



HUMAN RELATIONS COMMISSION

Thursday, June 14, 2018

Community Meeting Room

Palo Alto Civic Center

250 Hamilton Avenue

7:00 PM

REGULAR MEETING

ROLL CALL:

Commissioners Present: Kralik, Lee, O’Nan, Smith, Chair Stinger, Xue

Absent: Brahmbhatt

Council Liaison: Council Member Wolbach

Staff: Minka van der Zwaag, Mary Constantino

I. ROLL CALL

Chair Stinger: Good evening, welcome to the June HRC meeting. We’ll begin with a roll call, please. Thank you, Mary. This is the... just for our new Commissioners, this is the standard format that we use.

II. AGENDA CHANGES, REQUESTS, DELETIONS

Chair Stinger: We go through roll call and then any request for agenda changes; deletions. Are there any changes?

Vice Chair O’Nan: No because Philippe made it.

Ms. Minka van de Zwagg, Human Services Manager: There are no changes on Staff’s part.

Chair Stinger: Thank you.

III. ORAL COMMUNICATIONS

Chair Stinger: Then we open it up to oral communications from the public and we have none. That would be an opportunity for somebody to address us on something that is not on the agenda.

IV. BUSINESS

1. Welcome to new the Human Relations Commission Members.

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Chair Stinger: We have no communication cards so we'll roll through that and go to the business section of your agenda and the first part is greetings. I feel like the first day of school, I'm so excited. New things are always exciting and this is... half of our Commission is new so we have a lot to be thankful for. I appreciate each of you stepping up and I'd like to give you a chance to just introduce yourself; maybe some experience you bring and hopes you bring.

Commissioner Kralik: I'm a welder from Cleveland, Ohio and I grew up in a big family. I think that's part of my upbringing is to treat people fairly in life and I've carried that forward with me throughout my career. I've been working as a mediator as a Court Hearing Officer in the mental health field and I've been doing that with the county, Santa Clara, and also the Superior Court of California. I'm happy to be here and happy to contribute anything I can to the Human Relations Commission in Palo Alto. I have two young children, 10 and 7, and I'm anxious to give a good example and participate in my home community. Thank you for inviting me to be part of the Commission.

Chair Stinger: Thank you.

Vice Chair O'Nan: I just want to say that I'm from Cincinnati, Ohio so I'm super excited to have a fellow Buckeye on our Commission.

Commissioner Xue: My name is Qifeng Xue, I grew up in China so as you guys can hear from my accent I have a very strong accent. As I said in my interview I was raised in a very, very small village so the population is about 400 people. I'm very proud to be here like I mentioned during the interview, this is a technical center. I am very proud to be part of it. The reason why I moved to Palo Alto because of school. I have two kids, one now in college and one's in high school.

Vice Chair O'Nan: Make sure you're speaking into the microphone.

Commissioner Xue: Oh, sorry. You know hopefully by joining this Committee I can share of the experience dealing with the young people. Hopefully, we can share what you can learn... how to help them out. I have been working over 30-years with the biotech industry so what I can bring here may be, from the technical side, is analytical. So, analytical that's what I've been doing to support the drug industry and the development. Thank you.

Vice Chair O'Nan: That's wonderful.

Commissioner Xue: Thank you.

Chair Stinger: Commissioner Smith.

Commissioner Smith: My name is Kaloma Smith, I am a recent transplant from New York. I moved here 5-years ago to pastor the oldest African American Church in our community, the University AME Zion Church. I have been blessed to work with this committee on several initiatives over the past 3-years and because of that work, I felt like this was worth the time investing in because it is truly at the spear tip point of the issues the community needs to discuss

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so thank you.

Chair Stinger: I'm ready for a great ride. We're going to have a great year, great 3-years.

2. Human Services Resource Allocation Process HSRAP Listening Forum.

Chair Stinger: We'll move on to our HSRAP learning forum. Again for the new Commissioners, we have in the past done different learning series on different topics that help us stay in touch with the community or help us research something or become more familiar with a topic we're interested in. The series that we're looking at right now is to talk to our HSRAP grantees, particularly about new initiatives that they are taking on.

Vice Chair O'Nan: Can you describe HSRAP a little bit for the newcomers?

Chair Stinger: Fair enough, I think we should. It's the Human Services Resource Allocation process that we go through rigorously every 2-years and review in the mid-cycle. The purpose of it is to distribute city funding for nonprofit agencies. We have a list of objectives that you'll see and we try to work towards those goals and distribute funding as broadly as we can. It's one the most exciting and most frustrating processes that we go through. It's one of the things that we put a lot of due diligence into and have a responsibility to the Council to do it as well as we can. One of the city's grantees has been Adolescent Counseling Services, particularly the Outlet Program and we've invited Dr. Rey to speak to us today.

Dr. Philippe Rey: Well thank you all for having me and first of all I'd like to thank the HRC for over 30-years of support of Adolescent Counseling Services and for all of you who might be new and don't know I'll give you a little bit of history. This group actually founded Adolescent Counseling Services back in 1975 so the organization stemmed out of the HRC and the City Council. Basically, what happened at the time back in the 1970's is there was a lot going on with teens and there were no resources in Palo Alto. Then the big moment that happened is that the son of the Mayor committed suicide so the HRC and City Council decided to start a non-profit organization. I think we were known as Palo Alto Adolescent Child Consortium back then and then we changed our name. So, the reason why ACS is here is because of you and your predecessors so thank you so much for years of support. Currently the City of Palo Alto through HSRAP is helping us fund our work with the both high schools here so Paly and Gunn. We provide support services to the LGBTQ youth of those high schools and I'll share a little bit more of those with you later. Plus, what we plan on doing in the future with our brand new strategic plan that was voted by our Board last month. Just to give you a little bit of background it's always nice to not be the only one with an accent here so not to be the only foreigner and the one that sounds different. So welcome and I'm glad to be part of a bigger tribe. In terms of Adolescent Counseling Services, to give you an overview of whom the agency is and then we talk more about the specifics. I'm celebrating 20-years of services with the organization and basically there have been many, many offers but I was only able to say yes to one which is ACS. The reason why I love Adolescent Counseling Services so much is because it's the only organization of it's kind on the peninsula that only focuses on adolescent and young adults. Our age range is between 10 to 25. We use to be 12 to 18 and then we've realized working with our community and population that the transitional age youth is so important. That to drop somebody

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at the age of 18 from all resources and transfer them and refer them out to another organization can be detrimental so we decided to extend our age from 10 to 25. I know all of you may go back in a place in history and remember your adolescents which was suppose to be a time of fun and carefree and just being crazy but I know that it's not the case. All you can absolutely easily back in your memory go to a place where it wasn't that fun. It was a struggle to be a teen so I'd like to invite you do back there and it's getting worse for teens. I mean especially in Silicon Valley because of the academic pressure, that pressure to succeed, the wealth, the divider and all that. In my case just to give you a little bit of history and some of you have heard that before but I grew up, again far away from here in French-speaking Switzerland. When I was young boy my sister started developing a substantive abuse problem and basically, I watched my family being destroyed not by my sister's substance abuse. It was destroyed because of the silence, the denial, the stigma, the fear of talking about it. So, I watched basically my parents deal with it in silence. I know there was a lot of self-blame, there was a lot of blaming each other, a lot of anger, a lot uncertainty but this idea that we were the perfect family and to go out and even talk about would just shatter that image so that's what destroyed our family. So, growing up we had this code of silence in my home so at age 12 when I started questioning my sexuality I knew that home was not the place where I could say hey mom, dad, I think I'm gay at the dinner table. So basically, what ended up happening is I stuffed all those feelings, I denied myself my own development, my own identity and became isolated; very lonely; depressed; thought about suicide many times. Thus, if you take all my history, my upbringing and all that this is the reason I dedicated my entire life to Adolescent Counseling Services and plan to do even more because it's an amazing organization and I love leading it. The ultimate goal is I don't want any youth to... in the communities that we serve to go through what I went through because I don't think there's nothing worse than not knowing who to talk to; not having any resources. So that's what we provide as an organization and I've been providing since 1975. To give you an idea of who we are and what we do as an organization so we have four programs. We have Adolescent Substance Abuse treatment program which is the only, what we call, IOP program and by IOP we mean intensive outpatient program. That means for substantive abuse treatment is the last stage before hospitalization. So, the kids and the families are with us four to five evenings a week in our offices so that's one of the programs. We offer a program down here in Palo Alto. We have offices on Grant Avenue as well as in Redwood City is our headquarters. Then we have, what we call our school services, on-campus counseling program. Right now, we are at four sights so we provide services mostly in San Mateo County so we're in East Palo Alto, Woodside High School, La Entrada Middle School as well as Sienna Youth Center in Redwood City. Those programs or services are free to the kids, they can just come to us and walk into our offices. We have licensed people as well as intern's postdoc and postmasters working for us. Then we have our general counseling office that we call the Community Counseling programs. Those offices are in Mountain View, Palo Alto as well again on Grant Avenue, Redwood City, East Palo Alto, Woodside and also in San Mateo. That's what you expect a clinic to be... outpatient clinic so kids and family members can come to us and we have offices. We offer a sliding scale so we go as low as \$5 a session but we've gone even lower; 50 cents if that's what the kids can afford. Our last program which has been in existence since 1995, not with us but we acquired the Outlet Program about 4-years ago and that's the program that provides support to the LGBTQ youth in both San Mateo and Santa Clara County. What's changed since we added the program is it use to be only a support program where we would have support groups and all that. Then we realized that a lot of the youth coming to us were also dealing with drugs use and

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alcohol and depression and anxiety. So, we decided to turn our Outlet Program into a clinical program to where we actually have professionals in the field of psychotherapy that can address specific issues that the community deals with so that's something that's new. So, it's not only just support programs, it's a clinical program. Just to give you an idea at both Paly and Gunn for this fiscal year we saw 679 youth that were asking for services. Go ahead.

Commissioner Smith: Earlier you said you had a strategic plan but you never went back to that.

Dr. Rey: I'm going to it. Yes, so with the HSRAP contract right now we served this fiscal year starting in July 679 individuals from Palo Alto at both of those high schools. Part of what we do too with the Outlet Program is educate the communities that we serve so both counties. It's really important that the more people know the more comfortable they are with the LGBTQ experience. So, we go through all school districts that will invite us. We go to corporations, we go to city councils, we go to anywhere; governments. We reach over 6,000 individual each year and we have quite a curriculum and a specific program to train, basically our goal is to make our communities safer for our LGBTQ youth and basically safer for every youth. What's always amazing and this goes to our strategic plan is in the Bay Area and Palo Alto, anywhere here because of everything that's going with the community we think that this is a really safe community. That it's very modern and supportive but it is not. So, from all the teens and this is just local research as well as what we hear from our youth, locally 61 percent of LGBTQ identifying youth report feelings unsafe at school. All of you have heard reports of bullying, there were even fights and kids being harassed and assaulted in bathrooms at Gunn High School. I think that was the last time it happened and this is compared to other peers. This is the thing that is really sad and we see a lot of that is that 40 percent of LGBTQ youth live in a hostile home environment. We still see kids here, from Palo Alto, who are being kicked out of their homes because they come out to their parents and this is not just transgender, it's the entire LGBTQ experience. So, this is still happening so as you know there is a huge need to support the experience of our LGBTQ youth. If you go back I'll just give you an example of when we had the suicide cluster at Gunn, the CDC did research and then a report was generated. Part of the report, one of the pillars, was sexual and gender identity was part of what could be possibly causing some of the distress. As you know LGBTQ youth have four to five times or are four to five times more likely to choose suicide as an option than straight-identified kids. In terms of our strategic plan I said we were created in Palo Alto, we love this community, we've been providing services here so we want to have a larger presence here. So, one pillar of our strategic plan is starting in August of this year we are opening what we call the Adolescent Counseling Services Institute for Psychotherapy and Training. Basically, that's a brand-new project because we realized that we have niche programs. So, the Substantive Abuse Programs no one else does what we do in terms of the psychotherapy of that, the support of that. Then the Outlet Program doing the clinical work, no one else does that so we decided to become the leader in training future psychotherapists as well as current providers in how to support, how to treat, how to be with the LGBTQ communities. So, we'll be training up to 25 interns starting in August and will become the leader professional in working with the LGBTQ youth. Especially with the transgender there's nothing out there yet. A lot of people don't really know what to do with the experience so we have been able to gather some professionals who have done research that will be part of our clinical supervisor teachers. The other aspect that will be really important for us because we've been doing family therapy for many years because that's a part of who we are, is to also support

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the families of the LGBTQ youth as they are exploring and developing into the beings that they want to be. Again, no one does that out there so that's one aspect where we would like to get more involved with the community. The other part is because we want to have a bigger presence with Palo Alto, especially with the LGBTQ youth, we have five counseling offices. Our goal with the next HSRAP cycle would be to request from the City of Palo Alto to be able to man that office with a full-time expert in supporting the LGBTQ youth experience and the families. So that individual would not only be doing clinical work with the youth and the families coming in but that individual would also be a liaison with the school, with City Council, with the government, with the press in terms of being the leader in what is going on in research and distributing all this. So again, the goal is to make the Palo Alto community safer for our LGBTQ youth and family members as well as any other families. So that's some of the ideas that are coming but again our goal is to increase our presence here because we know they are here. I mean the kids are here so just to have a bigger outlet and a bigger place for them to be able to find resources and specifically with the clinical work. I mean there are some places where they can get the social aspect but we know that it's not enough. There needs to be a clinical aspect, especially when they are dealing with substance abuse issues or depression anxiety so ACS would like to be there for those youth.

Chair Stinger: Thank you.

Dr. Rey: You're welcome.

Chair Stinger: The history is exciting and going forward the initiatives are dramatically exciting. I'd like to open the floor up to comments and questions from the Commissioners. Kralik?

Commissioner Kralik: Sure, I just want to say thank you very much for sharing your personal story. I think that always helps to understand the motivation behind your work and thank you for your 20-years of service on the front lines. I wondered if you interact with hospitals? El Camino, Stanford, some of the other local hospitals and counseling youth that may be hospitalized for issues related to mental health. How are you able to serve as an outpatient provider for them?

Dr. Rey: Oh absolutely, one key that has been the key of success of Adolescent Counseling Services has always been our collaboration. So, for example, we work really close with Children's Health Council because they have an IOP but for the mental wellness aspect so when we have kids who no longer benefit from the quality of therapy that we provide and they need more than we would refer them to work with CHC. With Stanford, of course, you've all heard about the Head Space Project so that is something that we are, with Dr. Adelstein, they've approached us, we've been really interested and once the whole project comes to fruition, to be the provider in terms of the Substance Abuse Treatment program for the youth as well as the LGBTQ...

Ms. van de Zwagg: They may not all know about Head Space.

Dr. Rey: Oh, so...

Commissioner Kralik: I have it on my phone.

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Dr. Rey: Yes, let me try to bring it all in because it's a huge story. It's really exciting actually so it stemmed about 2... 3-years ago and again it's out of a tragedy. There was a young girl who committed suicide by jumping over 280, the overpass. The parents, the mother especially get so... with grief, she came back and said we need to do something. This was at the same time the clusters were happening at Gunn so she traveled to Australia and discussed that the Australian government provides what is known as Head Space and Head Space are centers that are free to any youth and they can get their physical health, emotional health, there are social groups, I mean it's a hub for youth regardless of what's going on. So, they thought this was the coolest thing. They came back, they started talking to people in the community, I got involved with the conversation and then Dr. Adelstein who is a psychiatrist and a researcher at Stanford got really excited about it and approached a lot of community members and said we need to open that up in Santa Clara County. Basically, that was the beginning of the conversation and now we're close to almost opening it up. The Head Space... we're going to change the name so that we're not competing with the project in Australia but the County of Santa Clara has pumped a lot of funds in. So, the idea is to open up in the northern part of Santa Clara County as well as in the southern part and they are looking for real estate. As I said, ACS and other community-based organizations would do some of the providing services there. So, we're really excited about that... doing that so the other relationship in both counties we have to do that. Again, the ultimate goal is what we call the warm handoff which means less trauma, less stress for a kid that needs to be handed off to another provider. We're trying to do that really gently and professionally.

Commissioner Kralik: Thanks.

Commissioner Smith: Dr. Rey thank you so much for the phenomenal work that you're doing in the community. The one thing that I'm struggling with a little bit is you deal with marginalized populations which 100 percent need to be dealt with but according to research by Cigna Gen-Z which is 18 to 22 is the loneliest generation currently recorded. How are we getting the information of your great services to that larger group? I didn't hear that in the plan and it seems like that would be super beneficial in this space to get that general population also engaged in this. I know from my own personal counseling experience at the Church with people there is the solid majority, about 60 percent of people that at some point deal with these issues. How do we get these kids engaged with you? Where is that in the plan?

Dr. Rey: You know actually what's been amazing and we've seen that trend change over the years and that particular population what they're doing that's out of this world, keeps me up at night with excitement, is the first time that we actually see word of mouth amongst kids. Where we have kids actually contacting us or bringing their friends to us and saying you know she doesn't want to be here but I think you need to talk to her. Then the other thing too is that there are, I wouldn't say the lack of... I'm trying to find a word that's not going to be a crazy word. There's something with that generation where they are no longer... the shame and the stigma is a little different at all levels, from sexual and gender fluidity to how they feel, that they are now engaging their parents to also make that step. So, we're seeing a decrease a little bit in the denial and a decrease in the stigma. I also think that we as a community, especially since the last two clusters, have done amazing at educating and making people aware of services. I don't think that

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was the case when I first started 20-years ago. Again, I started with a cluster at Paly 20-years and it was completely different. It was a shutdown of the community, no talking, let's not talk about suicide and I think this community has done amazing to allow kids the freedom to approach... to know of services. I would say the best... our best marketers are the teens themselves.

Vice Chair O'Nan: Philippe, I was wondering you gave us some very distributing statistics about kids feeling unsafe and growing up in hostile home environments. Can you tell us a little more about how those statistics were derived?

Dr. Rey: These are directly from the Healthy Kids survey for both San Mateo and Santa Clara County and then they reflect what we hear from our kids, from our youth. As I said the homeless population right now, especially with the LGBTQ identified kids is humungous and we're getting a lot of youth coming down from San Francisco because they're limited resources as well. We see them even locally so local communities.

Chair Stinger: I also want to thank you for taking the time and presenting such rich material. I also wanted to follow up on the statistics that you shared with us. You know I think we've talked about this, that we're doing an assessment of the LGBTQ plus youth and families and adults in our community. I wondered if we could work with you to break out Palo Alto specifically.

Dr. Rey: Absolutely.

Chair Stinger: That would be really helpful.

Dr. Rey: Actually, I could work with our clinical director as well as our grant writer and just break those down because we have quite amazing data just locally, countywide as well as state that we always utilize. Even for the HSRAP, for those of you who haven't gone through an HSRAP application process... well, you should because it might change your view on what you make us do. I'm not complaining but I thought I'd only write one doctoral dissertation in my life but I'm writing one every other year for HSRAP.

Ms. van de Zwagg: It's less than most federal grants.

Dr. Rey: Yes, yes, yes and it's gotten better thanks to Minka and her staff but we could maybe share some of the data and the reason behind what we provide with the other services with all of you too. We draw from local and from the county and state data.

Chair Stinger: I'd really appreciate that, thank you. I also wanted to ask if you could follow up on the comment that there is adequate access to social facilities, socialization.

Dr. Rey: The LGBTQ experience has initiated responses from providers. It's a community that I believe that's becoming more vocal and a lot of organizations and counties are starting to react. So, for example in San Mateo County for the first time in history, they realized that there was a need so they opened up the Pride Center in San Mateo. We're apart of that, we're providing the youth services. Then now Santa Clara County has the LGBTQ Affairs that just started maybe a year ago with Mary Bell and Anthony Ross who was one of my Staff, still a friend. So, there are

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responses and then other organizations are opening up some of their offices for social after school... all the schools have what we call the GSAs depending on where you or the Gay-Straight Alliances. So, there is that social aspect that's happening where somebody may feel safe to go to a place and it's being offered. Where we are the leader and starting a brand new movement is the clinical aspect. It's not there yet so ACS is the first one that's actually tackling into doing research, looking at supporting the clinical growth of the LGBTQ youth issues. Especially when it comes to combining with substance abuse, depression, suicidality, and all that but so we have our offices down here but then the Family and Children Services also has the Youth Center. It's a safe space for them to go. They have one here in Palo Alto as well as in San Jose so we work with them again and combine our services. So, if they have a child who is identified as needing more clinical services then they will refer to us for the work.

Commissioner Lee: I just wanted to thank you, Dr. Rey, for everything that you and ACS is doing for all LGBTQ youth in this community. The Commission is having its retreat this coming Saturday and so I would be very interested in your unique perspective as to what are some of the unmet needs in the Palo Alto community? How can the City and how can the Commission better support LGBTQ youth in Palo Alto in addition to supporting ACS and everything ACS is doing? What are ways that the City can fill in the gaps, things that ACS maybe doesn't have the bandwidth or expertise to do? What can we be doing either jointly with the school district or independent of the school district to fill in those unmet needs?

Dr. Rey: Well I'm basing my response from experience and what I hear from the youth and what I've observed. This is part of our mission now is breaking this stigma. I think you've heard my story talking about my sister and my family and all of that. I know that all of us are directly or indirectly affected by mental wellness and substance use and all of that. I think as a community we need to break this stigma. I think the more of us that come out, the more of that can share a story... I mean I think if we could have a campaign of successful people or not even successful just the fact that we're all sharing the human pain of growing up in families or having family members or having friends that are dealing with it. This idea of perfection, of wealth, of success I think is killing some of our kids here. So, what I would recommend is as a city if one day there could be this huge... I'll call it coming out or share stories of who we are and that it's totally ok. I mean it's totally ok to suffer from depression. You... somebody will hear you and say oh, they made it. That's my new topic answer but like I said sometimes I feel special in this community, we're so guarded in terms of I'm perfect, I have no problem, my car is shiny and everything is fine and it's not.

Commissioner Lee: Appreciate it, thank you very much.

Commissioner Smith: Have you seen a more heightened sensitivity around mental health given the current environment with Kate Spade and Anthony Bourdain effecting the parents' generation of kids now? Have you seen more cases coming in because of that?

Dr. Rey: Not really sadly again because I think that it's so easy to differentiate yourself from those cases because well, they were adults or they had everything and not my child's syndrome, not our family's syndrome. So, we thought we would see more but what we're hearing is a bit more of a conversation so we will have parents calling us and what do I do with this

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conversation? My kids are asking questions but we haven't seen any increase in referrals or phone calls for direct services.

Vice Chair O'Nan: Philippe I wanted to ask that in Palo Alto the demographics of our community have shifted over the last maybe 10-15 years and sometimes we're hearing that kids who come from more traditional homes or whose parents may have immigrated from another country are having a difficult experience. Especially in the context of coming out as LGBTQ so does your program Outlet deal with that situation? Do you have any suggestions, ideas, or input for us as a Commission on how we can reach out to various communities within Palo Alto to help educate and inform them?

Dr. Rey: That's a great question. So, as you may know for any youth and individuals to open up and feel safe, having a person that looks like you, that sounds like you and has gone through similar experiences is really important. Where we in the world of a non-profit I think suffer with that is we try to recruit individuals from the communities that we serve. So, then it reflects the community that we support yet the funding source especially specialized sub community group of professionals is something that we cannot afford. So again, it's something that I think is really important for communities such as Palo Alto that does diverse to know that investing in the community-based organizations in terms increasing the funding, especially when they are dealing with specialized communities, is really important. Just to give you an example, we can get a post-doctorate intern that's still going through their hours for a stipend of \$3,000 a year. They'll do it. Why dude. We're going to a special community; it's close to \$40,000 to \$50,000 because that's what the county will pay. So those individuals are actually wanting a paid position.

Commissioner Smith: When you say specialized communities are you talking about ethnicity?

Dr. Rey: Ethnicity, yes, ethnicity or LGBTQ. Any type of community that doesn't fit the mainstream.

Commissioner Smith: Is it possible that if you have some money that's 1.5 Gen from a different ethnicity could they make the same connecting points, especially if you deal with ethnic groups?

Dr. Rey: I don't know.

Commissioner Smith: Ok.

Dr. Rey: Yes it seems like kids are responding better to somebody who's with their history that looks like them sounds like them, and they have the same history. Especially with the LGBTQ. Go ahead.

Commissioner Smith: We've said LGBTQ a lot in this meeting. Can you define the percentages in Palo Alto a little bit more clearly for me because I don't know? So, we've said it as a Commission in here a lot and I just wanted to know what is the percentage?

Dr. Rey: Well, I'll use the number of the kids that have used us so I'll say 700 youth have come

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to us with a question about. They may or may not identify as transgender and all that so if you take the population of both Paly and Gunn which would be about 4,000 totals then that would be... I would say that's the tip of the iceberg of the community. They say that nationwide it's about maybe 15 to 20 percent. The transgender experience is now... we're seeing more and more so it's as their feeling freer to come out. So that's a significant amount, it's 10 to 15 I would say percent.

Commissioner Smith: You made a correlation earlier in your comments about they are more likely to commit suicide because of the issues. Have we made any correlation with our clusters and that being a factor?

Dr. Rey: Yes, it was one of the pillars that was identified. One was the Asian American experience background, one was the substance abuse and then the LGBTQ was one of the pillars that came out.

Commissioner Smith: What percentage of our population is Asian American?

Dr. Rey: In the community?

Commissioner Smith: Yes.

Ms. van de Zwagg: I think it's...

Commissioner Smith: Yes as far as kids in the school.

Ms. van de Zwagg: Oh, in the schools.

Commissioner Smith: Yes.

Ms. van de Zwagg: I know as a community it's like 34 or 35 percent. I don't have it on hand at the high schools.

Dr. Rey: It depends on which schools.

Ms. van de Zwagg: It depends on which school. I think Gunn has a higher Asian population than Paly...

Dr. Rey: Yes,

Ms. van de Zwagg: ...but we can look that up for you and get that to you.

Commissioner Smith: So as a strategic plan for ACS wouldn't it be behooving to also spend some time looking at what it's like to be a first Gen or 1.5 Gen Asian in this time and space as one of the things we should look at.

Dr. Rey: Oh, absolutely and we are and I'm sorry I didn't mention that but our goal is to increase

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our diversity and reflect the population that we serve which is something that we already do. So, just to give you an example so when we use to provide services at Gunn High School our entire team of clinicians there were Asian American and bilingual; Cantonese and Mandarin.

Commissioner Lee: One of my colleagues who was not able to be here this evening has been particularly concerned about cyberbullying. I'm wondering if you have any thoughts as to how that's affecting the LGBTQ community here in Palo Alto especially since we live here in the heart of Silicon Valley and if you had any thoughts on ways to address that?

Dr. Rey: Amazingly enough it's not something that comes up with that particular community. We hear more of them feeling threatened physically on school campuses as well as on the streets. It hasn't come up as a major point for us.

Commissioner Lee: Thank you.

Chair Stinger: I want to... I'm sorry, please go ahead.

Commissioner Xue: Thank you very much definitely for sharing your personal experience and also your dedicated support to our community. That's really wonderful. So, when I heard that the Asian American population, you think about that they have a higher percentage chance to commit suicide, I've run into a few situations, however, how can we deal with that and I have been puzzled. My question is you said you set up the office at Gunn or Paly how can we gain their trust? You know the students have confidence and talks to us? We knew we had a gap generation so earlier you mentioned Generation 1 or 1.5 so how can we basically attract those kids to come to us, talk to us and you shared something...

Dr. Rey: Yes, and I think it goes back to investing in the quality of the Staff that's being offered positions and hired. What we've realized is especially with the Asian American there are four levels of connection. There's the fourth generation so people who have been here, you know this the fourth generation so they are fully Americans and we need to deal with those youth completely different than the first generation or the families. Again, what we noticed or what came out to us quite strongly, especially at Gunn and at... what's the middle school that fills into Gunn?

Ms. van de Zwagg: Terman.

Dr. Rey: Terman is again the level of trust and proficiency of those therapists. So, we basically had therapists from all those four levels and I don't see the resistance but the more work had to be done with the parents and the families about educating what mental wellness is and the danger of it and so forth.

Vice Chair O'Nan: Yes but I want to clarify for my new colleagues, ACS is no longer providing those kinds of counseling services in the school. We have a new provider called CASSY so ACS is providing Outlet which our Commission recommends funding allocations for through the HSRAP process.

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Dr. Rey: Yes.

Vice Chair O’Nan: So, some of this is historical information and some of this is current information.

Chair Stinger: Do you want to ask one last...

Commissioner Smith: Yes.

Chair Stinger: ... comment and then

Commissioner Smith: I have two comments.

Chair Stinger: Two is good.

Commissioner Smith: Ok the first comment as a 1.5 Gen the reality is that I had to teach my parents about stuff. My mom’s a doctor, my dad’s a banker and they just didn’t grow up here so they don’t have the cultural touchstones so as we talk about that particular Asian population because that’s the fastest growing population in my community, in my Church. The question is how do we equip the students that are on the trauma or depress to still be able to have the information to go into their homes to speak with them and I think that would be a... I don’t know a line of equipping or a line of investigation to really look at. Number two, I don’t know this is a hot potato but I must say it anyway, where is the community of faith? No matter the faith, whether it’s Mormon, Christian, Jewish, wherever we are, how are they not engaged with youth on any level or is that a miss-perception on my part?

Dr. Rey: It’s... I’ll answer that question, it’s a misperception. Again, we are part of Project Safety Net which has a people of faith component to it. Again, we will work really closely with a congregation, church, synagogue, whoever the family is using as a support to then do education with the congregation with the community but we use it more as a support. So, when a kid comes in and the first question that we ask is always about faith. Where do they stand in all that and then if we see that as a supportive environment then we will encourage the youth, the family to reach out and to use that community as a support. Your first question, actually we are starting a pilot project with the Foster City San Mateo School District where we are... this took about a year plus now to put in place. We realized that what we are doing is training the teachers first to be able to then go into the classroom and teach the kids about diversity, differences, what’s going on, mental wellness, and then we follow it up with conversations, questionnaires, tests and then we go up to the parents. Basically, we’ve been doing this with them, this is our third year. We tried everything from parent education classes to just the kids and we realized that involving the teachers in their own education, their comprehension and their standing of diversity, immigration, gender, equality, and all this. Then they have more of an impact to have the conversation with the kids which then take it to their parents and then we follow up with the conversations. After this next year we’ll let you know if that’s successful because I feel like this is what is working on our pre-post tests when we see parents actually coming back saying awe, I totally finally get it after... yes.

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Commissioner Smith: That's good.

Chair Stinger: I'd like to use the prerogative of the Chair to one, close down the discussion but first I had one last question. Thinking about the programs that you are initiating in Palo Alto as part of your new effort strategic plan, what do you think the greatest risk is or what keeps you up at night?

Dr. Rey: Funding.

Chair Stinger: Funding.

Dr. Rey: Yes funding is the make or break it.

Chair Stinger: I just wanted to give you a chance to say that.

Dr. Rey: Funding is... yes especially given the current political economic climate a lot of organizations are saying a lot of people are clutching their purses. I mean you don't know what the stock market may be so people are... yes, same with foundations, corporations, forget about it. I mean even though they are making millions of millions they are all tightening up so that's a fear we have. Do they know something we don't know?

Commissioner Smith: (inaudible)

Dr. Rey: Yes.

Chair Stinger: Well thank you very much.

Dr. Rey: Well thank you.

Vice Chair O'Nan: Yes, thank you, Philippe, it's lovely to see you.

Dr. Rey: It's always a pleasure. See you in 2-years.

Chair Stinger: It's always informative. We'll see you in... I'm sure we'll see you this summer as we develop our process.

Vice Chair O'Nan: We do want to follow up with you on the statics Philippe.

Dr. Rey: Ok, I can find you. If I can just add something? For those of you who are interested in knowing more and Jill and Valerie can say more, we organize what we call Discover ACS Tour. It's a tour of our mission and we do that every other week so I could send Minka the information. You're welcome to join us. You see our offices, you hear from the kids, from the parents directly and it's a wonderful experience.

Commissioner Smith: Do you ever come out to community organizations and talk about your work?

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Dr. Rey: Yes.

Commissioner Smith: We'll be talking about it.

Chair Stinger: I'm sorry.

Vice Chair O'Nan: Oh no, I'm sorry, go ahead.

Chair Stinger: Please Council Member Wolbach.

Council Member Wolbach: Sorry I was late. A couple things, maybe staff can just do an email sharing of the contact information so that if anybody on the Commission including the one member who is not here today have follow up questions they would be able to get in touch. I also as a former Gunn student who while I was at Gunn and even at JLS struggled with depression and bullying so I really appreciate the work that you are doing, thank you.

Dr. Rey: Good, thank you. Thank you and thank you for the work that you do.

Chair Stinger: We'll be talking to you this summer I'm sure.

Dr. Rey: Yes, yes. Bye-bye.

Vice Chair O'Nan: Bye Philippe.

3. Debrief on the AACI (Asian-Americans for Community Involvement); a Community Watching of the film, The Chinese Exclusion Act: American Experience.

Chair Stinger: We'll move onto the next agenda item. A debrief on the Asian American Community involvement community film watching. Commissioner Lee?

Commissioner Lee: Yes, so we did a watch event for the PBS documentary at the Chinese Exclusion Act. It was the Tuesday right after Memorial Day and luckily that didn't affect turnout. We had somewhere between 150 and 190 people in attendance. We have 100 members from the community and 30 people on the waitlist including I think maybe our former Mayor was on the waitlist but we offered to let her in if she wanted to attend. Then the remained was from Channing House itself. They typically have pretty good attendance at their events but they had indicated that this event, in particular, drew slightly a larger crowd than usual and so I thought it was very educational. I know generally speaking about the Chinese Exclusion Act but there were things that I had learned from the documentary and certainly, our guest speaker gave some insight as to how this particular immigration act continues to influence immigration policy and what it means to be an American to this day. So that was very interesting insight and just anecdotally I've seen folks just be more aware that this had happened. I've seen people site The Chinese Exclusion Act in some of their letters or public comments on various issues going on in the community. So anecdotally it seems like people are slightly more aware that this has happened and continues to have implications today. I thought it was a pretty easy event to put on.

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I'm glad that we were able to put it together in what, about 2-weeks' notice? We had something like five or six different Asian American or Chinese American community groups supporting it and putting their stamp of approval on it. It was a great way to educate the community for very little start-up time or startup money so hopefully, we have an opportunity to leverage resources and groups like that in the future. Also, Vice Chair O'Nan and also outgoing Vice Chair Chen were in attendance so that's great.

Vice Chair O'Nan: I wanted to just piggyback on my colleague's comments. I was fortunate enough to be able to attend the event. I volunteered to help out but there were so many volunteers already I ended up just getting free dinner and not having to do anything which was awesome. I wanted to particularly share that Commissioner Lee worked very, very hard on the event. I mean as he mentioned there were fair many more attendees than I think we had expected so he worked very hard to ensure everything went absolutely smoothly with a handoff between the founder of AACI who gave an introductory speech. In fact, the speaker was his daughter who is an immigration attorney and then Commissioner Lee also spoke. Then there was the filming and there was Q&A so everything just went really, really smoothly. The set up was lovely and Channing House did a fantastic job of making all of us visitors feel very, very welcome. There were refreshments and so forth so having attended many community events I can't think of one that was organized better. So, I think we really owe a great deal of thanks to our colleague for ensuring that happened.

Commissioner Smith: Is there a next step because it sounds like there's a groundswell of desire to talk about topic particularly around this community? Is there a next step that you think the Commission could take?

Commissioner Lee: Definitely, I think there is definitely a need to engage with the Chinese American community. In particular, those who may be more recent additions to the community, in particular immigrants. Just reaching out to them and helping them feel more welcome in our community, helping them understand some of the historical context and values of this community and how they may necessarily differ from what they are used too. So, there are definitely things that I've been thinking of and others on the Commission have been thinking about and certainly, you'll hear more about them at the retreat. I know that the school district is particularly interested in seeing more action to engage with that community and are looking for opportunities to engage with the city and our Commission to work on that... on those issues.

Chair Stinger: I wanted to thank you for the work that you did and congratulate you on the outcome. You know that I wanted to attend but couldn't so I was curious if some of the questions were particularly educational or if you could share what you heard?

Commissioner Lee: I think they were very technical and very specific as to how current immigration law worked. I think that was... certainly not things that I was prepared to answer and maybe our speaker. I don't know, what was your impression?

Vice Chair O'Nan: Well the people that I spoke to were I think shocked for one thing. They weren't aware of a Chinese Exclusion Act or they weren't aware of the extent of it that had gone on for such a long time. I think one particularly shocking moment in the film was the fact that

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one of the worst mass lynchings in US history was actually not African Americans, it's was Chinese Americans. It happened in Los Angeles, not in the south so there were a lot of things that came out. The racism in San Francisco was shocking. Dennis Kearny for whom Kearny Street is named in San Francisco was one of the leading politicians who tried to throw all Chinese out of this country and tried to bar their entry. I thought a lot about our own quest to rename our schools here and I'm wondering if we should knock on San Francisco's door and say hey, maybe Kearny Street needs to go. There's just a deeper history of racism here in the Bay Area and in other parts of California that I had never been aware of. I think it was eye-opening to because sometimes groups are very cognizant of their own victimization and experience in terms of slavery, the Holocaust and so forth but when you open your mind and experience something new and see another group's experience, I think then you can start to see these terrible patterns that we have and the need for all of us to really stand together and fight against this kind of endemic racism and genderism that we have here in the US. So, I found it very difficult to watch at times but I also found it very eye-opening and I think others in the audience shared my experience.

Chair Stinger: Commissioner O'Nan... Vice Chair, thank you for sharing that. I was looking for a summary, something that we could get our handle on and that really helps make it more concrete. I don't see any other lights. I think that we'll come back to this on Saturday because you've started some activity on an issue that we care about very much and we'll follow it through.

4. Discussion of the Human Relations Commission Retreat

Chair Stinger: That will help me transition to a discussion of our retreat on Saturday. You've all got an agenda and some very simple prep materials that are less than our email packet is for most meetings. So, if you have any questions then I'll be available tomorrow to answer them. We're doing a new process this year, we've worked with a consultant and she's worked very diligently to put together an active program. We want to spend some time on the process and a lot of time on issues of content that we will take forward into the new year. We went to the consultant because we wanted the retreat to be more rigorous in our outcomes and in our discussion. I think we'll be able to achieve that. I think you can see that from the agenda. The biggest outcome of the retreat should be... well, I guess there are two outcomes, one is working together. Spending 6-hours together I hope we'll come together as a working Commission... transition tonight from a new Commission to a smoothly oiled well-functioning Commission. Also, be very objective and rigorous in our choice of programming for the coming year. I think the prep is basically a style exercise and some reading so I don't think it should be too challenging. Any questions?

Vice Chair O'Nan: Chair perhaps you could let our new colleagues know where the retreat will take place and make sure that everyone's ordered their lunch and everything is on board.

Ms. van de Zwagg: We will not name the Commissioner that needs to still order the Commissioner's lunch.

Vice Chair O'Nan: Are you all familiar with the new Middlefield Community Center? Mitchell Park Community Center?

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Commissioner Xue: Yes, I've been there...

Vice Chair O'Nan: Ok.

Commissioner Xue: ... for volunteering.

Vice Chair O'Nan: Ok so yes.

Commissioner Kralik: With young children, it's the playground that I'm most familiar with.

Vice Chair O'Nan: Oh god, yes, see if you're more of a south Palo Alto person you know these things but if... I didn't know if you were north people.

Commissioner Kralik: It's a beautiful facility.

Vice Chair O'Nan: It's beautiful and we've had other meetings there and it's been lovely so...

Commissioner Kralik: It is nice.

Vice Chair O'Nan: ...I think it will be... even though it's a long meeting I think it will be worthwhile.

Ms. van de Zwagg: There will be scones. For the new Commissioners, that's a tradition from a former Commissioner, beloved Commissioner...

Vice Chair O'Nan: Who passed away.

Ms. van de Zwagg: ... who passed away so we do it in honor of him.

Chair Stinger: Just to be clear the meeting room is in the community center, it's behind the library on Middlefield.

Ms. van de Zwagg: It's the corner room.

Chair Stinger: Right but it's not Cubberley where we did the orientation.

Ms. van de Zwagg: It's not Cubberley and it's not in the library, it's in the community center.

Chair Stinger: No, it's behind the library.

V. Reports from Officials

1. Commissioner Reports

Chair Stinger: On to reports from Commissioners. This is an opportunity to update us on activities that have given you some new information or insights or activities that you want to share with the rest of the Commission?

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Commissioner Lee: So, I have an update so I served, independent on my role on the Commission, I served on the scholarship committee for the inaugural Fred Yamamoto scholarship. We awarded it this year to an extraordinary high school senior at Paly named Ricardo Lonbera. We awarded him a \$4,428 scholarship in recognition of the 442nd infantry regimental combat team that Fred Yamamoto has served on. You probably read a little bit about him in the Palo Alto Online. We'll be doing a presentation at the next school board meeting on Tuesday to introduce him to the school board. He has a very interesting experience at Paly which in many ways mirrored the story of Fred Yamamoto and the more recent experience that El (inaudible) has faced in the aftermath of the school rename debate. One of the things that he wanted to focus on was really educating his classmates about his culture as a Latino American in Palo Alto. That involved trying to get the school to allow I think it's like the Day of the Dead to honor relatives who had passed away. Part of that tradition involved putting up pictures of family members who had passed away. Even though it was an allocable goal came up against some interesting obstacles from folks in the administration who thought that that sort of activity might trigger certain student behaviors in light of all the suicides that have been happening in our school district. It was an interesting experience for him having to evaluate the feedback that he got from people in positions of power who were saying that you couldn't do this and he was saying it might trigger something. So, he, after some self-reflection and questioning whether it was something that he wanted to push on, he realized that now this was something worth doing. It was the right thing to do so he sought out to go and educate those administrators, change their mind on it and they were able to make it happen. So, it was in very much the same way that the school renaming issues has brought up many different issues. It was a situation where you have people who come from different cultures, with different viewpoints, and other members of the community saying that in response that it maybe triggers something; that foreseeing someone to really evaluate their own viewpoints but at the end of the day standing up and doing what is right even in the face of administrators saying that you shouldn't do it or in face of creating division or controversy in the community. We thought his story and his experience really reflected the spirit of Fred Yamamoto and it's very timely given the issues that spawn at this scholarship fund. So, to date, we've raised over \$15,000 through the GoFundMe campaign so hopefully, we'll be able to keep the scholarship going for a couple more years at both Paly and Gunn next year. If you or anyone you know is interested in donating still you can do that through the GoFundMe campaign. At that same meeting, the school board is going to be discussing a resolution in response to the school renaming debate. Part of that resolution is the school district setting up a committee very much similar to the HRC to address those sorts of issues at the school district level. So, if you're interested in engaging with that I would encourage you to attend. I certainly will be in attendance.

Chair Stinger: Did you want to say anything about the LGBTQ survey?

Vice Chair O'Nan: Oh sure. So as some of you know and my new colleagues do not, earlier this year Palo Alto conducted what we called an LGBTQ Listening Forum. So, we invited people from around the community to just come and tell us what the needs of the LGBTQ community are and what things that we could potentially do to better support them. So, we a lot of interesting feedback at the Listening Forum and we followed it up with an anonymous survey that we posted on the city website. So, anyone who either identified as LGBTQ or who identified as a parent of an LGBTQ adult or minor child or anyone identified as a friend or ally of the

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community or anyone identified as other could basically, everyone could take this survey. The survey went on from I think April through June? So, we've just recently closed it and gotten the results. We're still working to sift through everything that we learned. I believe our summer intern is going to actually be analyzing the data for us but out of those results both from the Listening Forum and from the survey I think we'll be coming up with some recommendations that we, as a Commission, may want to send onto City Council to improve the city's ability to serve the LGBTQ community. That will be exciting as I don't think the HRC has reached out specifically on this issue before but in light of political changes at the national level, I think it's important to show that we are a safe and welcoming community for the LGBTQ individuals.

Chair Stinger: Let me... go ahead.

Commissioner Smith: Are there any early recommendations?

Vice Chair O'Nan: I think we're not really at liberty to talk. It's a little bit early day but we got some great suggestions from people's comments both at the forum and in the surveys. I would say there's definitely a need to do more than just tolerate LGBTQ people. I think what they're saying is it's nice that you don't beat us up and kill us as much anymore but we really want to be proud of who we are and we don't feel like that's where this community is yet. I think we have a farther way to go than we realized.

Chair Stinger: I think one of the comments we heard was that it's great that you celebrate pride week or pride month but we live here 12-months a year. We'd like to extend some of our celebrations and activities beyond that last week in June. I just wanted to follow up and maybe answer or respond to your comment. We did hear one thing which was about communication and the Office of Human Services has funded a training program for recreation staff, is that correct?

Ms. van de Zwagg: That took place last Thursday or Friday. Staff from the Outlet came to train on awareness, sensitivity for LGBTQ issues or youth in our camp programs. So that was on, I think, sexual identity and gender identity. Just so that our staff was aware and to make out camps a safe and welcoming place for all youth.

Chair Stinger: I really...

Ms. van de Zwagg: That's in addition to other training that they get on a whole variety of issues.

Chair Stinger: I wanted to call that out because that we cared very much about and I was glad we didn't have to wait for the recommendations that we could have it happen for this summer's camp programs. Mountain View also did a program and they presented their results a couple weeks ago. There are opportunities for Palo Alto and Mountain View to work with similar goals and objectives. We'll be following that through as Commissioner O'Nan commented with the summer intern and looking for a report out in the fall. The other thing that I wanted to talk about was Welcoming America. A program to celebrate the immigrant experience in Palo Alto and specifically this year looking at lessons that the more traditional community has learned from the different immigrant populations that have come into Palo Alto. It's a program that the 'Y' does. Every year they wanted to put more emphasis on it this year and we'll be partnering with them to

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make a bigger statement about Welcoming America. Planning Committee has been established and we'll start meeting in a week and a half but for now, if you could just hold September 22nd and 23rd we'll be...

Commissioner Smith: Bless you.

Vice Chair O'Nan: Thank you.

Chair Stinger: ... planning an event. Any other Commissioner reports? Please.

Commissioner Kralik: So, I have been active in the county and the Human Relations Commission for the past couple of years and I also happen to be a long-term care Ombudsman. I wanted to just kind of fill in a couple of more recent attendances that I have had. One was a luncheon for the Bill Wilson Center which is geared toward youth and it's a very interesting luncheon because they brought up their new statistical analysis of homelessness. Something they call Couch Surfing that results in a lot of times at high schools and at junior colleges. They came up with a statistic, whether it's what you might call a rich private school or a public school, that's fairly consistent at 17 percent of kids that are moving around. One of the areas that came up was one that was brought up by our speaker tonight which is in the LGBTQ community where there is this high statistics of pressure to households and sometimes those youth go out and they stay with other people. One of the things that Bill Wilson was trying to do is to fund this research by having counselors who could, in fact, interact with this youth. I think in order to attack a problem like that you have to do the surveys and one step that might be done that we could bring back to this Commission at the retreat is can our schools participate in their survey? Their counting of youth that may be homeless for one reason or another or could be couch surfing. Whether it's the high schools, private schools even in our community because those folks they do need some counseling understanding as to the problems that they're dealing with. In essence, a fairly high percentage had to do with households dealing with the LGBTQ experience. The second one that I attended was the Alzheimer's Association Update and this was held in South San Francisco. It's a wonderful annual update that talks about solutions to this problem and while there have been tremendous amounts of money spent on getting a solution to the problem, there isn't one. A lot of their focus was dealing with caregivers. Folks that really needed help because of anxiety and depression in addition to the folks that are dealing with Alzheimer themselves. So, caregivers are a big community that needs some support and you know a wonderful program that they had, they had researchers from Stanford, from UCSF. While they understand the problem in terms of its development over time they really don't have a solution for it. One of the things that is important to understand is that population of Alzheimer's patients, people with Alzheimer, is increasing really dramatically. I don't have all the facts and figures but it is something to look into in terms of our community and understanding not only the folks with this disease but also the caregivers. You know as you go to some of these homes, the expense of housing an Alzheimer patient outside of the home is extraordinary. It can be up to \$10,000 per month and many people do not have that. That's a tremendous burden. Their savings run out fairly quickly, understanding how to get them to care, accesses to resources that families can use to help them, and really what's going to happen, I think in the course of the geneses of this disease, is there's going to be a need to embrace that community; not to take it and move it away from our active community. Whether that's church based or other ways we're going to have to interact with

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folks.

Chair Stinger: Yes, I'm going to ask you to and asked each of the Commissioners to think about communities that you want to serve and bring those ideas to the retreat on Saturday. So, we can set our objectives and particular projects for the coming year.

2. Council Liaison Report

Chair Stinger: Any Council Liaison? Any update for us?

Council Member Wolbach: First I'm sorry I was late to the start of the meeting but I want to welcome three new members to the Human Relations Commission. I'm really glad to see new faces and enthusiastic participants. I'm looking forward to what this Commission is going to be produced, facilitate, and recommend to Council over the course of the next year. A couple things I wanted to mention, first this Sunday, Father's Day, as every year I just wanted to remind you is World Music Day. It will be right here on University Avenue and it was founded by the Human Relations Commission so I hope that any of you who are available for part of the day even on Sunday will come. I don't remember the hours off the top of my head but it's basically through at least the middle of the day. Also, I can't remember if I was here since the LGBTQ Listening Forum but since it was mentioned and we were having a discussion earlier as well, I just wanted to emphasize how much I appreciated being able to attend and listen at that LGBTQ Listening Forum which was co-hosted with the county. I look forward to hearing the results of the survey, combined with the comments that we heard at that event, and how the Human Relations Commission and staff in partnership with the county can move forward that conversation. I'm really looking forward to what kind of recommendations this Commission will be making to the Council to make sure that we are a safe and welcoming community for people who are LGBTQ as part of that ongoing mission of this Commission and the ongoing component of what we're trying to do on Council. Rooted in and reinforced in that 2016 Resolution that established... reinforced our values about being a diverse, welcoming, supportive, and protective community. Relating to that last point, I'll make on behalf of an overloaded City Council and staff I apologize that CEDAW, the Convention for the Elimination of all forms of Discrimination Against Women, which was recommended by this Commission earlier this year has not yet come to Council. It is not because we are not interested, it is because we are very overbooked. We had two Council meetings this week and two next week but staff knows several of us on the Council are eager to see it. We will be taking that up in August. I do appreciate the work by this Commission to come up with that recommendation and others and hopefully more to come because it really is just an ongoing effort by this Commission and by this city as a whole to maintain our inclusiveness and diversity and protection of everybody despite any differences. Thank you.

Chair Stinger: Thank you, Council Member Wolbach and I appreciate your comments. We are anxious to bring our recommendations to you and we look forward to doing that in August.

3. Staff Liaison Report

Chair Stinger: Staff liaison?

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Ms. van de Zwagg: I have a couple of things. One thing that we weren't able to have due to our overloaded staff from the end of the year is Molly Stump, our City Attorney, was going to come tonight to talk about roles, responsibility, jurisdiction, and how to work successfully with the Council. She will be coming in July so that is something to look forward too. Since Commissioner Kralik mentioned the Alzheimer event, I wanted to report on a successful project from the Age-Friendly Committee which Chair Stinger is a part of, along with myself and representatives from the 'Y', the Oshman Family JCC, Avenidas, and so forth. We had what we called an age-friendly awareness training for our frontline staff at city facilities, the JCC, the 'Y' and anybody from our grantee agencies. We had close to 70 staff members come, it was an amazing training from someone from the Alzheimer Association, and really well received from staff. It was taped so we're able to send that out to staff who weren't able to attend or just to use in other settings as well. We hope to continue to work on aging awareness and creating a more age-friendly community with that committee. We did have an event from the Alzheimer Association that was another well-attended event with over 100 people and then I know Avenidas sometime in the early fall with the support of the city will be doing a caregiver conference. So, I know caring for family members with Alzheimer will definitely be part of that so there's a lot of good things happening in that realm as well.

VI. TENTATIVE AGENDA FOR NEXT REGULAR MEETING: Thursday, July 12, 2018.

Chair Stinger: At this point, we'd like to make recommendations for the July agenda.

Ms. van de Zwagg: We have two items, we have Molly Stump and we have Kate Young from Palo Alto Housing coming to speak about new innovations in their program as part of our listening series so those are the two items. Mary, did you have anything else that you could remember?

Chair Stinger: I'd like to suggest that we'll do a Phase 2 of the retreat. We should, at the retreat, look at programs that we want to carry forward, we'll get priorities for new programs, and I'll ask each of the Commissioners to think about new programs they want to recommend. We'll also look at our core responsibilities and divide up liaison ships across the Commission. We'll report that in July.

Vice Chair O'Nan: So, are we not doing that at the Saturday retreat?

Ms. van de Zwagg: Yes, we are.

Vice Chair O'Nan: Oh ok.

Ms. van de Zwagg: I think... well no go-ahead Chair, I'm sorry.

Chair Stinger: We thought this year that we would ask people which liaison ships they wanted to take and distribute them offline.

Vice Chair O’Nan: Oh ok.

Chair Stinger: There was something else that I wanted to say about that. Oh, so if you accept a Committee assignment at the retreat then come back in July with an outline of a work plan so we can start actively pursuing our goals for the year. So, we have three items.

Vice Chair O’Nan: I wonder should we ask our summer intern to attend and sort of give us an update on what he or she is working on?

Ms. van de Zwagg: We could. They will just be on board for 2 to 3-weeks but they could come to be introduced.

Chair Stinger: Thank you. Ok with that meeting is adjourned.

VII. ADJOURNMENT

Meeting adjourned at 8:26 p.m.