Commissioner Lee: It's the downstairs one.

Ms. van de Zwaag: The downstairs one on the right?

Commissioner Lee: On the right, yes.

Ms. van de Zwaag: Yes, 80 might be it.

Commissioner Lee: I think it's around 80.

Commissioner Alhassani: This is the first time I am hearing it so this is just a total guess but my instinct, just seeing other events in Palo Alto and given that the subject matter of this and the timeliness of it, my instinct is 80 is a number that will fill up pretty quick. I would almost say that if you do find that it does fill up quickly then if you're willing to run with it, it may even be worth it to do two showings.

Commissioner Lee: That's definitely an option. I'll make sure to record it.

Chair Stinger: You're thinking two showings, I think it's on at different times or you're thinking the same time in two places?

Commissioner Alhassani: Sorry I meant different...

Commissioner Lee: Well if you're up at 2 a.m. I think they are doing a rebroadcast at 2 a.m.

Ms. van de Zwaag: They're actually watching it when its live on KQED.

Commissioner Alhassani: Sorry I meant maybe show it again or something.

Commissioner Lee: Yes, definitely.

Ms. van de Zwaag: I think that's one of the limitations so if they showed it again that would need to be, I believe, with the permission of KQED, especially this kind of public showing. If the city was at all involved, we'd need to do it in a way that was within the guidelines of what KQED wanted of course.

Chair Stinger: Would it be appropriate to look for a different venue?

Commissioner Lee: I think given the timing of it I think we would be happy if we sold out at 80 but if we had 50 that would be fine as well.

Ms. van de Zwaag: Right and I'd hate since it's at a senior citizen complex than to move it because that this might be part – do they live there?

Commissioner Lee: Yes, Allan and Mary live there.

Ms. van de Zwaag: See so then it's like an event for their community as well and then to take it away I have a hard time doing that.

Commissioner Lee: They've already asked some other event to reschedule their event so that they could get that bigger room. They are committed to having it there at least for Channing House but they would like to include the larger community and there should be capacity for 50 or so community members. So, it...

Chair Stinger: I'm sorry, I didn't realize that. Is there outreach or could you outreach to some youth groups? I think that would be...

Commissioner Lee: Well I was thinking maybe if the history teachers wanted to give extra credit or something for their students to either come and watch it there or watch it at home and write about it. Certainly, would try to reach out to as many different people or groups as possible who might be interested.

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Ms. van de Zwaag: Just at Channing House, you do have to be careful; everybody that comes in needs to sign in and they have a pretty strict sign-in policy there.

Commissioner Lee: It seems like they were pretty comfortable with it though. It seems like Allan has hosted quite a few events there so he's confident that the sign in process should go relatively smoothly I hope.

Ms. van de Zwaag: Is it going to be like an Eventbrite or something like that so people realizes...

Commissioner Lee: Yes, I would probably create an Eventbrite for it with a flyer just so that we don't totally overwhelm...

Ms. van de Zwaag: Right, that is my concern.

MOTION

Chair Stinger: I would like to make a motion that we endorse the AACI community watching of the Citizen Group Exclusion Act: An American Experience.

Ms. van de Zwaag: Like endorse or co...

Commissioner Lee: Could I ask that we co-organize it?

Chair Stinger: Endorse and co-organize the event.

Commissioner Alhassani: I second that motion.

Chair Stinger: Speak to your second?

Commissioner Alhassani: No, yes, I think it's a good idea, sorry.

Chair Stinger: May I have a show of hands all in favor? Any opposed?

MOTION PASSED 5-0 WITH COMMISSIONER BRAHMBHATT ABSENT

Commissioner Lee: Well thank you very much. I realize this is sort of last minute but I'm hoping in 2 ½-weeks we can pull this together so I appreciate you guys signing on board for us to co-organize it.

Chair Stinger: Thank you for identifying the chance to collaborate on something that's really important.

Commissioner Alhassani: So really quickly, when you have something online that shareable will you guys send it to us?

Commissioner Lee: Yes, I will send that through Minka.

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5. Discussion of the Human Relations Commission Retreat

Chair Stinger: Now we'll move on quickly and talk about the upcoming retreat. Leadership has been talking to a consultant with staff or staff has been talking with a consultant on a chance to hear some her ideas. I'm really excited about it. We're going to do it in two parts this year. We'll have a June meeting and our City Attorney will gladly help us with some roles, responsibility, procedures that are appropriate for the Commission. That will be something that existing Commissioners and new Commissioners can become grounded in. Then we will have our retreat which is now scheduled for June 16th and the goal that it will be fun, interactive and also productive. We'll do some re-grounding, coming together, some team building. Do some strategy development, look at continuing work, new programs and...

Commissioner Lee: Have we finalized the time on June 16th?

Ms. van de Zwaag: I think 9-3.

Commissioner Lee: 9-3, ok.

Commissioner O'Nan: So are we having a regular meeting on the 14th and then having...

Ms. van de Zwaag: We are. There was the thought not to but the City Attorney wasn't able to make it on that Saturday and she was able to make it that night. We also have a HSRAP grantee that is very anxious to come so we decided when we looked through our series of summer meetings we decided that we would meet in June and July and then take August off. I was going to talk about that in a little bit but made that decision after looking at schedules and as those of you that are continuing know that I polled you.

Chair Stinger: I think there will be an advantage to having them linked more closely in time so that we have the serious discussion of roles, responsibilities, and procedures. Then have that as background for our discussion of strategy and work plan actually for the next fiscal year. Any comments on that? I hope the 16th works for everybody.

6. Human Relations Commission Chair and Vice Chair elections

Chair Stinger: Then I'll turn this over to staff.

Ms. van de Zwaag: Thank you Chair. I will be just leading the explanations for the selections of the Chair and the Vice Chair. It will be a little bit different than some people expect. We usually do elections for a year of service but as you know we are doing it tonight. We have the end of term for some folks and we have the beginning of the terms for next time and its always been that awkward discussion of should we do it before the new people or after the new people and so forth. Mary and I looked into it and the Council changes in January, our fellow Commissions in our department, Parks, and Rec and also the Art Commission, they all changed their leadership to January. So, with Vice Chair Chen leaving what staff and leadership have decided to do is do 6-month elections. So, we will be electing leadership for 6-months and then we will be looking into that again in January to then elect a team from January to the next January. So that there might be people terming out a couple months after that but the new people will have been here 6-months and I think what happened last year is we had new people and you're electing people and

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it's like well, I like her green shirt instead of her brown shirt so there really wasn't that level. This is a Committee that is working on a lot of important things and we need the leadership to really be grounded in the work of the Commission and those that are electing them just to know people's strengths. That is my preface to the process which I always have to look at my book to do so because we want to do it right. The first step is that the Chair explains the general duties and responsibilities of that role including the monthly time commitment to facilitate the meetings. Chair.

Chair Stinger: When I first read that I thought the focus was on leading the monthly meetings and that is a fraction of the work. It's an honor to be able to work with a Chair and a Vice Chair and staff and set the agenda for the meeting but that is maybe a 1-hour or 1 1/2-hour preparation. Much more time I think goes, in my experience, has gone into working with the different Commissioners and on the work plan to take it forward on communications. If I were to estimate the time I would say that maybe this is 10% of the effort that goes into it and other 90% is behind the scenes work. I would also say that the enjoyment is 10% here and 90% doing the background work.

Ms. van de Zwaag: Ok so I'm going to read the next couple steps because they kind of all happens in a flurry of discussion. The Chair will then open the floor to nominations for the position of Chair. The Commissioner's nominate one Commissioner at a time. The person nominated must be present at the meeting. A Commissioner may enter his or her name in the nomination. The person offering the nomination can explain why they have nominated the person or why they would be appropriate for the position. The Chair asks the nominated person if they are willing to accept. So, you continue to do that if there are more nominations till that's all closed and then Mary hands out these very fancy, high tech ballots in which you write the name of your candidate. Even though there is only one candidate we still tend to do that just for officialdom. I will then have the Chair open the floor to nominations for the position of Chair and as you might imagine we'll do the same thing for Vice Chair.

Chair Stinger: The floor is open for nominations for the Chair for the June to January period.

NOMINATION

Vice Chair Chen: I'd like to nominate Valerie to continue for the next 6-months at least because this guarantees the continuation of a project that she has been working throughout the year.

Ms. van de Zwaag: You have to ask yourself...

Commissioner Lee: Do we need a second?

Ms. van de Zwaag: No, she has to ask herself if she's willing to accept the nomination.

Chair Stinger: I am and thank you Commissioner Chen.

Ms. van de Zwaag: So, then any other nominations?

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Commissioner Lee: Are we allowed to speak to the nominations?

Ms. van de Zwaag: You certainly may.

Commissioner Lee: I would unofficially second that nomination. I know the Chair has been so generous with her time. I know when we were working on CEDAW at the end of last year she met with me many, many times over coffee at Coupa Café and so I appreciate her time and her insight. She asked really great questions and she's very determined to make sure that all proposals are as strong as they can be and are proposals that the entire Commission can get on board with. So, I appreciate her perspective and her devotion to make sure that we act together as one Commission so that's why I would second that nomination.

Ms. van de Zwaag: Mary, will you please distribute the ballots?

Commissioner Lee: Is this like Survivor where we can (inaudible -off mic)?

Commissioner Alhassani: I wish we had it more like convention like with balloons and streamers.

Ms. Mary Constantino: Just right the name and then fold it over and we'll pick it up.

Ms. van de Zwaag: Hand it to her when she walks back.

Commissioner O'Nan: Thank you, Mary.

Ms. Constantino: You're welcome.

Commissioner Alhassani: Thank you very much.

Commissioner O'Nan: I'm writing with my special Mehdi pen. What would I do without you? It's ok.

Ms. van de Zwaag: So, it is unanimous so congratulations Chair Stinger for another 6-months. Now we will open nominations – oh would you like to say something?

NOMINATION PASSED WITH A VOTE OF 5-0 TO MAKE VALERIE STRINGER CHAIR WITH COMMISSIONER BRAHMBHATT ABSENT.

Chair Stinger: Thank you.

Ms. van de Zwaag: Ok.

Chair Stinger: I just want to comment, I have to comment on that. I expected you to say issue-oriented but it is really the Commission that I care about and bringing it together. I'm pleased that you noted that, thank you very much.

Ms. van de Zwaag: Now we will go to open nominations for Vice Chair.

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Chair Stinger: May I have nominations for Vice Chair?

NOMINATION

Commissioner Alhassani: If you'd accept I'd love to nominate Commissioner O'Nan who's been a steady rock on the Commission since I've been on and has always helped me think about things in a better way. I think we're going to get a crop of new Commissioners and having an anchor of Chair and Commissioner O'Nan I think would make a really nice compliment to set us up for success.

Commissioner O'Nan: So yes, I would be willing to accept the nomination, thank you.

Ms. van de Zwaag: Ok. Any other nominations?

Vice Chair Chen: I would like to speak of Commissioner O'Nan. She has really been very helpful in my kind of work. She will spend time and discussion with me in terms of what direction to go so I really appreciate her encouragement over the years.

Commissioner O'Nan: Thank you.

Chair Stinger: I'd like to speak to the wealth of information that you have and convey and communicate so clearly. To articulate and reduce facts to a very cohesive argument and I appreciate that.

Commissioner O'Nan: Thank you, Chair.

Ms. van de Zwaag: Is the Commission ready for ballots?

Commissioner O'Nan: I think someone has to second it.

Ms. van de Zwaag: Oh yes you need to be seconded.

Vice Chair Chen: I will second the nomination.

Ms. van de Zwaag: I forgot Point 7, thank you.

Commissioner Alhassani: Further proving the point.

Ms. van de Zwaag: That also is unanimous. Congratulations Vice Chair O'Nan.

NOMINATION PASSED WITH A VOTE OF 5-0 TO MAKE JILL O'NAN VICE CHAIR WITH COMMISSIONER BRAHMBHATT ABSENT.

Commissioner O'Nan: Thank you, everyone. I appreciate your confidence.

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Chair Stinger: Well, I think we're in for a good year. This will be fun.

V. Reports from Officials

1. Commissioner Reports

Chair Stinger: Commission reports -- Commissioner reports?

Commissioner Chen: I can start with this meeting that Commissioner O'Nan and I attend and it's called 2018 Adolescent Mental Wellness Conference to place at the Santa Clara Convention Center on April 27-28. I went the first day and then Commissioner O'Nan, she went the second day and it's very interesting. See their subtitles is overcoming cultural barriers it says so it includes break out sessions and I went into this one and it talked about this community in Indian – American-Indian community at Humboldt County. It's called Two Arrows and because these people had discrimination against them they suffer a lot. Plus, they are so poor and there are a lot of social problems. They have sent people there and they organized the community, they started this mental program and it really helped them out a lot so I'm kind of very impressed. I went to another one in the afternoon session and it's about immigrants in San Francisco. This school has a program that's gear toward immigrants. It's a specific program for immigrant's problems and they have special counseling in each program. It was pretty impressive. It's only in San Francisco.

Vice Chair O'Nan: I would just add I attended the second day as Vice Chair Chen mentioned and it was a very interesting conference because I had recently been involved with the LGBTQ Listening Forum and the survey that we're doing. I chose to attend some breakout sessions on transgender youth and gender identification and I learned so much. I feel very inspired to create an event or maybe community education event where we can help educate people about the needs of what are considered nonbinary youth particularly. The whole distinction between gender assignment, gender identity and gender expression which is just very crucial for people to understand so that we can be not only more tolerant but more inclusive of transgender and nonbinary and gender fluid people.

Chair Stinger: Thank you. I'm really glad that you both went. Commissioner Lee.

Commissioner Lee: I have a couple of updates so Commissioner O'Nan and I – was it yesterday? On Wednesday?

Commissioner O'Nan: Tuesday.

Commissioner Lee: Tuesday, it's been a long week. On Tuesday we went and did a site visit at KARA at there All Saints location where they provide spaces for their youth, teen and family grief support services. I wasn't really sure what I was expecting but I was really pleased with the visit. We got to see the various types of rooms they have for those group support sessions. They had one room with a lot of pillows in the room where they are able to come and be in a very comfortable setting and discuss various things. They had another room where they do arts and crafts and for young people who aren't able to necessarily vocalize their feelings that activity provides them an activity in which some of those issues could be expressed. They also had a room called the Sting Room which is where they go in and get their physical frustration or I

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think they have pillow fights there right? Yes, pillow fights and other types of physical ways of expressing their emotions and so I thought that was a great visit. It really helped, for me, to solidify in my mind the great work that they are doing in our community as opposed to just reading about it in the applications. So, it really gave me a deeper appreciation for everything that they were doing. Thank you for that invitation. I really appreciate it. I think they mentioned that they were going to send to us an invitation to go visit their camp this summer so I'm definitely available to do that. If other Commissioners want to join me we can maybe carpool up to Livermore and do that. Some other, I attended the May Fete event this weekend with the Chair and I thought that was a great event. It was my first May Fete. I did some waving. I actually knew some of the people in the crowd so I'm starting to get to know people in Palo Alto. I loved the event afterward, a lot of the non-profit organizations that we work with and fund were there. It's where we got these green ribbons for Mental Health Awareness Month and I think that's especially a pointed issue in the community so glad to see them and glad to see some of the other organizations we work with. Some other things that I've been working on that is not necessarily my role as a Commissioner but of note to this Commission. This past weekend I served on the Fred M. Yamamoto Scholarship Committee. As you know in the aftermath of the whole school naming debate this community really came together to raise a lot of funds through establishing a scholarship fund in his name. So, to-date the GoFundMe campaign has raised over \$15,000 and this year we were able to provide a \$4,420 scholarship. The reason for that number is because that's the unit number that Fred M. Yamamoto had served in, the 442 and so we had 5 or 6 very, very great applications. It reaffirmed my optimism for the future that we have such great and inclusive young people in our community who are doing great work at such a young age. It was a tough process but we did select someone and as soon as we make it public I'd be happy to introduce the individual to the Commission.

Vice Chair O'Nan: Commissioner, can you tell us what kind of scholarship? Is it a college scholarship?

Commissioner Lee: It's a scholarship so yes; it would be for a high school senior. Let's see, I think that's it for now. Maybe the last thing I'll say is Downtown Street Team, last year they did their first drop event where you can repel down Adobe's building in downtown San Jose. I know that then-Mayor Scharff did it and the former Police Chief did it and I think there might be some interest in getting a group of Palo Alto folks together to do that again but maybe collectively raise some money. So, they had raised \$2,000 each – they each put in \$200 themselves and committed to raising \$1,800 themselves. So, I'm exploring just on my own whether there might be some interest in getting 10 to 25 Palo Alto folks together to collectively pledge to raise \$50,000 for Downtown Streets and go together to go repel down that building. I'm seeing if there might be some interest from different people within this community to do that and I don't think it would necessarily be a City of Palo Alto event but I'm gauging interest at this point. I'll provide further updates if and when that happens but that might be a good way of supporting one of the great non-profits that we support here on this Commission.

Chair Stinger: I'll use that as a lead into my Commissioner's report. I did my site visit with Downtown Streets Team and I was overwhelmed by the spectrum that I saw. I knew what they did physically on the streets and with individuals but I didn't see the whole scope from their involvement with the court and the referral services from the court to the teams on the street. I

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was thrilled with my day there and what particularly pleased me and I'm not going to share some goals with their economics. They will be coming to us I'm sure to reach out. I also was impressed that they were recognized as a California Best Practice to end homelessness. They acknowledge that they work on the peninsula but consistently say but they were started in Palo Alto. They say that besides doing all the good work they've taken out 5.2 million gallons of trash to keep our city clean. We were walking through some alleyways and I was thinking boy this sure beats Market Street in San Francisco. Also, thanks to Vice Chair O'Nan I attended a monthly presentation at Adult Counseling Service on what they do for the community and they went over the four programs that they have. Particularly of interest to me was Outlet, partly because that is one of the programs that we sponsor but also because of the listening forum that we just did. What impressed me was this is a growth area for ACS and I'm glad to see that they are putting in extra resources into that area of their work. It's growth in the sense that they've added some clinical support to that track. Since it was just after our Listening Forum I was interested to hear that they were hearing and dealing with some of the same issues that we were hearing. The language of otherness and the sensitivity and we particularly talked about different cultures who have different ground rules and how that affects a child or student who's trying to deal with their gender identity. They acknowledged that is a hard population to deal with but they were going to focus more on that in the coming years. Especially looking at more parent education meetings and in groups settings and one on one so that they have parents available to support the student. The last site visit that I did was to La Comida and I think you've heard everything I heard during my site visit. They are very grateful to Stevenson House and it is a beautiful kitchen. I can see why they are happy working there but their reduction in the capacity is something that concerns them. Not only the numbers but they can provide nutrition but they are not providing as much socialization. They have to turn tables over more quickly. One of the things that we didn't discuss that wasn't presented to us tonight that concerned some of the board members that I sat with was the senior programming in Palo Alto might need more attention. We've worked on senior transit, we've talked about senior health in terms of the application for an age-friendly community and as a Commission we've talked about senior issues but we've done a lot with that this year. We might want to think about senior services in this community when we are in our retreat. Then as you see I'm wearing my last site visit.

Vice Chair Chen: I did do two site visits alone by myself. One is Life Moves and I was impressed. Philip Dah was the person I spoke with and so we knew what they're doing but there were two things. One thing is I realized they're population going to the Opportunity Center there are a lot more Asians going there because in Asian community the mental health is a stigma. You know you don't want to let your family go to that place but there are mentally ill Asians at the Opportunity Center. It's not one or two it's quite a bit so I'm impressed, that was one thing. Philip wanted me to let everybody know that they have a special program to set aside funding for people who need help with utility payments. That one we knew before but he was just like oh you know we have this program going on so that were two things that I wanted to mention. The other site visit was Momentum for Mental Health. Cedric Anderson who's a manager talked about an overview and what they are doing. A second one is Kyrie, remember Kyrie? He went all the way from San Jose just to talk to me but he didn't say much about it but he said he even went to court with these homeless people and tried to get them out of court and settle them out. It's a lot of work that we didn't know so I think that was very interesting some inside information about their work. They want to talk to us but depending on what we have time for

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them and the program they are running we're not sure yet. I didn't promise anything.

Ms. van de Zwaag: All the HSRAP agencies got an invitation to share their new programs or things they'd like us to know. I was curious if we'd get any takers and I'm scheduling people into September there were so many takers of agencies that wanted to come speak with us.

Chair Stinger: I just wanted to follow up your comments. I think we read the HSRAP applications so carefully and we listen to the presentations and we think we have a good grasp of what the agency does. We do have a good grasp but there's nothing like a site visit to add depth and breadth to our understanding and appreciation for the individuals who work so hard and the work that they accomplish. I'm glad you did those and thank you for reporting back.

Commissioner Alhassani: Chair, if I may I have some also news. Today is my last HRC meeting. I've been contemplating this for several months now mostly feeling guilty that I haven't been being able to give enough effort to the HRC as it deserves and so yesterday I came to the decision and talked to Minka and the Chair. I told the city that I'm rolling off at the end of the month. Between my kids and more travel for work I just haven't been able to be as good as a Commissioner as I wanted to be but I wanted to thank the Commission for an amazing time. The best part is getting to know you guys and our friendships and the staff. Then also going back I wouldn't have known the community as well as I do without being on the HRC. Especially to your point, I wouldn't have known Philip from the Opportunity Center or Barbara from DreamCatchers or gone to All Saints to see Downtown Streets Team. Definitely, my perspective is dramatically different because I've had this chance so thank you very much for giving me the opportunity to serve with you guys.

Commissioner O'Nan: Thank you, Mehdi.

Vice Chair Chen: Same speech with me. This is my last meeting as well because my term is over. I'm not reapplying but it's been really, really good to be working you. I'm appreciative of your guidance, for your help, conversation, and friendship. I'll still be around but I'll be traveling a lot.

Chair Stinger: I'll acknowledge with sadness that two Commissioners leaving you have been a mainstay since my first day and I've relied on both of you for a lot of wisdom and I'm really sad. Theresa, you've worked 8-years responsibly and thoroughly. You've worked on housing. The first year that I was on the Commission we had a learning series that I know that you worked really hard on immigrants in the community. That is a resource that we haven't used as much this year as we did that year and I want to bring it back because it was very useful. It helped me understand and grasp the issues that immigrants deal with in the community. I know the Council quoted what they heard from the sessions and you just contributed so much through that and through the translation. When we worked on the senior transportation we were able to take a survey to the Mandarin community that would have been totally excluded from that survey and I just can't thank you enough for the detail and the care that you bring to every issue. When you ask a question, you dig for it and get the answer and that just enlightens all of us and I really appreciate that.

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Vice Chair Chen: Thank you very much. Thank you for everyone's support.

Chair Stinger: Mehdi, I'm still disappointed with your phone call yesterday. I said to you then that I understand and respect your decision but that doesn't mean I like it. My first year in October you did the Veteran's Homelessness Forum and I think that was one of our better forums. He brought in such spectacular speakers and actually had an outcome for improving the situation for Veterans not only in Palo Alto but on the peninsula. I am always impressed when we're in a discussion here and we're lost in the dust and wondering where to go next you come up with this question that just clarifies where we should be and it brings us back to our strategic and direct focus and adds such clarity to the discussion. You don't let us get off track and every time I've needed help on when we're in a subcommittee you're the first person to call say what kinds of questions should I be asking? You always said just a crystal-clear insight into the direction we need to take and I'm going to miss that very much. So, I'm going to miss both of you for that and I think it's an important part of what we do in our retreat and I might ask both of you to come back and help us with the transition. Specifically, how do we get the information we need to make good decisions? You're both excellent at that.

Ms. van de Zwaag: I had a few to add if I may?

Chair Stinger: I have a right to open it up.

Ms. van de Zwaag: So, for Commissioner Chen she may not win the award but the award in my recent memory maybe with Vice Chair O'Nan but three-time HSRAP Committee member. So that was really awesome and also serving on the first Human Services Emerging's Need decision to give the money to Peninsula Health Care Connections and I think was it Ada's? Ada's Café. Also serving as a liaison to Avenidas is another thing that I noticed you helped us with so thank you very much for that. Commissioner Alhassani we counted two times, it might have been three times you were on the CDBG Committee. It might have been three, my memory felt like it was three but I could only put two down with good conscious and also, your work on the Council's Resolution subcommittee last year and when you served as a liaison to Palo Alto Mediation Program. Thank you for your...

Commissioner Alhassani: My pleasure.

Ms. van de Zwaag: ...commitment to this Commission and the community in those capacities. Thank you both.

Commissioner O'Nan: I was wondering if I could just share a couple of memories. When I joined the HRC I believe it was in 2010, Theresa Chen and Sunita and I were one of cohort together so I feel like now I'm the last women standing because I've lost Theresa. We've literally been on the HRC the whole time together so it's really heart wrenching for me to say goodbye to Theresa. I'm so glad that you're going to help us out when you can and still be working with us because we really have needed and utilized your skills over the years. We need your voice of reason and I think we are going to need to still count on you in the times to come but I know you need to move onto a new chapter of your life so we'll try not to overburden you but I really value the connections that we've made and I want to maintain those. Secondly, I

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remember some years ago now as I recall it was a birthday party for the late Ray Bacchetti who I believe who had turned 80 and his birthday happened to fall on an HRC meeting night. So, we surprised him with a birthday cake and in the audience watching us was this young guy on this laptop and I couldn't quite figure out who he was. If he was a journalist who was observing or a member of the community and I kept trying to offer him a piece of cake and he was a little bit (sigh). I think I finally got you to take a piece but hopefully your wife wasn't watching but anyway it turned it was Mehdi and he was doing some personal research before he applied. Anyway, that was...

Ms. van de Zwaag: One of the few ones that have.

Commissioner O'Nan: Yes, and then I was just delighted to find out why he was observing us and that he was really serious about joining the Commission. It's been so valuable over the years having someone who served in the Obama Administration and brought a national consciousness and awareness to Palo Alto. As Minka and Valerie and others have already said he has great ideas and a really a way of just cutting through the fog and getting us back to where we need to be. So, I'll just really miss Mehdi, I mean I miss Ray, I feel like I'm starting to have served long enough to really feel sad about saying goodbye to so many great colleagues. I hope some good years are still ahead of us and that the new people that are joining can move up to the footprint that's being left behind because I think it's big shoes to fill.

Commissioner Alhassani: I'm sure it will be better. Anytime you want to get Peets let me know. (inaudible)

Vice Chair Chen: Tin Pot

[The Chair handed out gifts -no mics were on]

2. Council Liaison Report

No Council Liaison was present.

3. Staff Liaison Report

I just had a couple things, the report along the recommendations for the Council Resolution are still on the June 11th Council agenda. I will continue to make you aware if that stays on the agenda. It's also budget season so I'm keeping my double fingers crossed that will stay on the agenda.

Commissioner Lee: If it does stay on that agenda when will they be releasing the...

Ms. van de Zwaag: They will release the report then like two Thursdays ahead of that.

Commissioner Lee: Two Thursday ahead, ok.

Ms. van de Zwaag: So like June 1. Let's see we talked about the retreat already, we also talked about meetings in June and July but not August. That's all that I have at this moment.

Commissioner O'Nan: Minka could I ask do we have a location for the retreat?

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Ms. van de Zwaag: Yes, we do. It's in Mitchell Parks Center's Matadero Room so it's a larger room. It's the corner one where we've had it before. It's also I think a couple years ago where we had the countywide HRC lunch in, yes.

Chair Stinger: (inaudible – mic not on)

VI. TENTATIVE AGENDA FOR NEXT REGULAR MEETING: Thursday, June 14, 2018.

Chair Stinger: Tentative agenda, next meeting? We have City Attorney doing roles and responsibilities and we have a HSRAP Learning Series?

Ms. van de Zwaag: ACS.

Chair Stinger: Oh great.

Ms. van de Zwaag: Adolescent Counseling Services are with the Outlet Program and wanted to come...

Chair Stinger: That's perfect. I think I'd also like to talk a little bit about the importance of liaisons and either open it up for people to sign up for a liaison or have that done offline. Our liaisons need some attention and I don't know if there's anything else?

Commissioner O'Nan: I think we may have some new members so should we have a special welcome to new members? Then a debrief with Commissioner Lee on how the event went? The Asian- American experience.

Chair Stinger: Maybe an update on Welcoming America because we're waiting on July but we should have something for June.

Commissioner O'Nan: Maybe a preparation for the retreat? An overview?

Ms. van de Zwaag: I'm, not sure because this one is a little bit different in that the consultant will be doing the majority of the work. What we might have is an update saying hey there's going to be a couple homework exercises to do before the retreat but as far as the content the consultant is setting the content.

Commissioner O'Nan: Ok I was just thinking again of new members so it might be good to just have ...

Ms. van de Zwaag: Oh yes.

Commissioner O'Nan: ... it as an agenda item where we just discuss the retreat, prepare them for it and give them a heads up on anything.

Ms. van de Zwaag: Right and that's – as soon as the new members are selected that's along with a welcome that's one of the first topics that we need to get on their agenda. If there is, at that

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point, a majority that can't make it then we will have to look to reschedule but if we do get the majority we will be going ahead with that date.

Chair Stinger: Any other agenda items?

Commissioner Lee: Could I ask that when you adjourn you adjourn in recognition of Mental Health Awareness Month?

Chair Stinger: That's lovely. Everybody have your ribbons?

Commissioner Lee: After we adjourn can we take a Commission picture since we have two people who are leaving us?

Chair Stinger: If we don't take the picture does that mean they stay? Ok, I will adjourn this meeting sadly. Wish you well, lots of good luck and recognizing Mental Health Awareness Month and all of our HSRAP grantees who work so hard to help address mental health issues in our homeless population, in our school populations, and in our general community. Thank you.

VII. ADJOURNMENT

Meeting adjourned at 9:18 p.m.