



**HUMAN RELATIONS COMMISSION**  
**Thursday, October 10, 2019**  
Community Meeting Room  
Palo Alto Civic Center  
250 Hamilton Avenue  
7:00 PM  
**REGULAR MEETING**

**ROLL CALL:**

**Commissioners Present:** Kralik, Lee, Regehr, Savage, Smith, Stinger, Xue

**Staff:** Minka van der Zwaag, Mary Constantino

**I. ROLL CALL**

Chair Kralik: Well, good evening to everyone. This is the Human Relations Commission meeting of October 10<sup>th</sup> and we'll do a roll call. Well, we're all together, that's great news guys.

Commissioner Smith: Let's write this one down in history.

Chair Kralik: Yes.

**II. AGENDA CHANGES, REQUESTS, DELETIONS**

Chair Kralik: Agenda changes, requests, deletions? Commissioner Lee.

Commissioner Lee: Yes, Mr. Chair I'd like to request that we move Agenda Item Three to second on the agenda?

Chair Kralik: Anybody have any thoughts about that?

Commissioner Smith: Got a motion?

**MOTION**

Commissioner Lee: Yes, I move to move Agenda Item Three to Number Two.

**SECOND**

Commissioner Smith: Second the motion.

Chair Kralik: Anybody want to discuss that? I think it's a great idea, let's do that. All in favor?

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## **MOTION PASSED WITH UNANIMOUS VOTE**

### **III. ORAL COMMUNICATIONS**

Chair Kralik: So, Oral Communications, members of the public? I don't have any other cards other than this one but since that will be the first item of business...

Ms. Minka van der Zwaag, Human Services Manager: That's the second item of business.

Commissioner Lee: After YCS.

Chair Kralik: After – YCS is first? Ok, I did not understand that. (crosstalk)

Commissioner Lee: We have a presenter here.

Chair Kralik: We do? Ok.

### **IV. BUSINESS**

- 1. Consideration of HRC endorsement of the Youth Community Service event “Strengthening Families & Developmental Relationships” to be held on November 2, 2019**
  - A: Presentation by Ashley Yee-Mazawa, Youth Community Service**
  - B: Questions from the Commissioners**
  - C: Oral communications**
  - D: HRC consideration of endorsement**

Chair Kralik: Alright, consideration of HRC's endorsement of the Youth Community Service event, “Strengthening Families and Developmental Relationships”, which will be held on November 2<sup>nd</sup>, 2019. This is brought to us by Commissioner Stinger. Commissioner Stinger, would you like to give us an introduction, please?

Commissioner Stinger: I would. Thank you. I received a lovely note from Ashley, and I was very intrigued by the program and impressed with your credentials. I hope that you can present to us your program.

Ms. Ashley Yee-Mazawa: Yes, so hello everyone, I'm Ashley Yee-Mazawa from Youth Community Services. So, as a part of our Youth Connectiveness Initiative, we are offering an event on November 2<sup>nd</sup> called Strengthening Families. We're inviting Project Cornerstone. Project Cornerstone is one of our co-sponsors but we're inviting Search Institute to come and present on their Developmental Relationships. I have a handout for you detailing the Developmental Relationships so you have a basis for what the workshop will be on, but essentially the workshop is aimed to promote healthy relationships for our young people in the communities. Part of what Search Institute's research has shown is that when young people have healthy relationships with adults in their lives, they have more positive outcomes. So, we feel

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this is very valuable information for our great community to have and we are really very much looking forward to learning from our friends at Search Institute. We would love to have an endorsement from...

Ms. van der Zwaag: Actually, can you just give like a couple minute overview of the Youth Connectiveness Initiative that the City and the County is helping to fund. So, it's in its 3<sup>rd</sup> year so if you could....

Ms. Yee-Mazawa: Yes.

Ms. van der Zwaag: ...tell the Commission just a little bit about that because this is part of that.

Ms. Yee-Mazawa: So, our new program which is in its 3<sup>rd</sup> year, as Minka noted, is funded from the County and the City. The project is aimed at fostering healthy relationships and connections between youth and adults. We have two branches as a part of that program, so we have a youth component of peer leaders who work on service-learning projects to promote that mission. We also have a parent component which involved this larger event where we do hold educational programs for the adults in the community; including parents and other youth workers.

Chair Kralik: Tell us a little bit about how you became involved in YCS.

Ms. Yee-Mazawa: Yes, so I have been with YCS for 5-years. I'm very passionate about supporting youth and youth voice in the community. I've been interested in support youth since I was one. I actually grew up in Palo Alto coaching AYSO Soccer as a teenager, so I've always been involved with the service and working with younger people. I was very lucky to find this job opening with Youth Community Service, an agency that was around when I was in high school in Palo Alto, and I can't think of a better job to be with.

Chair Kralik: Minka, is this one of the groups that we support through the HSRAP process?

Ms. van der Zwaag: Yes. We support Youth Community Services some of their other programs and then the Youth Connectiveness Initiative is supported by a separate City grant and along with the county. YCS has been a HSRAP grantee 15-years, more than that.

Chair Kralik: Well, Yes, I recognize the name. That's good. Go ahead.

Commissioner Smith: I think it was 2-years ago when I first got – how long have I been on the Commission?

Ms. van der Zwaag: One year.

Commissioner Smith: One year so when we first started a year ago, it all blends together, I went to the YCI meeting with Lily and that group. We've had faith leaders working with them over the past year. I think they're doing some of the best intentional cross-disciplinary work in the City because I feel like school focus and a church focus and a City focus, but what I really like about this initiative is that it's cross-disciplinary. So, it touches a lot of different avenues in the City, so I've been watching and following the program for the last year. I would emphatically  
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love to see us get engaged of some level.

Ms. Yee-Mazawa: Thank you.

Chair Kralik: There are other inputs from the Commissioners?

Vice Chair Qifeng: May I?

Chair Kralik: Please.

Vice Chair Qifeng: Well, like I mentioned earlier my kids got involved with YCS before. They really enjoy. I feel this is a wonderful organization for promoting those kinds of events. Also, the kids, especially for the teenagers, they can learn a lot; how to deal with each other as with adults. So, by saying that I really feel we are lucky to have this organization to work with. Thank you.

Chair Kralik: Are there any other questions from Commissioners? No hearing any we'll go to oral communications. Not hearing any oral communications...

Commissioner Stinger: On this – well on this subject.

Chair Kralik: On this subject.

Commissioner Regehr: Oh.

Chair Kralik: We're going to move onto consideration of an endorsement so Commissioner Stinger, would you help us with that, please?

## **MOTION**

Commissioner Stinger: Yes, I would note that this is involving youth and connectedness, absence of isolation or addressing isolation. Those are two of our Work Plan Items and given that I would like to move that we endorse the proposal, the request.

## **SECOND**

Chair Kralik: I'll second that. Any discussion?

Commissioner Regehr: I just had a question about endorsement. What does that mean? Are we going to be on their flyers or when we're asked about it but just in general since I'm new?

Ms. van der Zwaag: How I would see that is you could set certain stipulations to your endorsement. Our endorsement means we would like to be on the flyer. Endorsement means that you are in support and promoting the organization and the theme of the event.

Commissioner Stinger: A request from Ashley and from the group was specifically noneconomic sponsorship.

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Commissioner Regehr: Ok, that's...

Commissioner Stinger: So, with that, it is really a vote of confidence and the ability to use our name as endorsers, noneconomic supporters.

Commissioner Regehr: Does it also mean that if when we – if we go to the event that we could say that we're representing – if we endorse it?

Ms. van der Zwaag: What are you – are you specifically asking to say a word at the event or what are you specifically asking?

Commissioner Regehr: No, I'm just saying like...

Commissioner Savage: How you identify yourself.

Commissioner Regehr: How you identify yourself? As once we endorse it, does that mean that if we go to the event, we could say we are...

Ms. van der Zwaag: You certainly can. I mean you can wear your HRC badge, we're so happy to be here, we helped to...

Commissioner Regehr: That's all I mean because...

Ms. van der Zwaag: ...endorse this event in the community, we're glad you could come.

Commissioner Regehr: Ok, not that I want to speak I'm just saying because sometimes we go to events and you don't wear that hat. I'm just wanting to make sure that when we endorse it, we could also have that; say we're endorsing it.

Chair Kralik: Commissioner Savage.

Commissioner Savage: I think it's a great idea and good seeing you again.

Ms. Yee-Mazawa: Good to see you too.

Chair Kralik: We'll have a vote on the endorsement. All in favor?

## **MOTION PASSED UNANIMOUSLY**

Ms. van der Zwaag: Thank you.

Ms. Yee-Mazawa: Thank you.

Chair Kralik: Thank you so much for coming to see us.

Ms. Yee-Mazawa: Thank you for having me. Can I leave these with you? (crosstalk)

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Chair Kralik: That would be great. Look forward to working with your organization.

Ms. Yee-Mazawa: Thank you so much.

Commissioner Stinger: I don't want to split the Commission, but she is also a Gunn graduate.

Ms. Yee-Mazawa: I also had family that went to PALY.

Commissioner Stinger: Oh nice.

[The Commission moved to Agenda Item Number Three]

## **2. Continued planning for the joint HRC/Council Study Session on October 21, 2019**

Chair Kralik: Ok thank you, Commissioner Savage, for rallying this up to get us moving. I was on my cell phone arranging for childcare.

Commissioner Savage: That's funny.

Chair Kralik: Well, my son is at an activity until 9 o'clock usually and it's usually me that picks him up. So, we do have childcare, I have good news for the Commission. Alright, so at our last meeting we talked a little bit about this joint study session and one of the things that I felt as being a new Chair is that I did not have a wealth of experience on sort of the interactions with Council. I asked if former Chairs Stinger and Savage would come to this meeting. I said that if someone objected and felt hurt that I didn't show up or Commissioner Xue didn't show up that of course, we'd be glad to come and say hello. The idea is that we want to borrow from a history of interactions. One of the more difficult things is to understand temperament, to understand one's place in the world, and I think that this is a very good idea, but if someone in the City Council feels agitated, I'm of course willing to say hi. I see here that the Commissioners have put together a very nice slide show about this meeting. They're very well prepared as always and I think they've taken the highlights from our Work Plan and they can represent us well. I think you'll notice also in the Work Plan in terms of communications that they are on the Work Plan as communicating about the HRC and raising awareness of the HRC in those Work Plan items. An example of which is the vaping letter which Commissioner Savage and Stinger helped draft with Commissioner Lee, to provide some input on how best to approach the City Council on an item that really concerns us, and so we're going to ask them to begin this presentation.

Commissioner Smith: I have a question before you start. Just to clarify, on the 21<sup>st</sup> it will only be these two Commissioners?

Chair Kralik: That's right.

Commissioner Regehr: No.

Commissioner Savage: Oh, no.

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Commissioner Stinger: No, we are all expected to be there.

Chair Kralik: All of us?

Commissioner Stinger: Yes.

Commissioner Smith: Ok that's...

Commissioner Stinger: Yes, a study session is always all the Commissioners. (crosstalk)

Commissioner Smith: ...Yes because the way you said it.

Chair Kralik: I thought I got out of it.

Commissioner Savage: No.

Chair Kralik: No.

[many people started talking at once]

Chair Kralik: Oh, you really want to come too? Ok.

Commissioner Smith: Oh, I can't miss this, this is going to be interesting.

Chair Kralik: Ok, alright.

Commissioner Stinger: The only thing we did was to meet with the...

Chair Kralik: I thought only two people were allowed to go.

Commissioner Stinger: Oh no.

Commissioner Savage: Not that easy.

Commissioner Stinger: That would be...

Chair Kralik: Ok, well then, my excitement is higher now. I just thought...

Commissioner Smith: Chair, you're going to have to do childcare for that night.

Chair Kralik: Yes, I guess so.

Commissioner Stinger: Or bring along to prove your point.

Chair Kralik: Well, glad you clarified that because October 21<sup>st</sup> I was headed for somewhere else. Ok, we'll cancel the trip to Vancouver.

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Commissioner Stinger: (inaudible)(crosstalk) on the 21<sup>st</sup>.

Chair Kralik: Anyway, but I do think that having our former Chairs provide the continuity of their wisdom and how to approach Council and how to frame issues is very important. Because I think in my mind, I do think that the things that we do are very important, but I want them to get the best framework going up to the Council. So...

Commissioner Smith: Commissioner Kralik my one tension with that approach is that you don't give another Commissioners knowledge. We're grateful for the service of our two former Chairs but you don't set up anybody else to understand what that interaction is.

Chair Kralik: Well, that's why we're having this meeting...

Commissioner Smith: No, no, but Yes.

Chair Kralik: ... any they're going to present exactly what they're going to say so you do have the knowledge.

Commissioner Stinger: You're going to present what you're going to say.

Commissioner Smith: No, no, there's a difference between presentation and inner workings. I don't want to do it but whether it's Patti or Steve or you, somebody that isn't a former Chair should actually be engaged in this dialog to understand. So, you said it yourself, you said as being a new Chair I was trying to understand temperament and this and that, that knowledge doesn't go to somebody else. That's just my only thing in the beginning. It's not that I'm against anything, it's just that I think there needs to be probably another person as an understudy to get that information.

Chair Kralik: Ok, well we were at the last meeting and this is the approach we too so let's give it to the leaders of this discussion. Go ahead, please.

Ms. van der Zwaag: Microphone Commissioner, thank you.

Commissioner Savage: First – well, here I'll go ahead. The Mayor and Vice Mayor were very enthusiastic to meet with us I will tell you. I've been at some of these meetings before and the level of engagement was much higher than I've seen and it was a really encouraging optimistic note, wouldn't you agree?

Ms. van der Zwaag: Right so just to interject for the two Commissioners that weren't here. It's normal practice for the Chair and the Vice Chair to meet with the Mayor and the Vice Mayor to give them a preview of what to expect from a Commission at their study session. So, at the last meeting, the Chair elected the two former Chairs to meet on the Commission's behalf. So, that meeting has already taken place and they already went over the conversation that they could expect to hear from the Commission and that's what Commissioner Savage speaking about.

Chair Kralik: Ok so thanks for clarifying because I thought that they were meeting with the Chair

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or the Mayor and the Vice Mayor by themselves and they did.

Ms. van der Zwaag: Yes.

Chair Kralik: Ok so then I'm recalibrated so that's meeting occurred and now we're going to have a separate meeting which...

Ms. van der Zwaag: Correct.

Chair Kralik: ...is the...

Ms. van der Zwaag: The entire City Council, whoever is there. That's with the entire HRC and that's what these two former Chairs are going to speak to you about now.

Commissioner Savage: Right and before we get involved, I have to tell you, and this came up months ago. I am out of town on that day unfortunately, I let them know that as well. That shouldn't – that did not interfere with our conversation and moving forward. Right?

Commissioner Stinger: Yes, you're right, no it didn't. So, what we have is a standard template of a Study Session and we thought we would go through that for dialog. We would like the whole Commission or at least 6/7ths of it to present the slides. I will make some suggestions as we go through which slides, we'd like each person to present. We don't think we need to go over each word for word but there are some intents that we want to make with each slide. So, Gabe, we would ask you do the introduction to the Commission as an advisory body to the Council and we think this Commission is particularly – yes, Patti?

Commissioner Regehr: What time is it?

Commissioner Stinger: 6 o'clock.

Ms. van der Zwaag: I will get – it's 6 o'clock. On the 21<sup>st</sup> I will get all that information to you.

Commissioner Regehr: No, I just thought it's important for...

Chair Kralik: Let's – in the interest of time...

Commissioner Regehr: No, no, that's why I thought...

Chair Kralik: ... let's move...

Commissioner Regehr: ... it makes a difference if it's 6 or if it starts...

Chair Kralik: Go ahead, please.

Commissioner Stinger: I just wanted to point out that this is a particular well-balanced Commission; aged; gender; race; ethnicity; and new and old to Kaloma's – to Commissioner Smith's point.

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Commissioner Smith: Kaloma's alright.

Commissioner Smith: It has new and old and that's I think really important. There are some Commissions that don't have that new blood coming in.

Commissioner Lee: Which slide are you on now?

Commissioner Stinger: I'm...

Commissioner Regehr: (inaudible – off mic)

Chair Kralik: She's just walking through the slides.

Commissioner Stinger: Thank you.

Chair Kralik: She doesn't have to go through them all, she can just walk through them.

Commissioner Lee: Well, as you go through can I make a suggestion? For slide 3 that we include the mandate and the Code because I think the Code explains in greater detail what our mission are and what our tools are. Not a lot of Council Members...

Commissioner Regehr: You mean just this one? Slide 3?

Commissioner Lee: No, more than – I mean this is the mission statement but the Municipal Code has a very – has bullet points as to what our mandate is and what our authority is. I think it's important to include that because not a lot of Council Members know what we can and cannot do. So, I'd like to include that in there. Just – I mean we don't have to recite it but if we include it in the materials for them that would be good.

Commissioner Savage: I think we wanted to keep it as simple as possible. If they have a lot to read, they're not going to listen to us as much.

Chair Kralik: Let me make a suggestion. Why don't you guys go through the whole presentation and then we'll take comments one at a time from each Commissioner. That way we'll move fast, ok?

Commissioner Stinger: Qifeng, we would ask you to talk about the core responsibilities with regard to HSRAP.

Vice Chair Qifeng: Actually, I communicated with the Chair and the staff. So, I won't be here because I was traveling out of the country.

Commissioner Stinger: Oh, that would be difficult, ok.

Chair Kralik: I'm happy to do that for the Vice-Chair.

Vice Chair Qifeng: Sorry about that.

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Commissioner Smith: I think you can video in.

Ms. van der Zwaag: Just for in the sake of timing that night, we're just looking for folks to spend like a minute or two on each slide. So, the majority of the time could be spent in dialog and to also to let you know, for folks that have been before, I sit in the audience, so this is all your show.

Commissioner Stinger: So, Gabe, we were looking at the HSRAP. The important point is to emphasize the number of agencies and the funding that we are responsible for. Commissioner Lee, are you going to be there on the 21<sup>st</sup>? Yah! We would ask you to the core responsibility the Community Development Block Grant and again, the emphasis is on how much responsibility we have. The Emerging Needs Fund, particular respect for the Council and giving us that funding so that we can the flexibility to fund new initiatives.

Commissioner Savage: Right and this was brought up by the Vice Mayor. He's particularly interested in it.

Commissioner Smith: What? About the Block Grant?

Chair Kralik: Emerging Needs.

Commissioner Smith: Emerging Needs.

Commissioner Stinger: Gabe, talk about the Palo Alto Mediation Program and that we are liaisons to several organizations. We move from our core responsibilities to the accomplishments in the past year. Commissioner Smith if you could talk about the community forums and our civic engagement and what we accomplished in the past, what we want to accomplish this year. We chose four or five areas, I will highlight them quickly, and then Patti if you could talk looking ahead into the additional areas of interest. The emphasis here we think is on things that we want to explore. I can't remember, it was the Mayor, or the Vice Mayor asked us...

Commissioner Regehr: Is this the – ok.

Commissioner Stinger: So, looking ahead, the additional areas of interest. The...

Commissioner Savage: So, Patti's doing both slides, is that right?

Commissioner Stinger: I was going to do the – four or five – I'm going to do the first looking ahead.

Commissioner Savage: Oh, ok.

Commissioner Stinger: Pastor Smith will do community forums and civic engagement, the accomplishments that we had last year, I'll talk about some focus areas for this year, and then we wanted to focus on things that we're exploring and putting definition too. Then Gabe, if you could close and turn it back to the Council to ask for...

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Chair Kralik: Input.

Commissioner Stinger: ...on...

Chair Kralik: Ok, very good. Alright are there any – let's take discussions from one – we'll go on that side first. Steven, go right ahead, please.

Commissioner Lee: I'm sorry. I appreciate the work that the former Chairs put into this. I really appreciate it, it's a lot of work. From my perspective I would recommend that we spend the bulk of the time really in dialog with the Council because so infrequently do we have that opportunity. So, to the extent that we are sort of reciting things that we have done or what we do, I think would lend itself better to just having it in the informational packet. They may read it, they may not read it, but this is really an opportunity for us to have a discussion with them. Even though the Council won't be voting on anything we can get a sense based on what everyone says, what the mood of the Council is, and what they're preference are. In particular, while it may be interesting to get their input on the major focus issues or areas for me it goes back to again the question on process and how do they want us to go about addressing some of these issues; whether it's on our Work Plan or other issues they care about. How do they prefer that we look at those issues, what sort of work do they think is appropriate for us to do, how do they want us to bring it to them? Again, we keep having these discussions at the Commission level to what is the right way to do it and I think that's going to continue to be an issue until we get some clarification from Council even though it's unofficial guidance. I mean for instance when we look at the mission statement, it talks about promoting awareness of issues and enabling conversations. I wasn't on the Commission when the mission statement was created and its fine mission statement but it's just one aspect of all the tools in our toolbox. The Code talks about how we can recommend local legislation or other action to the Council, right? That's a huge tool that I've been trying to push us to utilize more in addition to promoting awareness and in addition to enabling conversations. I'd like to get some clarification from Council as to how do we best be the policy advisors to them. Not just raising issues and doing community events, which are fantastic, but how do we more fully fulfill that hat that we haven't traditionally exercised as often.

Chair Kralik: Steven, let me make a suggestion. The second to the last slide says HRC is seeking Council's input on major focus areas. Maybe we can add just one point and then you can just – I mean you spoke so eloquently. I don't think we have to put it on a slide. Maybe just say we're seeking guidance from Council on how the HRC can bring issues to Council's attention and the process that HRC should follow.

Commissioner Lee: Ok, I think we could add that to the slide but if we could...

Chair Kralik: Does that...

Commissioner Lee: ... to protect the time a bit more.

Commissioner Savage: Yes, but keep in mind you have a full hour and the slide shouldn't take – I would give it 8-minutes to go through this if that much.

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Commissioner Lee: Yes, I mean (inaudible) (crosstalk)...

Chair Kralik: So, let's add that point and then what you can do I think is we'll reserve that point.

Commissioner Lee: I mean when we did the joint session, I mean we did the joint session the first 6-months that I was on the Commission, and a lot of the time was spent on these types of things that are on the slide. I would like us to try to reserve at least half the time for discussion on process.

Ms. van der Zwaag: I think there are two things with human nature. I think people see this and they say oh, I hate speaking in public. I'm going to do it really fast and when they get there that night some of that nervousness of being in front of Council, what they were going to say in 1-minute each person says it in 3 to 5-minutes. So, we have to...

Commissioner Smith: I just remember the guy came out.

Commissioner Stinger: That's so – no...

Ms. van der Zwaag: So, I think just if people came that into consideration, I think that will be helpful.

Commissioner Lee: I think we need to figure out – I mean we can include all the slides but if we can figure out which ones do; we not need to have someone present on. So that maybe we can discuss...

[many people started talking at once]

Commissioner Stinger: Let me just move on...

Chair Kralik: Well I just – Yes, so is everybody ok with this HRC...

Commissioner Stinger: If I could respond?

Chair Kralik: ... seeking guidance from Council on process and raising issues?

Vice Chair Qifeng: That's great, I think.

Commissioner Stinger: Well...

Commissioner Smith: So...

Commissioner Stinger: I just wanted to make a...

Commissioner Smith: Commissioner Lee had asked for a change earlier which was to put the Code on the...

Chair Kralik: I didn't hear anything – anybody say no. I think it's fine.

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Commissioner Smith: No, and I think that becomes more critical because then it frames the later discussion as far as process. What I've realized in dealing with people is we all have perception and by even having that Code somewhere in there is that people can know and collaborate around that because all organizations or Commissions or Boards have that. I think that's very critical and I think maybe that should be the first question. How do you want the HRC, process-wise, to fulfill its mandate to you based on the Code, not based on the history?

Chair Kralik: I like that thought because it's that what we did in the retreat? Didn't we have that Code up there and that framed our discussion? So, I agree, I think that's really good. Commissioner Smith, other than that is there anything?

Commissioner Smith: No, I love it.

Chair Kralik: Commissioner Regehr.

Commissioner Regehr: I have a couple comments. Thank you so much for everything that you're doing and being that I'm speaking on the looking ahead, that slide, there's quite a few things that we discussed at the retreat. I also know that it's one of their priorities. We're missing homelessness...

Ms. van der Zwaag: It's on the slide before. That's already there.

Commissioner Regehr: Okay so what's the difference because...

Ms. van der Zwaag: The difference is the items on the page before are already items that have had some thought or that the subcommittees for those have met and have developed some ideas that are in front of the HRC or are ready within the next couple of months to be in front of the HRC. Some of these other items...

Commissioner Regehr: Ok then I'll just finish. Then public safety is not on there which was also mine menu of the climate change. That was something that the City was one of their priorities too, to discuss that and that's not on there. I would really like them to know that's looking ahead.

Chair Kralik: Would you differ to staff as to put either in looking ahead slide 1 or slide 2?

Commissioner Regehr: Either.

Ms. van der Zwaag: I think it needs to be in slide 2...

Commissioner Regehr: Slide 2, slide 2.

Ms. van der Zwaag: ...because that concept, I mean they're...

Chair Kralik: It's a concept that hasn't reached its fruition...

Ms. van der Zwaag: Right.

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Chair Kralik: ... in terms of the specifics.

Commissioner Lee: Are we attaching the Work Plan to the Packet?

Ms. van der Zwaag: No.

Commissioner Lee: I would recommend that we do so that they can see...

Ms. van der Zwaag: I don't think it's ready for them to see as far as having some...

Commissioner Lee: I mean we approved it; we approve the Work Plan.

Ms. van der Zwaag: I did but I think some of the wording on it...

Commissioner Lee: I mean...

Ms. van der Zwaag: That's up to you. I think some of the wording on it still isn't...

Commissioner Lee: I mean it's a work in progress, it's always going to be that way.

Commissioner Regehr: Can I finish because it's my time. My other issue is, my question is, is when do we meet once a year?

Commissioner Smith: Once every 2-years.

Ms. van der Zwaag: Once a year or once every couple year.

Commissioner Regehr: So, my other issue is that one of the things that I haven't clicked out was to get the City to work on a pilot program for the child initiative that I was saying about the kid friendly.

Ms. van der Zwaag: That's under children.

Commissioner Stinger: Children.

Ms. van der Zwaag: That's the under the topic of children.

Commissioner Regehr: Well...

Ms. van der Zwaag: On the next slide on looking ahead.

Commissioner Regehr: Looking ahead, just children.

Ms. van der Zwaag: Right, that's under the topic of children.

Commissioner Regehr: Ok so will we have a discussion about that or is it just...

Ms. van der Zwaag: I don't – because you only have an hour...

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Commissioner Regehr: Right, that is...

Ms. van der Zwaag: ... the subcommittee felt – I'll let them answer that. There was just not an effective way to go over. You have 23 initiatives and the idea was to highlight some and to give the topic name of others that say we are concerned for these vulnerable populations as well. There are members of the Commission who are actively working on bringing ideas in the next several months or during this year on these topics.

Chair Kralik: I think that's very effective. That's a good way to frame it because that does, in fact, get Council to think about their priorities and communicate to us which ones, they think are important. I think that's very good input Minka, thank you.

Commissioner Regehr: So, my question then is CEDAW, where does that fit in?

Ms. van der Zwaag: Gender equity.

Commissioner Regehr: So that means looking ahead is additional areas of interest? Wasn't that already – it doesn't seem like – that seems like...

Ms. van der Zwaag: I think...

Commissioner Regehr: You know what I'm saying? It just seems like that's been a question for City Council to put on their agenda, not this time. I'm new so how long has it been?

Commissioner Lee: Maybe that's a question that we add in slide 10, is what is the status update on CEDAW? Why has it been postponed again?

Commissioner Smith: That's not the right slide to ask that.

Commissioner Regehr: Or even looking ahead 2019, putting it...

Commissioner Smith: I think goes on...

Commissioner Regehr: On slide 2.

Commissioner Lee: Well I think to Patti's point, CEDAW is something that the Commission has already acted on and is waiting for Council action on.

Commissioner Regehr: So, as to me...

Commissioner Lee: It's not really looking ahead, give us an update on things we've done in the past.

Commissioner Regehr: Well, it's looking ahead in regard to what are you guys going to do?

Commissioner Lee: What they are going to do.



Commissioner Regehr: Right.

Ms. van der Zwaag: This is what the HRC is working on, what they – what you want to see the Council is working on.

Commissioner Smith: What they owe to the HRC.

Commissioner Lee: I mean well that's Patti point...

Commissioner Regehr: But, so, so – point.

Commissioner Lee: ... we should have a slide about these are things that we've done in the past that are waiting for City action.

Commissioner Regehr: What's going to happen...

Commissioner Lee: What's going to happen?

Commissioner Regehr: I guess my concern is what is the point of this meeting that we're getting together because...? I don't want – I...

Commissioner Stinger: No, that...

Chair Kralik: Can I make a suggestion on this slide number 10? In addition, say we're seeking Council's input on major focus areas. Before that say HRC seeking updates from Council on prior recommendations and/or issues and then you can list whatever issues.

Commissioner Savage: Right. (crosstalk)

Commissioner Smith: I would recommend not doing that and I'll tell you why. You're mixing two different things. You're asking for direction on process and future with a tension point. If you're going to do that, just strategically in a meeting, I would probably put that at an earlier slide. So, you know...

Commissioner Regehr: Right.

Commissioner Smith: ...it's has its own thing so that when you get to that you're not mixing your future and your past. It's just I think presentation-wise not as clean.

Commissioner Savage: Often what I've seen at these meetings is everybody gets a chance to speak or say whatever they want.

Ms. van der Zwaag: You're meaning Council Members.

Commissioner Savage: Well, no, I mean Council Members often ask Commissioner Regehr what have you been working on or I mean they give everybody – well, it actually doesn't happen all

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the time but it's happened often where they give everybody a chance to speak. At that point, you can bring up your own concerns, your pet projects, whatever.

[many people started talking at once]

Chair Kralik: So, Commissioner Smith are you saying that we should not add the...

Commissioner Smith: I think we should separate the slide because the reality is, is that as volunteers we've come together, we've put CEDAW out, it went to the thing, it's been pushed back several times. They might have a legitimate reason, but I think if you're going to say this is all the work that we're doing, and this is what we've done and accomplished in the past and we're still waiting on this. It's still a tension point and it's almost like an elephant in the room. Somebody is waiting for it come out.

Chair Kralik: What's our solution here.

Commissioner Smith: Well, our solution is to ask them where do you really stand on this? It's an honest question.

Chair Kralik: Are there other issues besides CEDAW?

Commissioner Smith: I think that's the only one I can think of at this moment.

Commissioner Lee: Well, vaping is – it would be interesting to know when they're going to agendize that.

Commissioner Regehr: But it hasn't been introduced yet.

Commissioner Smith: It hasn't been introduced.

Commissioner Lee: I mean but we took our action at the last meeting so.

Commissioner Smith: No, no, no.

Commissioner Stinger: My suggestion might be – this was in continuing work I can mention that part of the LGBTQ Summit was part of a package which included CEDAW and we do have a question about where that is?

Commissioner Smith: I think that's a good place to put it. I like words that – I'm about to call it – I feel like we're in church.

Commissioner Lee: I mean I think it should be its own slide. I'm not sure if we should mix it in.

Commissioner Smith: No, I think it fits the category and what we don't want to do is...

Chair Kralik: I like it's such a big deal about tension.

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Commissioner Smith: Yes, if we don't want to spend 45-minutes talking it's important but we only have one opportunity in front of this group, so we want to also focus on some other areas.

Commissioner Lee: Let me just...

Chair Kralik: Let me just ask a point of order if I could Commissioners Lee and Smith and Regehr? We have heard from each of you at least your initial comments. I have not heard from Commissioner Xue and Commissioner Stinger and Commissioner Savage.

Commissioner Regehr: So, can I just finish – I mean...

Chair Kralik: Or myself so...

Commissioner Regehr: I just wanted to make sure that looking ahead that how do we feel about putting the climate change and the police?

Commissioner Stinger: Public safety?

Commissioner Regehr: Public safety.

Commissioner Stinger: I put them down, I was going to make those revisions.

Commissioner Regehr: I just want to make sure that – ok, thank you.

Chair Kralik: Alright, ok so Commissioner Xue.

Vice Chair Qifeng: Thank. So, really appreciate this such wonderful preparation. When I looked through this deck of slides, I was trying to speak out even early. My focus was a lot on three slides; looking forward, looking ahead. So, basically the slide numbers 8 and 9 and 10. That's where we should, as a Commission, should focus on. Whatever we did, sure we should speak very briefly to inform the Council Members the achievement. However, we are going there to talk/discuss with the Council to get some input, collaboration, and then we learn their expectations. We can prioritize what are planning to do. We have lots of activities/issues, right? So, we identified 23, can we get all of them done? So, based on their input maybe we could focus on the parts that some of the issues to get the work done more effectively. That's my comment. Thank you.

Chair Kralik: Commissioner Savage, any further comments?

Commissioner Savage: Me?

Chair Kralik: Yes.

Commissioner Savage: Oh. No, but the issue of vaping was talked about a lot, so they have something they are aware of, concerned with, and are looking to us for information.

Commissioner Lee: (crosstalk)(inaudible)

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Chair Kralik: I think as far as I know the letter is done and I'm to sign the letter.

Commissioner Lee: But...

Chair Kralik: Is that right?

Ms. van der Zwaag: That's correct. I'm working on some formatting issues that got a little funky but you should have that...

Chair Kralik: I'm available for a coffee tomorrow whenever you want me to sign it.

Ms. van der Zwaag: So, soon as I have it, it should be done tomorrow for you to sign, Chair.

Commissioner Lee: And...

Chair Kralik: That's wonderful and so that will come up but one of the things that it said in the letter when I read it I'm like did I really do this at the last meeting, set up some kind of subcommittee to do further work on vaping? Did we do that?

Ms. van der Zwaag: Yep, you did and you're on it.

Chair Kralik: And I'm on it. Oh maceral, here we go again.

Commissioner Stinger: And I have a solution for you...

Commissioner Lee: But we also had a very specific ask for Council so while the Commission will continue working on it there's still action for the Council. So, my hope would be that at some point they agendaize the recommendation that we made at the last meeting and to the extent that by the time they get to it we have additional things? Sure, but let's be clear that the motion asks them to prioritize it and direct staff to work with us and other stakeholders. So, while we do our work independently, there's still an ask that's pending with Council.

Commissioner Stinger: Ok, I'd like to come back to this presentation and to two comments. Your question Commissioner Regehr was right on; what is our point? I think it is, at a strategic level, where are we headed and how can we best help them? I've added in the edits that you've made, and we want to go through them, and this is to your point Commissioner Lee quickly. We have an hour, we should spend maybe 10-minutes on the slides and so each of us should take that point really to heart and time ourselves with your help Commissioner Smith with the iPad timer, the ding so that we get through it. At the review session I did ask your questions. I said that these would be questions that would be coming from us, so we incorporated that to the discussion. I think with a foundation to show that we know what we're doing, and we have some evidence of past performance and ideas for this year. We can then ask them to help give us some guidance on layer that on top of what we've accomplished.

Chair Kralik: I have a comment if I can? It goes into the looking ahead section and while I realize we have the specifics of youth vaping I think the Work Plan item that I offered was public

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health. The idea behind that was there are other communities that have Public Health Officers and Berkeley is one of them. I can't think if there's another one that's local that also has that and that's something that's absent. One of the reasons that vaping came up was the issues of public health. I mean I can sense Commissioner Lee's concern, I had it at the last meeting. Since our last meeting, there have been hundreds more cases of lung disease and there's been another – I think it's like 15 more deaths. There are deaths that have occurred in teenagers, there are deaths that have occurred for people that just smoke non-THC products, some that smoke THC products, but as a parent and I have young children, I know that young children will try things. I certainly don't want that experience to lead to death. That's a problem or to lead to permanent lung issues. That's where we find ourselves. There's nobody that knows what going on with that. So, I think one of the reasons I want put Public Health there is I do think that having knowledgeable public health people on our staff as a City is an important thing. How do we feel about vaping when a third of high school students vaped in the last month? When you have these thousand cases of lung disease, 23 deaths hitting 49 states, and this is not somebody who's like chain-smoking for 30-years. This is a teenager, 17-years old, that recently died and that's troublesome to me. When I go over to Mountain View and get gas next to my kid's school, as big as one of these windows, is Juul's products. I just think to myself ok, imagine if this were like Tylenol and you had 23 deaths in 49 states and a thousand cases of serious lung illness. We're in a situation where there's been a vacuum of leadership in the federal government and I my reaction to this is we need public health here. We need to make some decisions here because others aren't making those decisions.

Commissioner Smith: I agree.

Chair Kralik: That's my way of saying and I'll be frank the last meeting and I heard that presentation I said you know I want our City Council Members to get off their butts and do something about this. Maybe that's not the right temperament to have...

Commissioner Smith: Oh, it is.

Chair Kralik: ... but I will tell you that people are scared and people in schools are just caught off balance. We don't know how to deal with this situation.

Commissioner Regehr: But...

Commissioner Stinger: Can I...

Chair Kralik: I think public health is a pretty critical item that we're all facing.

Commissioner Regehr: Can I just ask a question regarding process? Who is Chairing the meeting and who's setting the agenda?

Ms. van der Zwaag: The City Council – the Mayor will be leading the meeting and he will turn it over to the Chair of the HRC.

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Commissioner Regehr: And who's – ok.

Ms. van der Zwaag: Then after that, the Mayor will be running the meeting and calling upon Council Members who want to engage with the HRC. It is their meeting. It is a joint meeting, but they will be leading.

Chair Kralik: Sorry for the long discussion but...

Commissioner Stinger: No so if I put...

Chair Kralik: ...public health is the issue.

Commissioner Stinger: ...youth vaping...

Chair Kralik: No, in looking ahead, in looking ahead under one of these just put public health.

Commissioner Stinger: Oh ok, sure.

Chair Kralik: I think it's a broader issue than vaping and that's how vaping came up but there are broader issues.

Ms. van der Zwaag: I will let you know that this presentation will be reviewed internally by the City so there could be things that look a little different. So, it goes through my Manager and the City Manager. They review all presentations that go to Council.

Commissioner Lee: So, why would they need to modify our presentation? These are things that we are doing.

Ms. van der Zwaag: I'm not sure that they will, they might think that there might be too much on a slide or something like this. I will just say that they will be looking at it. It's usually it comes back exactly the same, but the City Manager he runs the business of the City and...

Commissioner Lee: But this isn't a staff presentation though, right? This is a Commission presentation.

Ms. van der Zwaag: I hear you but it's still – all presentations that go – I'm not saying that they'll make any changes. If you'd like to bring that up (crosstalk)(inaudible)

Commissioner Lee: I mean I have an issue with that in concept. I'm sure it won't happen but in theory, I have issues with that.

Chair Kralik: I have to move the meeting along.

Commissioner Regehr: Ok but I just have one point, I'm sorry. I feel...

Chair Kralik: Ok, hold on before you give the point. I just want to make sure that everyone on this side of the table, are we through our comments because I am? Yes, so now we'll turn to the ADA. The City of Palo Alto does not discriminate against individuals with disabilities. To request accommodations, auxiliary aids or services to access City facilities, services or programs, to participate at public meetings, or to learn about the City's compliance with the Americans with Disabilities Act (ADA) of 1990, may contact 650-329-2550 (voice), or e-mail [ada@cityofpaloalto.org](mailto:ada@cityofpaloalto.org). This agenda is posted in accordance with government code section 54954.2(a) or section 54956. Members of the public are welcome to attend this public meeting.

second set.

Commissioner Regehr: My point is that even though I really truly agree with you about public health being on here, but we never as a Commission in plans, in our retreat, put that...

Commissioner Stinger: I think it is here.

Commissioner Regehr: I was looking under this.

Commissioner Stinger: It is. I just...

Chair Kralik: She has a sheet.

Commissioner Regehr: I have my sheet.

Commissioner Smith: She has it from...

Chair Kralik: No, it's definitely there.

Ms. van der Zwaag: It's there, I saw it.

Chair Kralik: Page 4 is public health; it's identified as an initiative.

Commissioner Stinger: I lumped them together because this was under (inaudible)(crosstalk)

Commissioner Regehr: Maybe my page – oh, I'm missing that page.

Chair Kralik: That's it. It's the old missing page 4 probably.

Commissioner Regehr: It is page 4. That is my only point is that I didn't want...

Chair Kralik: Feel better now?

Commissioner Regehr: No, no I feel dumb more than better.

Commissioner Smith: No but I think that's a valid question because we must be disciplined in what we stick too. So, thank you for bringing that up Patti.

Commissioner Stinger: My question is homelessness; it is important, and it is a major focus. I took words from our Work Plan, but I need help from the leaders, Commissioners Lee and Regehr, should that question come up exactly how we...

Chair Kralik: So, right now it's listed in the looking ahead slide 1...

Commissioner Stinger: So, it's a major focus.

Chair Kralik: ...as a major initiative. It has goals of collaborative approaches and projects are ADA. The City of Palo Alto does not discriminate against individuals with disabilities. To request accommodations, auxiliary aids or services to access City facilities, services or programs, to participate at public meetings, or to learn about the City's compliance with the Americans with Disabilities Act (ADA) of 1990, may contact 650-329-2550 (voice), or e-mail [ada@cityofpaloalto.org](mailto:ada@cityofpaloalto.org). This agenda is posted in accordance with government code section 54954.2(a) or section 54956. Members of the public are welcome to attend this public meeting.

identifying best practices and building liaisons at county...

Commissioner Lee: Let me know if this helps, so we could say on our November agenda we have folks from the Office of Supportive Housing coming from the county to give us an update on the numbers of homeless in our community as well as what other communities are doing to address it.

Commissioner Stinger: If we are in the initial stages of a Study Session that or there's specifics. I was just looking for more specifics.

Commissioner Regehr: Right. I have another piece that I was going to bring up at my Commission meeting, but I thought it was going to be unhoused. People can be...

Commissioner Lee: Yes, when I say homeless, I mean unhoused.

Commissioner Regehr: But I think there's a difference.

Commissioner Lee: Unhoused includes people living in the streets, living in RVs, anything that's not permanent housing. Yes, I mean we use homelessness as a colloquial for unhoused or at least I do.

Commissioner Stinger: I just took it...(crosstalk)

Commissioner Smith: I don't think (inaudible)(crosstalk)

Commissioner Stinger: ...from the Work Plan. Tell me if you want to change the Work Plan, I'll change it here.

Chair Kralik: Ok so we must wrap this up.

Commissioner Smith: I think we covered it all.

Chair Kralik: Yes.

Commissioner Lee: I have a motion now.

Commissioner Smith: Yes please, make a motion.

## **MOTION**

Commissioner Lee: I'd like to move that we include as an attachment the Work Plan, that we include a slide with the Municipal Code about the HRC, and that we include a slide at the end with the questions that we have about process and any other questions that may have come up.

Chair Kralik: Just to clarify the motion, what we had talked about was on slide 10 on process, seeking guidance from Council on process and raising issues?

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Commissioner Lee: So maybe let me say, I would say can we combine it? That question with the slide on the code because we have a question as to what does Council expect from us in terms of fulfilling the mandate under the code? So maybe that is a good way to pair them together. What would you folks think? I think that would be a good thing.

Chair Kralik: Alright, well let's hear a motion again. Do you want to clarify the motion?

### **MOTION RESTATED**

Commissioner Lee: So, I move that we attach our Work Plan, acknowledging that it's always going to be a work in progress, we attach the Work Plan.

Ms. van der Zwaag: This is not a voting item; it's listed as a discussion item.

### **MOTION WITHDRAWN**

Commissioner Lee: Ok well then, I would recommend that the Committee do that.

Ms. van der Zwaag: I think you can just work with the good faith of your colleagues and make suggestions. These two individuals were tasked with this task and you have given them feedback and they will go back and revise the presentation and give it to staff.

Commissioner Smith: And they've applied for sainthood doing this one.

Chair Kralik: Any other further discussion because we'll just go ahead and close this item.

Commissioner Regehr: Oh, for further discussion and just because it's on TV and it is an open meeting, where is it going to be?

Ms. van der Zwaag: The meeting will be October 21<sup>st</sup>, I believe 6:00 pm, usually in Council Chambers but sometimes even staff does not know as we lead up to the week. It's possible it's in this room but I doubt it. It's probably most likely going to be in Chambers, but I will let you know that.

[The Commissioner moved to Agenda Item Number 4]

- 3. Consideration of Childcare Pilot Program at City & Community Meetings to Increase Civic Engagement of Families**
  - A: Presentation by Commissioner Lee**
  - B: Questions from Commissioners**
  - C: Oral Communications**
  - D: HRC consideration of Childcare Pilot Program**

Chair Kralik: Because of the agenda change we're going to move to Item Number Three next. Consideration of Childcare Pilot Program. We have a presentation from Commissioner Lee.

Commissioner Lee: Thank you, Mr. Chairman. This was a presentation that the Chair and I  
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worked on. It's on our Work Plan and it falls into a couple of categories here. So really what we're talking about here is considering asking the City Council to pilot a program to offer childcare at key or important City and community meetings to help foster greater and broader community participation in local decision making. From residents who have kids, who have young children because so often we see how challenging it is for those folks to attend meetings in the evenings and to engage. So, from my perspective, I consider this both a gender equality and a family inclusion initiative. I say it's a gender equality initiative because unfortunately on average women tend to bare most of the childcare responsibilities in society. With that being said, this is something that I think will benefit both men and women. We've seen a lot of men in other communities push for these initiatives, especially as they begin to have families and children. I also consider this a family inclusion and a civic engagement initiative too so looking through multiple prisms here. Let's see, uh oh.

Ms. Mary Constantino: Do you want me to bring it up from the email?

Commissioner Lee: Yes, could you bring it up from the email, please? Maybe I just do it like that.

Ms. Constantino: There we go.

Commissioner Lee: The first slide here talks about some of the need for this kind of service. In the last National Citizen Survey, which the City participates in, we can see that 25 percent of residents attended a local public meeting. When asked 25 percent, yes, that's right. Yes, these are two of the same charts. They're just showing the data somewhat differently. I was confused by what these two charts show. Last year it was 25 percent of folks attended a local meeting and when asked whether there was available and affordable quality childcare in Palo Alto, 37 percent of those surveyed indicated that it was excellent or good. So, we can see that overall the need for affordable quality care is lacking and obviously, this is just one small component of a larger childcare issue. So why the HRC? Why are the Chair and me bringing this to this Commission? If we look at our mission in the Municipal Code in 2.22.050, this Commission has the discretion to act when the Commission finds that any person or group does not benefit fully from public or private opportunities or resources in the community. So, when we look at the National Survey again, we see that 35 percent of Palo Altans responded that there was a member in their household under the age of 18 and it's estimated that 23 percent of the population is under age 18. So, a nontrivial portion of the population has kids or are kids in our community. It's clear from both anecdotal evidence and from what we hear from folks in our community and in other communities that there are people who do not enjoy fully in the opportunity to engage in the civic process by attending City and community meetings, participate in public comment, and providing their input on very important issues. The next couple of slides are some quotes from parents and leaders in other communities who have done pilot programs or who have explored programs in other communities. So here we have Lisa from Ithaca and I'm just going to read it. She says, "I've been feeling pretty strongly ever since I had a baby that holding these types of government meetings at night is automatically exclusionary. There are going to be categories of people who cannot participate. If the government is going to be deciding on local policies that will impact families, but families can't go to the meeting, then we are just going to have business as usual. Having more women who have traditionally had primary caregiving responsibilities get

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involved with local government could really change things on a bigger scale. If more communities adopt these types of policies that make it possible for women to get involved, I think we could see much broader changes, and overall government policies that better reflect the American people.” Here is a quote from a Boston University study where they looked at several thousand city and community meeting minutes. They found that “residents most likely to participate in planning commission meetings across America were older, male, longtime residents. Achieving more diverse participation in a potential buffer against existing political inequalities.” Here’s Lisa, Professor Amherst, “Weekday evening meetings deter people from running for office or serving on Commission. The schedule is predicated on a 9-5 workdays and one parent easily being able to stay home with the kids. You have older public servants who are over 65, you have older generation of leaders and public workers, they’re aging out, and there’s not the influx of newer younger folks to replace them.” This is the mayor of Brookhaven, he said “Citizen involvement should not compete with families or family values. I think that if families aren’t forced to make that choice, they will choose to participate.” Over the next couple of slides, I have done some very brief case studies, these are not meant to be exhaustive in any means, but to give a sense of what some cities have tried and what range of options staff and Council could consider if this Commission decides to make that recommendation. So, if we look at Ithaca, New York, population about 31,000, they started back in May of 2019 a policy of offering childcare at all City Council and four Commission meetings. The way that they did it was by employing teenagers who are already employed by the community center to watch children at a converted City Hall conference rooms. These teenagers have already been trained and are covered by their existing insurance policy and for this pilot program they budget \$10,000 with a ratio of 10 to 1. They have two teens standing by at each meeting ready to babysit. If no one shows up within the first 30-minutes, they get paid to go home. So, this is on the very low end of the spectrum of what could possibly be done; \$10,000 is a reasonable amount. Pittsburgh, slightly larger city of 301,000, they began a pilot program in fall of 2018 where they had two components. They had both an internal facing component and an exterior facing component. The internal facing component was they would offer two childcare days for City employees when the school district was closed. So, for City employees at City Hall, when the school was closed, they offered childcare for two days and they had around 20 to 25 attends. That program roughly would have cost \$4,000 to run but, in this case, they got a childcare start-up in Pittsburgh to offer the service for free as part of the pilot. Externally they tried to pilot offering childcare at two community meetings on public safety and redevelopment. At each of those they had about 15 plus kids attend the meeting. They did both pre-registration and allowed folks to show up at the door. They used a childcare start up in Pittsburgh who provided the services for free. The market value of which was around \$4,000 each, around \$200 an hour for two to three staff members. After that successful pilot program, they issued an RFP in December of 2018, so they moved fast here, in December 2018 for a \$40,000 1-year contract. They offered internally 15 childcare days per year where city employees could bring their kids to City Hall when school was closed, and externally they offered childcare at 20 city or community meetings a year as chosen by the Mayor. I spoke with Tiffini Simoneaux in the Mayor’s Office and had indicated that the first year has gone very successfully and they’re in the process of doing their 2020 RFP. They will continue it and are likely to increase it. These numbers are tentative, but they’re looking at increasing it to 30 City or community meetings per year as designated by the Mayor. So, far a handful of other Cities have reached out to them. She indicated that most of them are small than Pittsburgh, somewhere around 40,000 to 60,000 in population size who are interested. For our purposes I think we’re

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probably going to focus this discussion on the external facing community aspect of it, but Pittsburgh had both aspects; both community engagement as well as childcare for employees. Brookhaven, GA, around 54,000, this was one of the quotes earlier. They've started a 6-months pilot program in 2017 that was offered by their Parks and Recreation Department where they offered child supervised activities. They did it every second and fourth Tuesdays of the month during their Council work sessions that began at 3:30 in the afternoon as well as their Council which started at 7:00. They had specific requirements; that the child must be in good health and between the ages of 5 and 12. So, here's a list of some of the other cities that we've been able to identify so far who are considering or in some stages of offering childcare at their community events. So, a wide range of communities there, including Durham where I went to law school so that's great to see that they're working on that. As I mentioned these examples are just illustrative of the possible model. We know that the problem is the same but the model that works best for Palo Alto may be different. We really learn by doing, that's really the startup method. Right, you try something out, you adjust it as necessary as opposed to spending two or three years trying to think your way through it and then finding out it doesn't work. So, you know you learn by doing and so that's going to be the approach the Chair and myself are going to recommend here. Here's a rough outline, we didn't want to be too prescriptive, but we thought it was important to at least give our thoughts to Council as to what a potential pilot program could/should look like. We thought a 6-month pilot program was long enough to see if it would work, but not too long that it would be financially or operationally burdensome. We thought it would be important to provide childcare at the City Council Retreat that the Council does is it January or February time period? Because that's really where they set the themes and the four or five issues that they focus on. We also thought that two of the big issues potentially in the community that we might see a lot of public interest in where Cubberley and grade crossing. So, to the extent that we could provide childcare at meetings where Cubberley or grade crossing are discussed would be fantastic. I know when the Council was discussing Cubberley, there was some indication that the members who attended those four sessions had voted as to what their preferences were and one of the Council Members had indicated that those results weren't necessarily indicative of the larger population because folks who were able to attend were of a particular demographic. We also thought potentially that we could offer childcare at other City/Commission retreats. You know we saw 15 folks attend our retreat this year and to the extent that parents and families are interested in some of the work of the other Commissions, we thought maybe as a baby step providing childcare at those retreats. So, that the community could engage in those Commission's process of setting their priorities and Work Plan for the year. Maybe eventually it would evolve to offering childcare at more of those meetings, but we thought the Commission's retreats would be a good place to potentially start. We also wanted to give the City some flexibility in terms of if there were other City or community meetings or events that they thought that they'd be huge interest in, or the City has an interest in getting a lot of feedback. That the Mayor or the City Manager could designate those like they did in Pittsburgh. Some of the other softer recommendations that we want – the Chair and I wanted to include was encouraging the City to either have a policy or just a strong cultural practice of the City encouraging more of the meetings to happen on the weekends during hours when working parents are available. So often time we see meetings during the workday which we would argue should be discouraged or minimized if possible, but obviously there are complications there in terms of having Staff available. I mean the reason why we have meetings during the workday is because that's when staff is available so that's the only possible cork that we have to work out.

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Another recommendation that we would make at this is that agendas be rearranged so that items of community interest, which are likely to solicit public input, are scheduled first. If you've been to a City Council meeting, they start at 5 but usually the first hour, hour and a half is closed session, they do the City Manager's Report which is nice but it's more just the community listening. So, to the extent that they might rearrange things, sort of like what we did tonight so that folks who can only attend early in the meeting can do so and having more of the staff reports and informational items at the end. The other recommendation was to allow speakers with kids to speak first or give them some sort of priority. As an example, PAUSD allows students to speak first during the public comment section because they want them to go home and study and rest and not be at a School Board meeting for four or five hours. So, the current recommendation or the current proposal that I'd like the Commission to discuss is whether we would recommend this very loose framework or suggestion to the City Council. That they direct staff to craft and implement a pilot program for implementation in 2020 that includes these elements and that at some point in fall of 2020, after the 6-month period, they come back both to the Commission and Council with how did things go, is it something that we can keep going indefinitely, what funding mechanisms are there, etc. etc. So, that's the bulk of the main proposal. Alternatively, we might, well, I would propose that we do both but alternatively, if the staff itself wanted to go on and do an independent effort to fund a pilot program on its own, then we would endorse that effort if it ends up being quicker and swifter than going through Council. We know that recommendations from us to Council often take months and not years to do. In the case of Pittsburgh, that was an initiative out of their Mayor's Office of Neighborhood Services. So, we can make the main recommendation here to Council, but to the extent that staff is like oh, that's a great idea. We don't really Council's go ahead to do it. We're going to look into it ourselves. That would be a second thing that we would say yes, we are on board with. Those are all the things that I'd prepared. I wanted to keep it simple, straight forward. There's a lot of details that needs to be figured out, but I think our practice in the past has been to really differ a lot of that detail work to staff who are more intimately familiar with what might be doable, workable, and to leave those decisions to Council and to staff.

Chair Kralik: Thank you very much, Steven. I just wanted to mention before we go to questions from the Commissioners that as we know from our retreat, we have come up with a visual graph of how to handle items in our Work Plan. One of the things that we did encourage is for people who have a Work Plan item, to bring them forward because sometimes gaining the wisdom of other Commissioners on a project like this can be quite valuable. So, I really want to encourage everyone to ask some questions at this time. One of the questions that I have is really in regard in priority for childcare. So, I'll just open up the discussion with that question, Steve, and have you thought about it and answer it and then hopefully other people will chime in too. One of the things that has impressed me in my short spell here is that we've heard from parents, especially parents who have children with special needs. They have vocally come to our retreat and other meetings talking about the lack of services for childcare in the context of some of the Enjoy Catalog items and other things like that. The one question that I have is as we address this issue, how does this attendance at meetings fit in with the prioritization for childcare in the community? Do you think that we should try to poll people about what childcare needs are most important for the community in making a recommendation? One of the things that I thought about when I saw this is that it's very cogent, it borrows from other communities, it certainly is sensible in keeping with our strategy, with our mission, but how does this answer the needs of

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parents who have come before us and told us that their child doesn't have the availability of going to the swimming pool or can't go to some Enjoy programs? Those parents they need a break sometimes and they need childcare. Now, maybe that's specialized childcare and so I'm opening up that question to get others views of that, but my own thoughts about it is this is cogent, it makes sense, but how does bringing let's say this Work Plan imitative up through to finalization balance with the other needs? So, I don't know if someone might...

Commissioner Lee: Yes, I can answer that, Mr. Chair.

Chair Kralik: Well, when I get input from everybody.

Commissioner Lee: Oh, are we having questions or are we doing discussion?

Chair Kralik: I think questions, but I asked a question and I'm open to other people providing input on that question besides us. I know that we brought this up.

Commissioner Regehr: I guess that's what my question was going to be but it's part of your discussion is I was wondering how much this is going to cost? Even the pilot program because the City Council is going to and where is it going to come from? Does that mean that the money's not going to go for other services? My other question was you mention how many people were coming after the childcare, I was wondering there was nothing about if people were coming without childcare before this pilot?

Commissioner Lee: So, let me answer the first batch of questions. In terms of childcare priorities, the way that I think we've been talking about this, even when we were setting the Work Plan was this proposal is just one small part of childcare. I think we must be very honest about that and quite frankly, I don't know if this is the highest priority when it comes to childcare. It may not be, but in my perspective, this is what's shovel ready. This is what's ready to go and I think when we were talking about the Work Plan, we talked about childcare very broadly, but also specifically about childcare and how it intersects with civic engagement and participation at meetings. I think when you think of the chart, the process of what we're doing, this is a shovel ready thing that we can make a recommendation on fairly easy. This might be a simple item, but the larger item of childcare is a more complex item; where we take some of the feedback here, we do more listening sessions with members of the community, and we do that sort of iterative process that's in the table that Gab put together during the retreat. To be perfectly honest, I don't know if this is a priority, but it's shovel ready, it's something that other communities have done, it's something that I've heard that there is a need for. I don't know if it's the number one or number two need but there is certainly a need for it. So, while we work on and try to address some of the other priorities or higher priority items, this can make its way through the bureaucracy of the City.

Ms. van der Zwaag: I just want to be cautious that we're asking questions about the presentation, then allowing the public to speak, and then having more broad scale discussion after that.

Chair Kralik: Ok, Commissioner Savage.

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Commissioner Savage: Well, I think it's a great idea and I think back to when my kids were little, had an opportunity been there for childcare my whole world would have opened a lot more. I think it's just fought with numerous details, some of which probably haven't even been thought of. So, I don't know, I think it's a good start, but I don't think it's nearly ready to go anywhere out of Commission.

Ms. van der Zwaag: That is more of a discussion but just... (crosstalk)

Chair Kralik: But do you have a question about -- Yes.

Ms. van der Zwaag: ... do questions right now, please.

Commissioner Savage: No.

Chair Kralik: Ok.

Commissioner Regehr: I did ask a question; how much do you think the cost...

Chair Kralik: Yes, how much do you think it costs.

Commissioner Lee: So, again, some of the examples had indicated some of the range. I mean we saw one that was \$10,000, one that was \$40,000, and the \$40,000 might increase in 2020. Those are illustrative of some numbers that other cities have done, but again, I think in the past as a Commission we've decided that it's not our job to identify the funding source. It's up to our elected officials and staff to be like we have this recommendation from the Commission, do we think it's enough of a priority to find? Then have staff look into where that funding could come from. So, the examples were there to give us a sense of what it could possibly cost but again, depending on how we structure it and how Palo Alto wants to do it, it could be very cheap, very expensive. It just depends on what the preferences are of our elected officials and what Staff thinks that we can bare at this time. Again, a pilot program is designed to see what's possible without committing us down the road to a huge financial ticket.

Chair Kralik: Commissioner Smith.

Commissioner Smith: I'll wait till discussion. I have more of a discussion, not a question.

Chair Kralik: I'm sorry, I was responding to your light (inaudible)

Commissioner Smith: Oh, sorry.

Commissioner Regehr: Your lights on.

Commissioner Smith: I was just saying I have more of a discussion than a question, so I'll hold it till discussion.

Chair Kralik: Great. Ok, we're going to go ahead if there are no more questions and we're going to go to oral communications; Lisa Bertelsen-Kivett. Good evening Lisa and thank you for

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coming to the Commission meeting. We appreciate your attendance.

Ms. Lisa Bertelsen-Kivett: Sure. Thank you. This is the first time I've been to one of these meetings, but I'll tell you why I'm here. I'm a VP of the PTA for Addison Elementary and I'm here on behalf of myself and Lucia Ugarte who is with the PTA for Walter Hays. I just found out about this pilot 2-day ago at our PTA meeting and jumped at the opportunity to be here because I say, without a doubt, that there are at least five families just on Addison PTA who would love to be involved, but it's very difficult to do that when you have kids. I have two 7-year old's who left about 20-minutes ago to go to bed. A lot of times our spouses are out of town so there's nobody else to watch the kids and finding sitters, I wish it was as easy as it was when I was a kid and babysitting but it's not. I can tell you too that a lot of us are very engaged in the community. I'm personally engaged with Cornerstone, with Ravenswood Adopt-a-Teacher Program, involved in Hotel de Zink which helps the homeless in Palo Alto, but my involvement is all predicated on things that I can do during the day. Whether my children are in school or they're out of school, at least it's during waking hours, and I can be involved in the community. I certainly think that a community benefits from civic involvement and I would certainly love to be involved after hours but I'm prohibited from doing so. We had a similar situation at Addison. We have an annual fundraiser which covers a lot of the activities and programs that we have for school children at our school and that happens every October. We found that many parents could not go to this evening fundraiser because they didn't have childcare. So, we started offering childcare for them, subsidized by the school, and within days the tickets that we had were sold out. I think I can say firsthand there's a need when people want to get involved to have someone who can help them do so. So, those are all my comments but would welcome anything. I think not only some of the reasons you listed there but I think specific to Addison, any time there are zoning changes that affect our school which is happening right now, certainly what Stanford is doing and how that's impacting local schools. Anything involving the successful integration of children from East Palo Alto and they're busing. I mean there's many, many issues that we talk about in PTA but many of us don't have the latitude to be here and talk in much larger forum and have our voices heard. We would appreciate that opportunity.

Chair Kralik: Thank you for coming.

Ms. Bertelsen-Kivett: Thank you.

Chair Kralik: Ok, we'll move onto Item D which is the HRC consideration of the childcare pilot program. Steve, you want to lead that item.

Commissioner Lee: I think we can just continue the discussion that we began in questions. I think one comment I might make before we do that is my personal style in terms of when and how the Commission makes recommendations, for me, this is enough detail for me to confidently make a recommendation. I think we could spend the next 2-years trying to dig deep into exactly what all the other cities have done and trying to find the funding sources, but at the end of the day this Commission just doesn't have the bandwidth to do that. We don't know what the financial or regulatory burdens are on the City. So, for us to try to speculate and try to come up with something more specific maybe not a good use of time. I say that having one of my prior initiatives I wanted to go very specific. I think we reigned that back a bit knowing that there were

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things that we don't know and that it would be very difficult for us to know those things before we presented. So, in that case we moved forward with a broader suggestion allowing Council and staff to give more direction and time to figure out the specifics. For me, I think if we think that's something important enough, I think the details can be determined at a later point, but just getting it on the agenda I think is a good start. That philosophical approach to process may be something that I would suggest that we bring up during our joint meeting with Council in terms of do they prefer that we bring something very simple like this or do they really want us to have more data or have a specific dollar amount asked. I think that philosophical approach would be a good question to ask during the retreat.

Chair Kralik: Yes, just to clarify your discussion point, I think one of the things you said is in this discussion this is not the only priority for childcare in the community. It may not be the highest priority, but this is a cogent argument as to why this could help folks who want to participate in community meetings. The other thing that I heard you say if I can clarify, is that this does not prevent the Commission itself from continuing to gather data...

Commissioner Lee: That's right.

Chair Kralik: ...on childcare priorities to hold its own pilot programs. In fact, we may do that as part of the Work Plan continuing work reporting up to the Council. So, as I see it you view this as a pilot and you view it as answering one priority and not foreclosing further work.

Commissioner Lee: Exactly, you got it.

Chair Kralik: Commissioner Smith.

Commissioner Smith: Well, first of all, thank you for the thoroughness in this collection of information. A couple of observations, I think it's too focused with points two through five. This is – you know every time we talk to the computer it breaks. So, this is my thing, putting together childcare is a significant thing that's going to require the input from the City's Legal Office. What do we need to do for childcare? What does that look like legally? It's going to require input from Staff. What is our capacity? Which budget pockets can we go to get it from? So, I think right now it would probably be best for us to kick it – to kick the can up the road and start finding partners with this initiative. So, going to Council, going to Staff, and saying hey, these are some of the examples that we found. We found everything from a range of the Cadillac where you got \$200 per hour and you've got three people and you do it at these meetings and the meetings are either pre-determined or at the discretion of the Mayor. There's a lot of really good information there that I think we can't determine in a vacuum. What I do know is that this is absolutely critical. The City of Palo Alto currently has 18 percent of their population over 65 but it's volunteer and its civic engagement is significantly represented by that group. We have 26 percent of our population at this point that's under 18. That means 26 percent of our population needs childcare to activate the rest of those people. So, that we can get even more people engaged because the reality is more people are leaving this area because of expense, lack of voice, and the inability to be engaged in any way. The cost of childcare in Palo Alto today – I know, I found out this month – the cost of childcare is astronomical. It is a financial burden for somebody to even show up to one of these meetings. You know.

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Chair Kralik: Any other Commissioners would like to have a discussion of this item?

Commissioner Stinger: I would, Yes.

Chair Kralik: Commissioner Stinger.

Commissioner Stinger: It wasn't until just the end of your presentation when I realized that your objective was optimizing childcare. I was looking at it as optimizing attendance at meetings; engagement. I wondered if you looked at any comparisons; providing more childcare would certainly be an approach; changing the scheduling would be another approach; using different interactive means; any comparisons of what would most engage the population? Maybe it's the topics or the way the questions...

Commissioner Lee: I don't quite understand the distinction you made there. Could you help me understand when you say optimizing childcare versus optimizing engagement? It's a bit of both right? I mean in order to encourage really this is a civic engagement initiative to get folks who have kids, who have families to be able to engage more in the civic process more. One way that we've been hearing from folks that we could do that is offering childcare. So, it's a childcare initiative but I think at its heart it's really a civic engagement initiative if that makes sense?

Commissioner Stinger: It does. I just hypothetically don't know or wait, let me think. I don't know whether offering childcare would have brought me out to a meeting at night.

Commissioner Lee: Well, that's the beauty of a pilot program, right?

Commissioner Stinger: Yes, so, that's why I was asking the question of did you look at any other comparators? What happens when you take the meeting to the neighborhood?

Commissioner Lee: Oh, gotcha, gotcha.

Commissioner Stinger: What other polls have we done to say what would bring you to this meeting? Sometimes it's my voice isn't heard so would I bother?

Commissioner Lee: Gotcha, ok.

Commissioner Smith: I'm going to push back slightly on that. There are things in the functioning of government that happens in certain physical locations because of simple standards like this conference room they probably spent \$100,000 so they can record us. So, that we could comply and there are certain things that are just going to happen certain places because of structure. Seeing the level of activity that parents have at PAUSD after doing childcare and the PTA and all that and hearing from the PTA tonight. It's obvious in our community that once it's offered it causes a spike in this. The great thing about this, we're not asking anybody to commit to a long-term thing, we're just saying let's do 6-months, let's try. This is not a long-term initiative, this is just let's kick the can down the road, see what happens, come back and iterate on it. Whether we say, to your point, we might say you know what? Childcare wasn't a button. It might be we need to do change of locations or childcare is part of it but we might need to add change of location in childcare. So, I think we don't get to that answer until we try it.

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Commissioner Lee: Can I ask you about, you mentioned items two through five are too focused. Can you help me think through that? So, when we put together this proposal it's all advisory to the Council and obviously staff is going to look into it. Here are some of the thoughts that have come surfaced to my mind, but in the process of staff looking into it further they may find that these items are doable for one reason or another. Maybe it's not grade crossing but it's zoning changes or something else. So, in the process of staff doing its work they may find that these suggestions are not the best approach, but these are certainly the ones that have surfaced to my mind. I don't think we should be afraid to, to the extent that we know or have preferences as to what the pilot should look like, offer those up. Obviously, these are all just recommendations and advisory to the Council. They may delete some, add some, and then when staff looks into it, they may discover they're doable, not doable. There may be other things that we just don't know enough about.

Chair Kralik: Commissioner Regehr.

Commissioner Regehr: I agree to the discussion about this is an assumption that grade crossing it's too specific because it's dilutes the whole plan. That's my thought, is that when the County Planning Department had the discussion about Stanford the whole City Council Chambers were full, and they had no childcare. Lots of people showed up and I think that putting specific areas there, I would not endorse something like this because I think it's too specific.

Commissioner Lee: Again, those were just based on my sense on what some of the big issues are, so I'd be happy to discuss that further. Whether we want other specifics or just take them out. At the discretion...

Commissioner Regehr: I also want to say that I think it's good that you showed different cities, but I think one of the parts that I felt lacking in Palo Alto is before I moved here, I always thought Palo Alto was a leader, not a follower. I think that I want us to be leaders again and I mean I think that we should take this and go with it for what our community wants and needs and be leaders for once.

Chair Kralik: So, if I could just cum up the discussion has been talking about the specifics of the recommendation and the idea that a recommendation could be broader without specifics but keeping the pilot aspect of it. Is that fair to say?

Commissioner Smith: I think you, Chair, you've summed it best. Commissioner Lee, I would say this, if I was sitting on the other side of the desk and I received this as somebody in the City Planning office. I don't want to say dictatorial. It's like we're saying ok, do this program around these issues and what's how I'm just trying to read it from a couple different perspectives.

Commissioner Lee: Yes, well...

Commissioner Smith: I think even if we could just pull it once, sorry.

Commissioner Lee: Yes.

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Commissioner Smith: Even if we did something as simple as community meetings designated by Mayor or City Manager or City Council. Then I'd say these are some community suggestions we have received that we should look into. I think just flip the language...

Commissioner Lee: Sure.

Commissioner Smith: ... I think it becomes more partnership and more let's work on this together not these are we should work through. That's just me.

Commissioner Lee: I mean I'm happy to make those changes. Again, I view it as these are recommendations we recommend and are Charter says recommend local actions. So, at times it may feel dictatorial, but it's all advisory. Me and Valerie have talked about this a lot in terms of how do we soft the language. So...I'm trying to bring out the...(crosstalk)

Chair Kralik: How open are you to working on a communication?

Commissioner Smith: I can do emails, yes.

Commissioner Regehr: I also have a question because some of those implementations has nothing to do with childcare and that's the City's doing. For example, I would be more comfortable saying allowing speakers with kids to speak first. I would see – Agenda and B, that would just be a nice courtesy for every meeting that the City holds. It really doesn't have anything to do with childcare and I think that that could be implemented even sooner without the pilot which would be a good suggestion.

Chair Kralik: So, if I have you right, you're saying that some of the thoughts are not linked to an outlay of money...

Commissioner Regehr: Right.

Chair Kralik: ...for childcare.

Commissioner Smith: Slide shift.

Chair Kralik: Right and there are other things in the manner of curtesy that would help families to be engaged as well.

Commissioner Regehr: Right.

Chair Kralik: I mean it does in effect. I remember one time I had to drive my children, who at the time I think were 10 and 5, down to San Jose for the Human Relations Commission meeting. It was in a big cavernous meeting hall and they were the only two present. In the third hour of the meeting, they were going bananas. I mean in a sense it does have something to do with childcare because if you're thinking about children and their needs, right? I mean they certainly don't need to be at a meeting for a long period of time if they avoid it.

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Commissioner Smith: Past 8 o'clock.

Chair Kralik: Past 8 o'clock, right? I mean its way past their bedtime. So, in that sense someone who comes with a speaker card that has children, in effect it's caring for the child, but it doesn't mean an outlay of cash for counselors or somebody to be in a childcare structure.

Commissioner Regehr: But – go ahead.

Commissioner Smith: I really like the direction the Commissioner is going in. I think if we were to rewrite it, I think there are things that we can move to the topic that are cultural suggestions. That would make it easier for people with child to participate; like just the allowing kids to speak first, meeting on weekends when there can be, agenda items not burring it. You know one of the tricks of politics is burying the important vote at the end of the meeting because nobody will be there, but if you really want community-engaged so we can give those recommendations. These are to start and to follow up we'd love to try this pilot program to accelerate this process.

Chair Kralik: I think the syllogism that Steven has used is that as the Human Relations Commission, we want to be sure that people can take advantage of resources in our community and participate because things that are discussed at these meetings affect these families. We want them to have a voice which I think is in keeping with the mission. I just want to ask are there other Commissioners on this side that would like to add to the discussion? Commissioner Xue.

Vice Chair Qifeng: After hearing lots of discussion, since the beginning, I believed this is a good proposal. In the community there's a community need. However, we tackle it, that's a different story; like how we were discussing to specific. How to present the proposal to the Council to get it rolling? I think the suggestion from Commissioner Regehr and Commissioner Smith I think both sound great. I think we should revise it a little bit. Also...

Chair Kralik: Is that something that you think is going to require another meeting or do you think it's something that can be done in the process of let's say a motion for this? That it be revised to take out specifics I mean how detailed?

Vice Chair Qifeng: Probably should not be that detailed for an initial motion should be ok. I don't think there's reason to have another detailed discussion meeting. That would drag out too long for this kind of...

Chair Kralik: Yes, because Commissioner Savage has indicated well maybe this isn't ready for prime time now. Is this ok with you...

Vice Chair Qifeng: Yes.

Chair Kralik: ... if we move forward...

Vice Chair Qifeng: Move forward, that would be ok.

Chair Kralik: ...on a motion?

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Vice Chair Qifeng: Yes.

Chair Kralik: Ok and Commissioner Savage or Commissioner Stinger, any further discussion?

Commissioner Savage: Well, I think I would like to consider the priorities of City Council before we throw this at them. I think it needs to be flushed out a little bit more; funding; training of childcare workers especially if they're child are special needs. I think there's just a lot more work and study that needs to go into it before it can go any further out of this Commission.

Chair Kralik: So, let me just ask a question about that, that's an interesting point. When someone goes to the Council and says we've identified this priority of childcare and we would like you to consider working with us and moving forward with this issue. How does that differ from what you're saying? In other words, they would assign somebody I suppose to work with the people in the Work Plan...

Commissioner Savage: I don't know, I don't know what they would do.

Chair Kralik: ... and come up with a recommendation.

Commissioner Smith: I don't mean to diminish the importance of having childcare. I'd love to see great participation in meetings. I mean without getting further into discussion. I'm not sure this is something that would come from the HRC. I have many reservations about it.

Chair Kralik: Let's take Commissioner Smith first, he's got his light on. Go ahead.

Commissioner Smith: So, a couple things, to respond to the Chair's question, think this is a valid thing. I think as I've always stated before, we're the canary in the coal mine. Our job is to be the ones that bring issues to those on the Council that could be of importance of community. I think that's what the Human Relations Commission is. I also think the challenges around childcare and the challenges around civic engagement is a human relation issue. So, if this is a possible tactic to address it, I think that it is. I do agree with Commissioner Xue and Commissioner Savage, I do think we're not all the way there. I would feel uncomfortable not doing a rewrite and not having one more discussion about it. I would feel uncomfortable sending it out because I do think there's some language, there's some contextual stuff, there might be some other stuff that we can highlight, there might be some innovative thinking that we could bring to it, but I do think that it's something super valid that we do. I think we're 80 percent of the way there. I think we have some refinement to do.

Ms. van der Zwaag: Can I make an observation as staff? So, I would agree with Commissioner Smith, I think there's still, as staff, I see some questions to be asked. I mean a lot of the examples that makes assumptions of the use of City staff member's times and of ways of working with children. I think it would be helpful for the Commission to have conversations with those who work with children in the community to get suggestions from them. I'm not suggesting that you work the whole thing out before if it's the will of the Commission to make a recommendation to Council. As I observe the conversation, I still think there are some questions that need to be asked. I think looking at what you're really saying regarding childcare as a need for childcare

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during the day or childcare/child sitting for meeting during the night. Those are two very different issues and the type of care has some overlaps with the type of care is quite different because of the ages of the children that would be there. So, I do hear that, and I agree that the HRC needs to bring issues before the Council that they feel like the Council needs to hear, but I do believe in that doing diligence before the Council. You don't have the ability to bring a new issue to the Council every month, every couple months, but to really say yes, the HRC has really thought this through, we've looked at different models, we've talked to people locally in Palo Alto, and this is the best thinking of the group. Does that mean a 12-months study? Of course not. Does that mean a 3-month study? I'm not saying that either, but I think there are some questions that the folks around the table and just me who works on issues of childcare and who works with the City's Childcare Advisory Committee and works closely with my colleagues in recreation. I think those are some folks who can provide some insight. So, if and when this goes to Council and if Council says did you ask these? What they might consider being basic questions and at this point it would be no, but it works else were. We thought it'd be a good idea here and no one is saying that it's not a good. I just for the sake of the HRC wants you to do just the due diligence that you feel like needs to happen.

Chair Kralik: I like your concept and let me just try to rephrase it a little bit. The Council review of our recommendations I think is going to ask some questions that have been raised here. We need to have the answers for them. My reaction to this initially is it's a great idea, but I'm a little bit concerned that the parents who have asked for childcare help are not really interested at all in coming to a City Council meeting. No offense to the City Council but...

Commissioner Savage: They may be watching it on TV.

Chair Kralik: Right, but you know what I'm saying is that I don't know that parents with children, especially children with special needs, are worried so much about that. More than they're worried about, for example, giving themselves a little break and...

Commissioner Smith: Respite care.

Chair Kralik: Yes, caring for the caregiver and the one thing that I would say it needs some work but probably not a lot, but I would feel more comfortable with a broader childcare recommendation. I think we've heard in the context of our Work Plan some really compelling needs. I do think that people if they get childcare, they might show up at meetings, but that's also a little different than childcare. That's kind of the focus on members of the community, for example adults, who want to participate and giving them a break with childcare so they can go out and participate. I think this is really a great modular and one of the reasons I really wanted Steve to bring this up in this context is this discussion. I think it's a very helpful discussion to have and to talk through what is it that would make our recommendation a strong recommendation. To me it's covering the issue that we're supposed to cover when we listen to some real families in need who don't have access to the Enjoy Program or don't have access to things like being able to go swimming because they can't get their kid changed in lockers.

Commissioner Lee: So, on that point, it would be helpful, I put up an extra slide here. Could we go through the various questions that this body would like answered that would make this body

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feel comfortable making some sort of recommendation? Just so that we have some more guidance in terms of what are the things that we need to look into.

Commissioner Regehr: Could I finish one more thing? I know that when after our retreat and I wasn't at the City Council meeting so I'm really paraphrasing Lydia, but I know after Lydia heard about the issues about the Enjoy Catalog from the parents. She did go in front of the City Council as a City Council Member and the first thing that the Mayor wanted to know is how do you know it's going to cost this? How do you know and they didn't have any discussion? That's my point about – I think...

Commissioner Lee: Costs are something that...(crosstalk)

Commissioner Regehr: Well, no, no, no let me finish.

Commissioner Lee: (inaudible)(crosstalk)

Commissioner Regehr: Let me finish, Steven. Is I think that I would – the question that I would – I would like our City Council liaison to be here. So, when we have a discussion about something that we're asking the City Council to do that liaison might have more...

Commissioner Smith: Information.

Commissioner Regehr: ...information and more questions that he wants or so I guess that's my question.

Commissioner Smith: They.

Commissioner Regehr: What do we need – Yes, what do they want from us?

Commissioner Smith: So, I think Action Item Number One is probably to – what did you quote that the childcare is, Minka?

Ms. van der Zwaag: I want to be cautious that like the Childcare Commission has been Commissioned by the City Manager to work on childcare issues in the community. Childcare at City meetings is not one of their things, but I don't want to recreate the work that they're already doing, but it's called the Early Care and Education Committee.

Commissioner Smith: Ok so I think there is a body here that might be working on the exact thing but is digging from the same group of data to come up with actions in other areas for the City.

Ms. van der Zwaag: They have recently completed an assessment of the needs to families with young children in the community, they did multiple focus groups. This issue did not come up, but I will be honest, as you all know sometimes it's in the phrasing in the questions why certain things came up. Other issues came up and at one point that group if you'd like, can just share their wisdom with you, but that didn't come up. (crosstalk)

Commissioner Smith: So, at least knowing what other things are happening in the community I

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think is one of the first steps. Maybe getting with staff and saying what are the other childcare initiatives? Even if they don't match up because to Patti's point, you don't want to stand up and make a recommendation and then somebody asks a question what are the other people doing and you'd be like well no, we just came up with this in a vacuum so I think that's one. I think...

Commissioner Lee: Does that...

Commissioner Smith: Yes.

Commissioner Lee: Ok.

Commissioner Smith: I think number two – what was the second thing? Why am I drawing a blank? Number two was there are two separate things that are happening, and they are cultural things that cost no money to do that could improve meetings and these could just be recommendations.

Ms. van der Zwaag: But we don't know that they're not already happening so that's investigating.

Commissioner Smith: That's why that's number one, that's why we're saying is this something that's happening; childcare initiatives for parents and then number three is probably coming up with the language that is a little more collegial, a little bit more focused on iteration and working in the community.

Commissioner Lee: Can you elaborate on iteration?

Commissioner Smith: So...

Chair Kralik: Well, I think one of the things is that what Minka's pointed out, that there are resources in the City, City employees, that may be considering this issue. Maybe of making requests in the vacuum, figure out who is the receptive audience on the other side?

Commissioner Lee: So, this is something that I struggle with. It's sort of a chicken and the egg situation whereas a Commission we don't have the ability to direct or captivate staff time unless they're interested in doing it. So, in the past there have been things that we've had questions about, but because staff is understandably overworked and otherwise prioritized, were not able to get to either the people or to the answer to the basic questions we have. Which is why my approach has shifted one towards we come up with what we are interested in working on and if it needs more work, more work from staff, we need to ask Council for that ask. I've been somewhat frustrated with my inability to get answers to some questions that might help us develop a more flushed out and specific recommendation. Those things may end up taking 6-months to a year to get access to that person or answers to some of those questions, let alone putting together the proposal.

Chair Kralik: I think one of the things that we did as a group, we meet, and we established our Work Plan and our priorities, and all that information is known to staff. One of the reasons why I encouraged this presentation is because now staff knows where we're headed and why we might

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need to interact with someone in the City that has this responsibility or other groups that have been charged with similar responsibilities. So, now I think that opens it up and we've had a discussion. Hopefully, those roadblocks you've identified will get better.

Commissioner Lee: I mean we've had items as official Commission items but again, without Council direction, we can't command staff time... (crosstalk)

Commissioner Smith: So...

Commissioner Lee: Otherwise where it is. I mean that's just a reality and it's unfortunate, it's frustrating but if that's the system that we must operate in I been trying to operate within that system.

Chair Kralik: Commissioner Smith.

Commissioner Smith: Alright, two things, if we go back to slide number 12.

Commissioner Lee: I have changed it slightly

Commissioner Smith: See because you're like two, three, four and five...

Commissioner Lee: Ok.

Commissioner Smith: ...could be listed as suggestions or areas that we've heard in community dialog instead these are that. I don't know if this is the right time but ok, I don't care. We have a weird tension where earlier on in my time here we had the tension of are we overstepping our bounds as a Commission? Are we demanding too much from people X, Y, Z? I think the group resolution was work it through the Commission and then hand it over to City Council. Was that not like a thing? Sort of what...

Commissioner Lee: Which group? What Resolution?

Commissioner Smith: No, I'm just asking a question, I'm just asking a question because I'm listening to you and I hear what you're saying and I'm just trying to process it in my own mind. So, for me, I think the process for us to do the footwork, talk to people as best we can and hand the ball over as early in the process so that the other voices can get to the table. Instead of trying to get the voices to the table because we don't have that oversight or jurisdiction, or you feel what I'm saying?

Commissioner Lee: I mean for example on CEDAW, one of the Council Members who's since termed off, she had indicated that she would have liked to see it earlier. In that case there's still a lot of detailed TBD by staff because those questions could only be answered by staff. I've heard similar things from other Council Members. Again, it's anecdotal but it seems to me that they don't want us spending so much time overthinking things and delaying the process because ultimately, a lot of it's going to be changed by Council or through the investigative process that staff does when they're directed to do so by Council.

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Ms. van der Zwaag: I think there's the fine line between working out all the details which is not really the role of the HRC, but just thinking, going back like when I do a presentation at Council. Half the time I spend, ok what do I think they're going to ask me and I have this whole sheet of notes of what do I think they're going to ask me on this aspect of it? When I saw this there were several questions that just popped into my head that don't take that – like if you would have talked to me about it, I would have said well, what about blah blah blah blah? There would have been some questions and then I could say do you know about X, Y, and Z? So, there's this difference between yes, you do not command staff time but just what are some of the basic questions? The thing that came up to me is well, is this a problem locally? Who have you talked to locally and that's what they get into? I have been in front of Council other times when I bring up examples of other cities, only to be asked yes, but. So, I'm attuned to those type of questions and like I said, in the end, I want when the HRC brings up something to the Council that it's not like oh, there's the HRC again and they didn't blah blah blah. I want them to say oh, the HRC is bringing something to us. I know it's well thought through, let's listen to what they have to say.

Commissioner Lee: Again, this would be perfect for a discussion with Council. To what extent do they want us to answer is this problem local? Do they want us to conduct a survey every time we do things or is it based on what we're hearing on the ground as residents? Again, it's a process philosophical approach that I think we need some further guidance. My sense is that this is a local problem. I mean the fact that we've seen it in other communities is illustrative of what we could do, but I see it as a local issue. Is that enough for the current Council? Is that enough or would they like us to do 6-months of surveying folks either...

Ms. van der Zwaag: I think the hard part about the Study Session is because they, just as the HRC discussion, they will respond as individual members. It's not as the Council we would like you to do X and that's a struggle with (crosstalk) (inaudible).

Commissioner Regehr: So, so, could I... (crosstalk)

Commissioner Lee: So, I mean we need to have these discussions both at Commission and Council and so it's really going to come down to our individual preferences as a body. You know I might be in a minority in terms of what I think the process should be and if that's the case then sure, we'll do it another way but.

Chair Kralik: Commissioner Savage.

Commissioner Savage: Oh, ok, well I just think this discussion is going around and round and we could discuss this all night probably. Since it's been more than an hour, I suggest we come to resolution and move on.

Commissioner Lee: Could we get some other questions to add?

Chair Kralik: Well, I was doing my best to keep track of time.

Commissioner Savage: Oh, I didn't mean to intrude on you.

Chair Kralik: I realize you have an item that is coming up. One of the things that I think is important is that we do have an active discussion. If you have more further thoughts and none of the other Commissioners have none.

Commissioner Smith: I have one last thought.

Commissioner Regehr: I do too.

Chair Kralik: Let's give it a last thought, ok?

Commissioner Smith: Minka, thank you again for some very sage wisdom. I think environmental we have the answer in front of us. Just go to the PTA. The lady from the PTA came and gave the comments. I'd call her and say let's meet all the head of the Parent Teacher Association in Palo Alto or as many of them and see if this is something that really makes sense. They are your most proactive, civic-minded individuals in the schools anyway. They'll end up being the people that will take advantage of this stuff when we do it on a City level.

Commissioner Regehr: Well...

Chair Kralik: Just one final thought if that's ok?

Commissioner Regehr: Well, I have another thought now.

Chair Kralik: Just – (crosstalk) we're going to have to (inaudible)(crosstalk)

Commissioner Regehr: I was wondering – no, no, no, I know, I know, but I think that's micromanaging the (inaudible). I was wondering what our role within our liaisons for City is Council. If we decided this childcare was important, that before we present it to City Council maybe each of us should contact our – I mean because what is the point of having...

Commissioner Smith: That's a Brown Act violation.

Commissioner Regehr: No, no, no it's not.

Commissioner Lee: Well and some of the Council Members...

Commissioner Regehr: No, can I finish?

Commissioner Lee: Sorry, go ahead.

Commissioner Regehr: It's not a Brown Act. We are liaisons and we have the right to talk to City Council Member.

Chair Kralik: But you're talking about because you have a City Council buddy, is that what you're talking about or are you talking about the liaison... (crosstalk)

Commissioner Regehr: Aren't they called liaisons?

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Chair Kralik: ...that comes here?

Commissioner Regehr: We have both. We're a buddy I guess is what you're saying, and we could talk to our own buddy about whatever issues we want.

Chair Kralik: Yes, one of the things that happening is this next item and that's why I want to get it, which is we are going to have a study session with City Council. So, if there's no objection I'm going to close the discussion on this item and I'm going to ask Commissioner Stinger and Regehr to...

Commissioner Lee: Can I get some final direction from the Commission?

Chair Kralik: No and Savage, right.

Commissioner Lee: Could we get some direction from the Commission on this item?

Chair Kralik: I think we're just going to close the discussion without a motion, and I think...

## **MOTION**

Commissioner Smith: I'll make a motion. I'll make a motion. I want to move that the four action items that are described based on our discussion that are currently on the screen, get with staff, what are some of the cultural challenges, more collegial language, and meet with PTA to get local things reinvestigated by the Commissioners that are...

Chair Kralik: On the Work Plan item.

Commissioner Smith: ... on the Work Plan item to be reported back out for the next meeting.

Chair Kralik: Is there a second for that motion?

## **SECOND**

Commissioner Stinger: I second.

Chair Kralik: We have a second. Is there any further discussion?

Commissioner Stinger: Would you entertain a motion to amend?

Chair Kralik: Yes, go ahead.

Commissioner Smith: (inaudible) and just put...

Commissioner Stinger: I would like to add to one, get the staff to identify what the other childcare initiatives are being considered and what are the items of due diligence that we need to...

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Commissioner Smith: Good point.

Commissioner Stinger: ... incorporate into our motion.

Chair Kralik: On the amended motion do we have a second?

## **SECOND**

Chair Kralik: I'll second it.

Commissioner Lee: Yes, second.

Chair Kralik: Any other further discussion? All in favor? Any against? No, it's unanimous. Thank you very much.

## **MOTION PASSED WITH UNANIMOUS VOTE**

[The Commission moved back up to Agenda Item Number two]

### **4. Update from the LGBTQ Subcommittee**

Chair Kralik: We've eaten into some of the last item.

Commissioner Stinger: I will be very quick.

Chair Kralik: An update on the LGBTQ subcommittee. I ask Commissioners Stinger and Lee to give us a brief update, please.

Commissioner Stinger: I can.

Commissioner Smith: Chair, can I be excused?

Chair Kralik: Sure and thank you. It's nice to see you.

Commissioner Smith: I'll try to come back.

Chair Kralik: I know you're working very hard.

Commissioner Smith: I'll try to come back again.

Chair Kralik: Thank you for all your work on Community Conversation.

Commissioner Smith: Thank you. I'll send you an email...

Commissioner Stinger: I just wanted to use this opportunity to summarize some of the outcomes that we've had. Just quickly as background because I learned some things as I went back to my

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notes. This came out of a Council Resolution to be a diverse community in December '16 I believe, and this was one of six areas that we submitted to Council as a result of that. So, it doesn't stand alone but it is representative of our work to validate the concept of a diverse community. I am just going to railroad through this. Please stop me if it's too much of a speeding wreck. We did a lot of study, we began with a Listening Forum, we had an intern working on data collection, we did a paper survey, we did a focus group, we did some personal interviews and the study recommendations. I just want to go through these because I was surprised with how close we've come. Was to convene a Summit, to build a structure of ongoing support for the LGBTQ community, formalize the advisory body for teens and seniors, to leverage the expertise and involvement of existing service providers, focus on programming, visibility, and space, developing messaging and host events. Well as we have proceeded then we began with our Summit in March, we brought together 30 representatives from county and City governments, City and school library service providers and faith-based communities, and that group, independent of us, chose five areas of emphasis; visibility, actives, education training, operational structure, and space. Since that initial meeting we've had two further follow up meetings of the working group and from that we have had the City Department of Recreation working with the Family Services Organization hosting an LGBTQ Alias and Family Movie Night at Mitchell Park. They had better access to change pages than I do. Great poster, they showed Matilda. They are also looking at leveraging currency events like the May Fete, the Chili Cookoff to encourage an LGBTQ chili team, and maybe another movie night. Education and training, the Fletcher PTA is considering sponsoring another parent ed. evening, like the one they sponsored a year ago. Our City library, mostly through our teen librarian, continues to support programming with resources or reference centers in City libraries. Under operational structures representatives of the Human Services Department, our City's department, the family Y, and ACS are planning a session for November of this year. The target audience will be staff and City departments and community organizations focusing on best practices regarding gender-inclusive language and signage. We are leveraging a campaign that the county office of LGBTQ Affairs has for signage for all-gender restrooms. So, taking that campaign forward, thank you, Commissioner Lee. The biggest excitement probably is around space and the end of July the grand opening occurred for the LGBTQ Café. From that we have an initiative in North County that Supervisor Simitian submitted to the Board of Supervisors, the County Board so I will just read this. In his Resolution he said, "The Office of LGBTQ Affairs, the County Office, through Listening Forums identified the needs for LGBTQ services based in North County. The Palo Alto Human Relations Commission hosted its own stakeholder groups where Avenidas offered its new café as an intergenerational socialization site." I was pleased that we got mentioned in this Resolution and recognized for intergenerational activities and space which were two of our early on objectives. His referral was that the county administration and that would be the Office of LGBTQ Affairs, explores all opportunities to partner with Avenidas to host services in North County. It includes mental health, general health care, cultural competency, training, legal services, housing, intergenerational activities. The outcome of his Resolution was that it was passed unanimously by the County Board of Supervisors at their September meeting and it was sent to the administration, their administration, to partner with Avenidas to put together a budget. That will be presented at the first meeting in December with the budget and an implementation proposal. So, they're working on that contract as we – well, not as we sit but currently working on that contract and they will present it back to the Board of Supervisors on December 10<sup>th</sup> and quote from the head of that department, Maribel Martinez, " It would be great to have

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community participation at that meeting.” So, I will be asking again if people can go to the Board of Supervisors meeting or write a letter. Their agendas are worse than our Council so going down may not be feasible. That’s one strength that reflects back to our very early objectives and the second was that from the working group a steering Committee has evolved, and we have met a couple times. They are taking over the leadership so we will phase from leadership to a liaison position very appropriately. They’re quite aggressive and quite engaged so I tried to quickly brief people on where we are, and I’m open to questions.

Chair Kralik: I think when we discussed liaisons, that staff was open to adding liaisons, so I would ask that you communicate. I’m sure that both yourself and Commissioner Lee would like to be liaisons for that group, and I suggest that we add that to our presentation if it’s effective. Do we need a formal vote on a liaison to that group? Maybe we could add that to the agenda the next time.

Commissioner Stinger: Let me get back to you on that.

Chair Kralik: Let’s make sure we formalize it.

Commissioner Stinger: We will, Yes. I’m looking forward to switching from leadership to liaison because I think it’s appropriate for this phase of the project, but we might not be right there just yet. It may be February or March. (crosstalk)

Commissioner Lee: There’s still a lot of support work that we can play while we do the transition so I wouldn’t say it’s a strict flip to liaison at this point.

Chair Kralik: Ok so if that takes time, then just let us know and...

Commissioner Stinger: Yes, we will.

Chair Kralik: ... let us be supportive of your efforts.

Commissioner Stinger: Thank you, great, appreciate that.

Chair Kralik: Ok it’s an update so it doesn’t have anything other than discussion. If anyone would like to raise a point of discussion.

Commissioner Lee: Patti, would you mind showing folks the flyer? Oh, did you pass them out already?

Commissioner Regehr: I’m a little confused, aren’t we on Commission Reports?

Chair Kralik: No, not yet. We’re on the update of the LGBTQ Summit.

Commissioner Lee: Oh, sorry, sorry, I thought we had moved on.

Chair Kralik: Alright. Ok, we will move on to...

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Commissioner Regehr: May I say thank you so much.

Chair Kralik: ...Commissioner Reports.

Commissioner Regehr: Thank you.

Commissioner Stinger: Oh well...

Commissioner Savage: Yes, thank you so much.

Commissioner Regehr: Thank you.

## **V. REPORTS FROM OFFICIALS**

### **1. Commissioner Reports**

Chair Kralik: Why don't we start on this side of the table. Commissioner Lee, Commission reports?

Commissioner Lee: For once I'll keep it brief, everyone just take a look at the flyer. We have the anti-bullying movie night going on not this weekend but the following Saturday. We have quite several community partners who are helping publicize the event.

Commissioner Stinger: This is so exciting. Thank you. (crosstalk)

Commissioner Lee: I've already reached out to the City's Communication Manager. She's going to be including it on the City's website and in some of the other advertising venues that the City uses but those agencies have been publicizing it. Patti's been very good about putting up flyers so it's a very simple event to help start conversations around bullying. Hopefully, at the same time folks can learn more about some of the community groups who have services that might benefit them.

Chair Kralik: I'd just like to thank you for the movie selection because I did preview the movie.

Commissioner Lee: Patti suggested it so.

Chair Kralik: In my own family I have a child with special needs who has certainly not the issue that this young man has but in part does have this issue and has faced from interactions with her classmates over issues of appearance. I just want to thank you for this, I will bring my kids to this event.

Commissioner Smith: Maybe you can have some remarks.

Chair Kralik: Well, we'll see, I don't want to upstage you. I thank you for the movie.

Commissioner Regehr: This movie was chosen from myself but also some fifth graders that love this book. Also, I reached out to the International Bullying Prevention Association, the Executive Director, and she suggested that movie too before I pushed it out.

Chair Kralik: It's a great selection, I thank you personally.

Commissioner Regehr: Yes

Chair Kralik: Thank you.

Commissioner Savage: And did you do the brochure? The flyer? Very nice job.

Chair Kralik: Yes, very nice job.

Commissioner Lee: Well, she edited though.

Chair Kralik: Other Commissioners? Your report.

Commissioner Regehr: I also worked with the Library at Mitchell Park and they have a display, mostly about kindness but they're going to put this up. They have a display of books and stuff, so I was working with them on that. They're also letting us have a table on Saturday at Mitchell Park. Not this Saturday but the following, where I'm going to have brochures about this, but also a little bit about the Human Relations Commission and promoting the movie on Saturday. Through this one of the groups is called Rock which is on here and they're a group of students from Gunn. I was asking them at some point if we could come to their meetings which is Tuesday at lunch and I talked to the student President, Abigale Sullivan. She said that she would love for some of us to come and listen to their teen perspective. I was specifically thinking about their position on what they thought about vaping and what we can do. Also, she said she would love for some of us to come to their meetings and hear their perspective. I also got a discussion from a concerned citizen, her name is Gina Dalma, and she's also Senior Vice President of Public Policy of Silicon Valley Community Foundation. She said her interest is housing and pilgrims. She had an idea that we could maybe do, a completion at some point, I could bring that up which would be to interview children about what it means to be a today's pilgrim. Which is on the line of welcoming and a competition, so I'll bring that up later. The librarian was also saying in December is housing, their displays for Mitchell Park, and we could have a display of organizations that work with and a table of that to inform communities about housing issues in groups. Then there's a whole list. I've written to ask Unicef the women who works on the child initiative, Kid Friendly, to see if we could have more information about it. That's it and, there's a conference in November on kindness with the International Bullying Association. It's in Chicago and I mean I would go but I don't know what the process is if when I represent the Human Relations Commission does that have to be voted on? I don't know so it's more of an asking and information. If I go to this conference on the International Bullying Association.

Commissioner Lee: I mean you can go as an individual who happens to a Human Relations Commissioners. I mean a title for identification purposes only. I mean you can't say the Commission said X unless we did say, right?

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Commissioner Regehr: No, no, I knew that part I just thought I might...

Commissioner Lee: I attend a lot of meetings as Steven, Human Relations Commissioner.

Chair Kralik: Well, we can think about an agenda. When is it in November, Patti?

Commissioner Regehr: At the beginning.

Chair Kralik: Well, we may miss it this time but thank you for letting us know.

Commissioner Regehr: It's called Kindness and Compassion and it's November 7<sup>th</sup> and 9<sup>th</sup>.

Chair Kralik: So, you may miss it for this upcoming meeting in terms of the agenda, but I think agendizing items like that is ok with me. We'll just have to do it that way and I'm sorry we didn't have prior notice.

Commissioner Regehr: Yes, I just found out about it when I was talking to her about the movie.

Chair Kralik: Alright.

Commissioner Regehr: That's it.

Chair Kralik: Commissioner Savage, anything that you want to add to Commissioner reports?

Commissioner Savage: No.

Chair Kralik: Commissioner Stinger.

Commissioner Stinger: Yes, I have a few things. First, my apologies to Ashley, I wanted to ask her to give a plug for YCS Make a Difference Day, Saturday, October 26<sup>th</sup> from 9:00 to 1:30. Lots of projects going on throughout the...

Commissioner Lee: I'll be planting a tree at the Baylands if people want to join me there. They have a lot of slots open.

Commissioner Stinger: There you go.

Commissioner Lee: If you want to do it as a Commission building thing, we can sign up independently.

Commissioner Stinger: That's a great idea.

Commissioner Regehr: I do have a question though. Could we put something about activities that we're doing, the Human Relations Commission, on our website?

Ms. Constantino: I'm working on that.

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Commissioner Regehr: Could we put about the movie?

Ms. Constantino: Well, I'm working with somebody with the City to help me fix the website so it has tables and I can add additional things.

Commissioner Stinger: The second event that I just wanted to give notice to is I've been frequently communicating with Palo Alto University and they are doing a program on racial healing in queer and trans communities. That's Wednesday, October 30<sup>th</sup> and I'll circulate that. It's a dinner and a lecture for the community. Then the last thing that I wanted to talk about was I'm the liaison or I represent the HRC on the Healthy Cities, Healthy Communities Task Force; I guess that's what it is. We were talking about issues that concerned us we begin our year and youth vaping was one of those. Becky Beacom from PAMF has stood up and is ready to organize a community leader breakfast. It came out of the discussion about emerging issues and she and I have been writing. She has approval to do this through PAMF. She's approaching PTA Council, she's down to logistics about finding dates, getting speakers, and would very much like to work with our Committee to take this forward. I'll just read from her note to me because I think it's very compelling. "My experiences at this powerful connection are made, important conversations happen in the room, everybody is hearing the same information, angst is common, people have a clearer picture of the problem and have a sense that we can do something to help. Attendees come up with innovative ideas and run with them. It's efficient and usually inspiring." So, we're looking at a stakeholder breakfast with people who can make a difference in this community. I obviously have several notes but that's enough to summarize.

Commissioner Savage: Can you give us an approximate time?

Commissioner Stinger: November.

Commissioner Savage: Oh, really?

Chair Kralik: Yes, let's put that on the agenda for next time, ok Valerie? I think one of the things that I've noticed is that this issue on vaping has caught some fire in terms of community interest. I mean the stunning statistics and news that we see every day tells us that we have to take some action and health professionals, community leaders, School Board Members, City Council Members. I mean it's something that I think we need to be a leader on. I think one of the comments tonight about being a leader or a follower as a community. We need to lead on this, and we really need to get to the bottom of it. We've got to protect our children and it's very emergent. It's not something that we can put off. It's more than simply someone smoking a cigarette and down the road in 20-years being unable to kick the habit. This is something that happens to teenagers who are using environmental-cigarettes, vaping, and they get thousands of cases that no one, not even the most elite scientist and doctors have been able to figure it out. As I said before if this were Tylenol or some other thing, I mean the product would be off the shelves. when I walk into Rotten Robbie in Mountain View next to my kid's school, I don't want it there and other communities have done similar things. Other states have done similar things.

Commissioner Stinger: Well, I just wanted to...

Chair Kralik: So, I think that's why this is catching fire. I'm so pleased for you, that you're taking these steps, thank you.

Commissioner Stinger: I just wanted to point out that this would – to me a strong suit. We are leveraging community partners; we're leveraging community partners to put on the event, and we will use the expertise in the room to get the job done.

Commissioner Regehr: Can I ask about stakeholders because I was looking into it and a pediatrician from the Academy of Pediatricians sent me a thing about that. Also, there's an educational group, I think I sent it to somebody. Daryl? Somebody.

Commissioner Savage: Oh, Yes.

Commissioner Regehr: Yes, and I'm just wondering for the stakeholders are they also asking teen groups? Teen leaders? Not just adults?

Commissioner Stinger: No, they have done these community breakfasts for six or seven topics over a 20-year period. I think Project Safety Net came out of this.

Commissioner Regehr: No, I don't mean...

Ms. van der Zwaag: Yes, they will look as possible to get represented as one. They did the Project Safety Net thing, there were youth groups there.

Commissioner Regehr: No, I'm not talking about youth groups because youth groups have adult coordinators. I'm asking if they're asking youth.

Ms. van der Zwaag: That's what I meant. That youth will be invited but these are youth representing groups. This is a community stakeholder group so they go back and can affect change within the realms of organization that they are coming from.

Commissioner Stinger: One of the examples she gave was some students from Gunn who attended another session and then returned to campus and started an initiative on campus.

Ms. van der Zwaag: That's what we're looking for.

Commissioner Regehr: Ok, thank you.

Chair Kralik: I thank you for your leadership on that, Commissioner Stinger. Commissioner Xue.

Vice Chair Qifeng: Only one thing to report. Thanks to Commissioner Lee, he called in a meeting with Rick. Remember we had an informal meeting at that library? We were talking about a senior resource from – he's sitting on the county...

Commissioner Lee: He's on the county Senior Care...

Vice Chair Qifeng: Yes, Senior Care...

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Commissioner Lee: ... Committee and we met at the Avenidas Intergenerational LGBTQ space. Given Qifeng's interest in seniors I thought – he lives in Palo Alto and he's on the County Commission so why not pair the two together.

Vice Chair Qifeng: I was seeking some guidance or information from the county side to see how we can leverage to support our community. So, basically, that's all the thing I did in the last month. We'll meet again to also talk to other cities to see how we can leverage the cities for seniors; supporting the seniors. Thank you.

## **2. Council Liaison Report**

Chair Kralik: No Council Liaison report tonight.

## **3. Staff Liaison Report**

Chair Kralik: Staff Liaison.

Ms. van der Zwaag: I have nothing to report.

## **VI. TENTATIVE AGENDA FOR NEXT REGULAR MEETING: Thursday, November 14, 2019**

Chair Kralik: Tentative agenda for next regular meeting.

Commissioner Lee: I think for November we have tentatively scheduled the homelessness discussion from the county's office, Supportive Housing. Minka, was Kristen able to confirm whether she would be able to come back with her approximate update?

Ms. van der Zwaag: I don't recall. I thought she just communicated with you two on that, so I don't know.

Commissioner Lee: Ok, last time I spoke with her she said that probably November, but she would coordinate with you. Let me...

Ms. van der Zwaag: So, I have not heard from her so that...

Commissioner Lee: It looks like homelessness and probably with the Parks and Rec issues that came up during the summer is likely to come back in November. So, November is probably going to be full.

Chair Kralik: Wasn't there a speaker that was going to come this time that couldn't? I forgot.

Ms. van der Zwaag: Oh, Yes, so Abilities United, they had just recently merged with Gate Path and they reached out to me. They want to come speak so they will be coming to the November meeting.

Commissioner Lee: Did we want to consider moving the meeting to 6:00 because I think at least

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the two homelessness and Parks and Rec are going to be big meaty items. If we're having a speaker too.

Chair Kralik: I personally can't show up at 6 o'clock.

Commissioner Lee: Ok, ok. Just thought I'd throw it out there because it might be a long meeting but...?

Chair Kralik: No, it's just not possible for me. Alright, we're going to go ahead...

Commissioner Regehr: Oh.

Chair Kralik: Oh, I'm sorry.

Commissioner Regehr: Oh, are we talking about the agenda?

Chair Kralik: We were on the agenda, yes.

Commissioner Regehr: So, I would like to discuss Today's Pilgrim and...

Chair Kralik: Today's Pilgrim?

Commissioner Regehr: Remember I was talking about Gina Dalma with wanting us to be part of this competition and something to start talking about immigration? In my report I was...

Commissioner Stinger: The Silicon Valley...

Commissioner Regehr: The Silicon Valley Community Foundation and how she wanted to see if we wanted to be part of this as a concerned citizen. To make awareness about sort of like continuation of the welcoming issue.

Chair Kralik: Do you think she would come to a meeting or do you want to try to schedule that through staff?

Commissioner Regehr: I was more thinking we could both. I mean we're kind of doing it together. She brought up and then we started talking.

Chair Kralik: Maybe we can just check with staff to see if she came either November/December to the meeting.

Commissioner Regehr: No, it was more of to have it on the agenda, and I could do the talk about Today's Pilgrim. I mean like what my vision is, and we could vote whether we want to go forward on that.

Chair Kralik: Does this fit into a Work Plan item and which one?

Commissioner Regehr: It does on many of them. It goes on the unhoused, it goes on immigrants which you and I are working on, it goes on inclusion.

Chair Kralik: Ok, I don't have my barring because I don't know that but if there is another lead or assisting Commission on one of the Work Plan items and you wanted to contact them to second the agenda item just inform Minka.

Commissioner Regehr: Well, what do you mean? So, what do I need to do?

Chair Kralik: If you have someone else that would second that discussion from the Work Plan, then you simply give that to Minka, and we'll try to schedule it for this coming meeting.

Commissioner Regehr: But didn't we just put something else about other things on here without a second?

Commissioner Lee: Those ones were previously agendize.

Commissioner Regehr: Ok.

Commissioner Lee: But if falls under housing. You and I as the leads on it (inaudible) (crosstalk)

Commissioner Regehr: And immigrants which you and I on.

Chair Kralik: Right, I just don't have the barring to interact with you on that, but once we do that can get on the agenda. Alright?

Commissioner Lee: (inaudible – off mic) you to (inaudible)

Chair Kralik: Yes, and then at that point it will be up to staff and leadership to – I guess there's an active meeting. So, either we'll try it for next time or the time after.

Ms. van der Zwaag: So, Mary reminded me that the HRC in their email box this Monday got an email from the Interim Vice President of Foothill College, yes Foothill College. They said because you are an important part of the local community, the Foothill Community College District is seeking that Palo Alto HRC perspectives on our student's educational needs and priorities. We have launched an initiative to engage the district's employers, students, and residents in our vision for preparing the next generation for college transfers and jobs. Last month the district surveyed thousands of residents and would like to quickly share the results with the Commission and gather additional input from your members. I'm writing to ask if in an upcoming Commission meeting would have time to present President Nguyen of Foothill College to make a brief presentation? This could be accomplished in 5 to 10-minutes.

Chair Kralik: Is that something that you think might fit any of our initiatives so that we can identify? I don't -- I mean...

Ms. van der Zwaag: Yes, student's educational needs and priorities. I could just say if this is not something you're interested in; I can ask him to give...

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Chair Kralik: It might be good to inform him of our initiatives back and say that our present initiatives are these. Can you gear your presentation towards one of these initiatives?

Ms. van der Zwaag: I don't know if he can because he's giving a result of a very specific study that they have done.

Commissioner Savage: What if we just ask them to send us the study?

Ms. van der Zwaag: Yes, that's what I'm asking to...

Chair Kralik: And then we can review it?

Ms. van der Zwaag: I can say they are not able to accommodate this on the agenda, but can you send the – ok.

Chair Kralik: Alright, very good. Alright, not hearing any further agenda items we're going to adjourn at 9:37. Thank you so much.

## **VII. ADJOURNMENT**

Meeting adjourned at 9:37 p.m.