



HUMAN RELATIONS COMMISSION

June 15, 2019

Community Meeting Room

Palo Alto Civic Center

250 Hamilton Avenue

7:00 PM

SPECIAL MEETING

ROLL CALL:

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

Council Liaison: Council Member Kou

Staff: Minka van der Zwaag, Mary Constantino

I. ROLL CALL

Chair Kralik: Welcome and we're looking forward to hearing you. We're going to begin the Human Relations Commission Special Meeting of June 15th with our roll call. I'll ask Mary Constantino to read the roll.

II. AGENDA CHANGES, REQUESTS, DELETIONS

Chair Kralik: Well, thank you all for coming. We first ask for agenda changes, requests, and deletions from the Commissioners. Anybody have any agenda changes?

Commissioner Lee: Mr. Chair, if we are running a little bit late, I might ask that we have some flexibility on the lunch break.

Chair Kralik: Well, we'll see how that goes. Thanks, Steven, good idea.

III. ORAL COMMUNICATIONS

Chair Kralik: Now we go to Oral Communications from members of the public. You are invited to address the Commission during this period of Oral Communication. This could be on any subject not on our agenda.

Ms. Minka van der Zwaag, Human Services Manager: I think first Chair, if I may interject? That's just for things not on the agenda.

Chair Kralik: Right.

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Ms. van der Zwaag: So, I think most of the folks here are something for in the agenda so if you just technically just start the meeting and then Oral Communications for things that are on the agenda.

Chair Kralik: Ok, I'm just confused now so.

Ms. van der Zwaag: Ok, no, this is Oral Communications for things that are not on the agenda. So, we have to ask if anybody is here for something that's not on the agenda.

Chair Kralik: Right.

Ms. Mary Constantino: Yes, they all put non-agenda item.

Chair Kralik: Ok, it says non-agenda items so.

Female: I'm not on the agenda.

Ms. van der Zwaag: You're all actually on the agenda because I believe you're all here to talk about Work Plan suggestions.

Female: No, I'm not.

Ms. van der Zwaag: Ok, then we need to be able to divide those.

Chair Kralik: Alright, why don't I do this, I'll give this to staff just for a moment and we'll make a quick assessment to divide it. We'll just take a...

Ms. van der Zwaag: I just want to make sure.

Chair Kralik: ... half cup of coffee.

Female: Do we have to fill out something to talk?

Chair Kralik: Yes.

Ms. van der Zwaag: Yes.

Chair Kralik: It's over here. Do you need help with that?

Female: Your agenda is very general.

Commissioner Savage: It is a retreat.

[many people started talking at once]

Ms. van der Zwaag: I understand that you are giving suggestions for the Work Plan so we just want to make sure.

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[many people started talking at once]

Chair Kralik: As some of you know this is our annual retreat and we try to talk through some Work Plan issue about the coming year. We have two new members in the Commission and I'd just ask them to quickly introduce themselves while we straighten out the cards.

Ms. van der Zwaag: Oh, they're straightened out sir.

Chair Kralik: I know, go ahead.

Commissioner Savage: Ok, I am brand new, my name is Daryl Savage. I don't know how much you want me to talk. I am a previous Commission member and I just couldn't stay away so I'm back.

Chair Kralik: Ok and Patti Regehr is here.

Commissioner Regehr: I'm Patti Regehr and I'm brand new too; really brand new. I've never been on any Commission for the City and I love the City of Palo Alto. I really want try to make everybody happy and safe and equal.

Chair Kralik: Great, so we're going to start. Thank you very much. We have Jill Asher.

Ms. van der Zwaag: Can you let them know how much time Chair?

Chair Kralik: You know typically we have 1 to 2-minutes.

Commissioner Regehr: It says 5-minutes. It says 5-minutes.

Vice Chair Qifeng: No, 3 to 5.

Ms. van der Zwaag: Well, it's up to the Chair to decide depending on the amount of speakers.

Chair Kralik: Yes, we have quite a few speakers.

Vice Chair Qifeng: Oh, ok.

Chair Kralik: Why don't we see how that goes and...

Ms. van der Zwaag: I think we need to be the same for everybody so 1 or 2-minutes.

Chair Kralik: Yes, I think I'd like to start at 2-minutes. If you feel like you're confined then we'll make an assessment, ok?

Commissioner Lee: Mr. Chair, I would move that we give everyone 3-minutes and if it eats into our lunch break that we just work during lunch break.

Chair Kralik: Well, we'll start with two Steven, ok?

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Commissioner Lee: Well, I mean once they speak, they can't go again, right?

Ms. van der Zwaag: It's up to the Chair.

Commissioner Lee: I would move that we give every 3-minutes.

Ms. van der Zwaag: Ok.

Commissioner Stinger: I think we're going to work through lunch regardless of the speakers so I think...

Vice Chair Qifeng: Right, right, there's already too many.

Chair Kralik: Ok, go right ahead and do you feel comfortable standing right there, Jill?

Ms. Jill Asher: Yes.

Chair Kralik: Ok, go right ahead.

Ms. Asher: So, hi, good morning, I'm Jill Asher, I'm one of the co-founders of the Magical Bridge Playground, I run the Magical Bridge Foundation with my partner Olenka Villarreal and I'm here as a Palo Alto resident. I have three typical developing daughters, one in college, one in high school, and one in elementary school. So, I'm looking at this through the lens of somebody that's now been involved with people with disabilities with my work with Magical Bridge. What I can tell you is that Palo Alto is a wonderful community to live in if you have neuro-typical children and if you don't, the City offers very few services and very few activities or events for people who have disabilities. I'm not talking about just physical disabilities, mental disabilities. I think of Autism, sensory challenges, ADHD, visual/auditory impairments, medically fragile and even our aging population in seniors. I'm just going to bring this to your attention that we were shocked and profound to see that the Enjoy Catalog did not offer anything for people with disabilities. When you open the calendar and the events that you don't see a lot of services or a lot of programming and so we partnered with the Children's Theater and just a week ago offered a camp for children who are in the spectrum. I'm just going to pass this around so you can see an example...

Ms. van der Zwaag: Thank you.

Ms. Asher... of what the City has not been offering. Finally,

Ms. van der Zwaag: This is the City though.

Ms. Asher: It is because we partnered with the City and put this out a week ago. It was in your Enjoy Catalog in the spring session when it should have been and many of our kids should have been offered these opportunities because there were a lot of concerts or family-friendly opportunities for children and adults with disabilities to enjoy the music series. So, we also partnered with the City, Magical Bridge did. This should be not something that a non-profit

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needs to partner with, this should be something that the City should just be offering but it's a concert series.

Ms. van der Zwaag: I think that's two.

Ms. Asher: So, I'm just hoping that you, as the Park Commissioners – I'm sorry, as the Human Relations Commissioners, will give a second and third thought to making the quality of life for people with disabilities in our community a little bit kinder, more compassionate, more welcoming, and give them opportunities to participate and engage like my children and my family have. Thank you.

Chair Kralik: Thank you very much. I really appreciate that. Now when you give me these two sets, which set is the one that I'm from?

Ms. van der Zwaag: Oh, ones that say one I believe are the ones for – I can't speak to folks' intentions but let me do my best.

Chair Kralik: Ok because I've got two sets here. Yes, ok, alright, let's try Conor Rabinovitz. Good morning Conor, how are you?

Mr. Conor Rabinovitz: Good, thanks.

Chair Kralik: If you're comfortable there, you're welcome to bring a chair over if you...

Mr. Rabinovitz: I'm totally good, I need to stretch my legs anyway.

Chair Kralik: Ok.

Mr. Rabinovitz: Ok so hey, this is my first time at a City Government event. I'm glad to be here. I'm a Palo Alto resident, I grew up in Palo Alto, I went to school here, and I really can appreciate all the good things that Palo Alto provides in terms of education services and helping people get through core curriculum. I want to learn more about everything the City does but sorry, appreciate it more but what I feel is that what really makes a student succeed or find a passion in his life are extracurricular activities. I just wanted to make a statement that extracurricular activities is some kind of outside skill should be kept accessible for everyone, that there should be plenty of options for younger students to discover themselves and to give the time to really find their passions as early as they can in life. So, they can be put on a more fulfilling path and that's all I have to say. I just wanted to make that statement. Thank you.

Ms. van der Zwaag: Thank you very much.

Chair Kralik: Ok, so Conor I did want to tell you that we also have a Council Member here from the City. Lydia Kou is here, she's our liaison on the Human Relations Commission and so she'll be listening in on this as well. So, you're going right to the top now. Ok? Alright, thank you very much, Conor. Alfred Sugarman. Good morning Alfred.

Mr. Alfred Sugarman: Hi.

Chair Kralik: Are you feeling alright standing up there or?

Ms. van der Zwaag: I'm going to get a chair.

Chair Kralik: Yes, we should maybe...

Mr. Sugarman: Oh, no, I'm ok.

Chair Kralik: Ok, alright.

Mr. Sugarman: I'm Alfred Sugarman and I member of the Water Managers of Palo Alto Family YMCA on Ross Road. I just wanted to let the Commission know that we're exploring a plan for welcoming new residents to our community and we're working with some of the neighborhood associations on how to implement this plan. A meeting with these representatives of the organizations is being planned right now actually. A doodle went out asking people their availability and we expect to have a meeting of these neighborhood organizations in the next few weeks. Each year there are between 300 and 400 residents moving to Palo Alto. Some are young families with preschool children, some are families with early school children, some are people from other parts of the world where English isn't their first language, and these new residents may not be familiar with all of the services and opportunities that are available for them here in Palo Alto. So, we're looking at how to make these new residents feel welcome and included in our community. We want to ensure that they're aware of all of the resources that are accessible to them so they can settle in more easily. We would welcome the opportunity to work with the Human Relations Commission. In fact, I talked with one of the members here who's going to be at the meeting that's been planned in a few weeks and with the City Council of Palo Alto to help us with our plan to welcome these new residents.

Chair Kralik: Well, we're very grateful for your work in that area and we thank you for bringing that to our attention.

Mr. Sugarman: Thank you.

Ms. van der Zwaag: Thank you.

Chair Kralik: Thank you very much. Katie Talbot.

Ms. Katie Talbot: Oh, ok, I am just making my notes.

Chair Kralik: Good morning Katie, how are you?

Ms. Talbot: Good morning, good, how are you?

Chair Kralik: Ok

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Ms. Talbot: Ok, 2-minutes. Alright, so I have two children, one is very typical and one who has Autism and it has been very interesting sort of navigating everything, trying to find services for a kid with Autism. Like any other kid, he wants to go out and play, he wants to be involved in the community. A comment that I have you guys have lots of awesome programs but those were not really accessible to us when he was a young child. He was very scattered, to the point where the instructors for the program were like well, I don't know what to do with this? So, when you're hiring instructors for programs, I would suggest that you really specifically ask a question. Do you have experience dealing with this? Do you have strategies for engaging kids who are harder to engage? So, your hiring practices could be improved. Now my kid is 17 so this may be old news to you but we do need help like that. Also, what would have been very helpful would have been if there is some kind of a program, and I know this is a lot to ask, where you guys can have an aide that can be spent specifically with our child to keep them in order so the other kids can get everything they need out of the music program or the art program while the child in question is getting something out of it and also allowing others to get something out of it. So, having an adult aide who's trained would be a useful thing. So, in 2-minutes I'm not going to get this done. I coach and coach is a very loose term the Palo Alto Special Needs Baseball Team and it's a fabulous program that is run through the Little League. The Little League has been extremely generous with us in terms of field space, equipment, and an organization to help us get going. My child is about to age out, the kids age out at age 22.

Chair Kralik: Just keep going, finish your thought there.

Ms. Talbot: Ok, thank you. So, I'm not beginning to think about how we are going to get adult recreational leagues where our kids – again in quotes because they're aging kids – can be included. So, I will be coming to the City next year to the Rec. Department to ask them for space to set up an adult special need's baseball team. There are already teams up and down the peninsula, they're in place, and we might as well engage with that and start playing with them. We also have a special needs soccer team where the same kind of thing can be put in place. So, I'm just glad to talk to everyone.

Chair Kralik: Yes, you used your 2-minutes well. Thank you, Katie.

Ms. Talbot: Thank you very much.

Chair Kralik: Thank you so much. I'm sorry if I don't get this right but it looks like Bela, is it Bela Singha?

Ms. Bela Singha: Thank you.

Chair Kralik: Do I have your last name right?

Ms. Singha: Good enough, Singha.

Chair Kralik: Singha, ok. Bela.

Ms. Singha: So, good morning everyone, my name is Bela Singha, let me know if you can't hear

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me. I want to first tell you that I'll try to be as quick as 2-minutes but am a kind soul for understanding that it takes a lot more than two to tell you about my journey.

Chair Kralik: If you need to sit down, you go right ahead because we're happy to give you a little bit of time, alright?

Ms. Singha: I started advocating with the City of Palo Alto and their offices since my daughter was 4-years old. She's now 15 and nothing has been done for her. I don't know if anyone in this room is aware but just like you need friends and there's awareness of suicide, there's awareness of anxiety for my kids who have less friends than you do and your kids. Don't raise your hand, please think how many of you sitting here in leadership positions have asked a parent, any of these parents about their journey and about their burdens and about their hopes and about their things? I bet it's none of you. Tell me why I should take my kids to Redwood City for a cooking class? Have you looked at their catalog? Why should their kids be allowed to have after-school friends so they don't go down the tracks? Why should my daughter today go to Lawrence County from 12:00 to 2:00 for the teen club? It is not something that I didn't bring with the City; I have met in rooms and rooms in every layer. For the last 3 ½-weeks to 4-weeks I have called the City and whoever Judy is, I can't get ahold of the City Managers to get on the calendar. Why? Am I less important because I have a child with special needs? The Teen Center is there but my child cannot be integrated? Why? Why Youth does for Drama exists but there's no partnership with the City of Palo Alto? Why should my daughter have to go to Mountain View to participate in activities? Do your children go out of town to participate in activities? Why does my daughter's dad have to coach soccer? Why does Coach Katie have to and why does the City of Palo Alto not step in? Why does my daughter have a buddy at Stanford University with Kids with Dreams but you and your kids don't – aren't my daughter's buddy? Why? She needs friends, she needs socialization, and she needs friends. Tell me why I was told after six calls and I don't know how many emails to go to talk to Cubberley and Minka and all this stuff and by the way, go look at the Enjoy Catalog. I know what's in the Enjoy Catalog because there is nothing and there hasn't been anything since she was 4-years old. I want to know why my daughter should not be included in activities that you provide for teens. Is there not a law that you can't discriminate based on disability? If there is that law, then I should be able to get those services for my daughter. I do want to tell you what you're doing right. What you're doing right is allowing people like me to speak but there is urgency and no other parent should have to wait from 4-years old to 15-years old to not find services. San Diego County has 42 in their Parks and Recreation for activities. Why should I have to move? Why don't you move? Here are some solutions. First, make time, not 3-minutes and not 2-minutes, to talk to people like me and others who have carried this burden. Talk to Magical Bridge, talk to Ada's Café, talk to YDFA, talk to my husband's coaching, and talk to Katie. How do they make it work and don't spend 3-minutes, spend 3-days if you need too? Ask about obstacles. Are you afraid that your kid is also going to end up at the train tracks and then we worry about things? You need urgently to understand that Abilities United has closed. They offer services for preschoolers and for 18 and older. Can you tell me would you like me to have my daughter Ubered to your office to help me with socialization? What would you like me to do with my daughter? Do you want me to leave her at home alone? Is that what you want? For 4-weeks I've been calling the City of Palo Alto with no response and I urge you, I urge you to show compassion and understanding like you show yourself and like you show your kids. Thank you.

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Chair Kralik: Thanks, Bela. I know I took some notes and I know the other Commissioners and this being our working summit for an annual retreat, we'll do our best to address that, ok? Thank you very much. Alright, I have Cherrill up next.

Ms. Cherrill Spencer: I would like these two ladies to speak ahead of me if you would?

Chair Kralik: Ok,

Ms. Spencer: We're all part of the same...

Chair Kralik: What are your names?

Ms. Helen Young: I'm Helen Young...

Chair Kralik: And?

Ms. Young: ... and they want me to go first.

Chair Kralik: Helen, Qifeng could you help Helen with the Chair, please?

Ms. Young: I don't need it, thank you. I've got good legs.

Chair Kralik: Well, you may want something to grab onto. I just want to introduce everybody to Pastor Smith; he's also on the Commission. He is one of our Commission Members that's here. Ok? Helen, go right ahead, please.

Ms. Young: Ok, I'm going to be very quick and yield my time to the other two people who are here speaking toward the same thing. I'm speaking for CEDAW my name is Helen Young and I'm Co-Founder of the Palo Alto Coalition for Cities for CEDAW. Our purpose is to bring the principles of the UN Convention of the Elimination of all Forms Discrimination against Women, CEDAW, to be enacted and implemented at the City level. The treaty was signed by Jimmy Carter and sent to the US Senate for their advice and consent and it has languished there in Committee ever since.

Chair Kralik: What year was that?

Ms. Young: 1979.

Chair Kralik: Wow.

Ms. Young: We've been working on it for many decades. I also work on gender and international issues with the AAW Palo Alto branch and I'm an active leader in the UNA Mid-Peninsula Chapter. I'm grateful for the actions the HRC has already taken to implement gender equity in Palo Alto and I'm asking that you continue to make it a priority in all facets of your work. We know that homelessness negatively affects women disproportionately but so do transportation schedules, job hiring and promotions. In fact, almost all budget considerations and I hope that

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you will each continually ask the question what are the gender implications for this action for each item that you consider. Please keep gender equity and the steps needed to make Palo Alto a CEDAW City a top priority of the Palo Alto HRC. Thank you very much for allowing me to speak.

Ms. van der Zwaag: Thank you.

Chair Kralik: Thank you, Helen. We appreciate your long ten years at that group. We have Yri Chang. Is that right?

Ms. Spencer: No, no, we'd like to do Shelly.

Chair Kralik: Shelly.

Ms. Spencer: We'd like to do all the three of us together and because it's all the same topic.

Chair Kralik: Awe, Shelly Kosak.

Ms. Shelly Kosak: Yes, please.

Chair Kralik: Great. Nice to have you, Shelly. Thank you so much.

Ms. Kosak: Thank you so much. I'm going to read it straight out, I'm sorry because I have a lot. This morning I would like to encourage the members of the Commission not to lose sight of CEDAW and to include gender equity or equality in the Work Plan for the coming year. Palo Alto decided to become a CEDAW City at the end of 2018 with the support and the leadership of the HRC and City Council but progress has stalled this year in 2019. No discussion of CEDAW has been made in the Policy and Services Committee where it could languish until the fall. According to the HRC's mission statement, you are charged with the discretion to act with respect to any human relations matter when the Commission finds that a person or group does not benefit thoughtfully from public or private opportunities and one of those factors is sex. According to the World Economic Forum, it is estimated that the gender gap won't be closed until 2221 which is two-centuries from now. Women account for less than 5 percent of CEOs and S&P 500 companies, 11 percent of toppers, less than 25 percent of Executive and Senior Managers. Indeed, they account fully for only 5 percent of top employee – total employees in all these companies and locally Google is composed of nearly 70 percent male which they cannot easily close that gap so they've hired a new Chief Diversity Officer. What do we really know about how fairly or unfairly women are treated in our City if we do not take the time to investigate the matter? To uncover gender inequities that clearly exist in all levels of our society, as a local government along with high profile companies in our area, you could help set the new standard for transparency and equity. The HRC has the discretion to act on the matter of working closely with City Council Members on the Policy and Services Committee and City staff to begin to push the needle toward normalizing gender equity and equality. The Clayman Institute for Gender Research at Stanford held a symposium last month entitled Gender Equality in 2019, What is it going to take to get us there? The powerful message under pending the symposium was that scholarship can transform the real world. Looking carefully and closely at an entrenched

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problem can yield real solutions. The panelist discussed the state of gender equality today, the durability of inequality, and the obstacles to change. A revolutionary paper addressed the simple changes introduced to two local tech companies to increase transparency and eliminate bias in how managers determine promotions of men and women in their ranks. After the Clayman Institute made suggestions for a checklist on how to evaluate their employees, much of the gender-based unintended bias was eliminated. This represents a solid contribution to enduring equity in the workplace. Such approaches could make a difference in the City workplace too. The Palo Alto City's first CEDAW Collation, which is what we are a part of, would be delighted to meet with any of you to discuss how very important gender equality initiatives are for the coming year. Please take action to examine how gender bias may be at work in Palo Alto. Such actions could have real and concrete benefits. Thank you so much.

Ms. van der Zwaag: Thank you.

Chair Kralik: Thank you very much, Shelly. I saw another speaker on CEDAW, that's Cherrill Spencer. Is that right Cherrill?

Ms. Spencer: Yes, thank you.

Chair Kralik: Thank you so much for coming today. Good morning to you.

Ms. Spencer: Good morning, I'm Cherrill Spencer, I'm a 45-year old -- 45-year resident, I'm much older than that, of Palo Alto and I've talked to the City Council and you previously about this Convention on the Elimination of Discrimination against Women but today I'm going to give you a speech by a City employee, Lynne Krug who unfortunately couldn't be here today but she wrote a speech which I'm now going to give to you. My name is Lynn Krug and I'm a water, gas, and wastewater field inspector for the City of Palo Alto's Water, Gas, and Waste Water Engineering Department. I will have been with the City 20-years this November and during that time the number of women working in the trades and in engineering in these fields has never exceeded six. This past winter the City of Palo Alto had a 14 percent vacancy rate for all employees. The normal rate for a municipality is 7 percent, that's twice as much. I'm an inspector in the Utilities Department. In the past 8-months utilities has hired two inspectors and the same two have left. There continues to be more and more difficult to hire and keep employees in Palo Alto in this City. We need to look at all aspects of our work environments and community to encourage participation and inclusion. The City of Palo Alto needs the active leadership that the Human Relations Commission to work with the community and with the City on the issue of gender equality. The recruitment and equal treatment of women and LGBTQ individuals should be a citywide goal and a Human Relations Commission endorsed message. We need to lead and be known as an inclusive City by taking action to be an inclusive workplace and an inclusive community. If we do this, we will not only win, we will be able to welcome millennials, we will make new hires that will stay, we will have an improved, diverse, inclusive, and conscious workforce, and increasing community engagement. I'm going to give the whole speech to you today.

Ms. van der Zwaag: Thank you.

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Ms. Spencer: It is with your leadership, the Human Relations Commission, that we can make a difference for our community's future by endorsing and adopting CEDAW. Thank you. That was all on behalf of Lynn Krug an employee of the City which is where we need to start on this issue.

Chair Kralik: Cherrill, thank you. You're actually a very clear speaker, I head every word...

Ms. Spencer: Thank you but unfortunately...

Chair Kralik: ... and very calming. Thank you.

Commissioner Savage: Calming.

Chair Kralik: I appreciate that. Ok, we're going to turn to Rika Yamamoto. Rika good morning, how are you this morning?

Ms. Rika Yamamoto: Hi, good morning, I'm very well. I'm so glad to be here and invited and it's so welcoming.

Chair Kralik: Take your time.

Ms. Yamamoto: It might be repetition of some of the concern that other fellow individuals brought but my name is Rika Yamamoto and then I'm speaking on behalf of the Palo Alto Community Advisory Committee for Special Education. We are a volunteer organization founded 30-years ago to advocate for children with disabilities in PAUSD. The CAC brings awareness to the needs of appropriate education and inclusion in our community. Our comments today center on the City of Palo Alto's year-round and summer recreation program. As a family with special needs who live and play in Palo Alto, recreation or service which are accessible to all, ensure that we are include and help reduce the social isolation that we have, parents and our children, with disabilities experience. Since the HRC's mission is to ensure that all individuals and groups fully enjoy our community public resources and opportunities like our City's fantastic recreation programs. We'd like to recommend that for the coming years the Commission work jointly with Parks and Recreation Commission and the City Recreation Services to ensure that our recreation program are not just accessible but welcoming and inclusive to all children including those with specific needs. So, I brought here some ideas and ways the City can make its programs more inclusive and accessible. The children with disabilities are usually delayed in their development. Use of chronological age rather than developmental age as criteria excludes our kids from many activities where they could be successfully included by segment or age grades. Some of our kids have no recreation or camps to attend. Being flexible with the regards to age will allow inclusion and participation in the City's program. The children with disabilities may require caregiver assistance in bathroom changing facilities at older ages. This is a facility inspection issue. Building family bathrooms increases accessibility for special needs families and removal of any structural barriers. For example, at the Rinconada Pool, provide equal access to programs and services in the event of participants' needs of assistance with the toileting makes recreation programs more inclusive. Can I continue or?

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Chair Kralik: Go right ahead.

Ms. Yamamoto: Yes and one of our members will take over from here.

Chair Kralik: Ok. Rika thank you so much. That was very clear and really well organized. Let me just see, who was the other member that was going to take over?

Ms. Adriana Suvaola: Adiana Suvaole.

Chair Kralik: Adriana, thank you for coming in this morning.

Ms. Suvaola: I'm also speaking on behalf of the Palo Alto Community Advisory Committee for Special Education.

Chair Kralik: Ok.

Ms. Suvaola: I do have a job with special needs as well so I'm going to continue the statement that Rika started. Children with disabilities may require more assistance for behavior, safety, and self-help. Continuing to allow and encourage personal aides or even provide and trained recreational aides or bodies increase the accessibility of City programs and create valuable mentoring experiences. We have to successes like the Magical Bridge Ambassadors, Stanford Kids with Dreams, Bay Area Friendship Circle, and High School Best Buddies. These programs build one on one friendship between people, with and without intellectual and mental disabilities, offering social mentoring while improving the quality of life for kids that are often isolated and excluded. The City of Santa Clara has a robust recreation program. We suggest the City use inclusion facilitators to develop and implement these practices. We find that Palo Alto has services providers who are receptive but lack knowledge training or skill to accommodate people with disabilities. Coaching and public works shops are creating and multiplying programs and brainstorming that these could help the City and other providers in our community include and serve more people. We recommend San Francisco Inclusion Networks or the Santa Clara County Inclusion Collaborative and I have the links and I'll give you this. They offer training opportunities for inclusion. Finally, we'll ask if you will work with the school districts and local non-profits to increase service learning for our future certificate track students. For these teenage citizens with special needs to experience a sense of belonging and being accepted for whom they are and to ultimately have valued roles in our community they need to be actively participating. The City can play a leading role in their inclusion. We also encourage work with the business community to create (inaudible) that have a job opportunities that are suitable for applicants that have developmental delays. We believe that the HRC has a critical role in partnering with other stakeholders in our community to ensure they're respected programs and activities that are inclusive and accessible as possible. Over the last 2-years, this Commission has earned the reputation for being a strong and bold advocate for our community. We know that you will listen closely to our concerns and will take swift action to make the suggested improvements. We hope you include this among your priorities in this year's Work Plan. Thank you for hearing us and we hope to continue this discussion.

Commissioner Stinger: Thank you.

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Chair Kralik: Thank you, Adriana that was very well said.
Ms. van der Zwaag: Is that the copy? Thank you.

Chair Kralik: Our last speaker is Yri Chang. Yri.

Ms. Angie Foster: Can I go as well, after her?

Chair Kralik: Tell me your name?

Ms. Foster: Angie Foster.

Chair Kralik: Are you in here Angie? Yes.

Ms. Foster: Yes.

Chair Kralik: I'm so sorry that I lost you. Ok, go ahead Yri.

Ms. Foster: Do you want to go first or is yours longer?

Female: It's fine. Go ahead is ok.

Ms. Yri Chang: Hello, my name is Yri Chang, I'm a parent of two students in Palo Alto Unified School District and a member of the Palo Alto Community Advisory Committee for Special Education. Today I am here to request that the City's more active involvement to ensure safe school bus rides. My 5-year old son has Cerebral Palsy and Autism Spectrum Disorder and the school district provides transportation services to students with disabilities like my son. My house is located on the left side of a one-way street and when the school bus stops for our pick up, we have to walk across the street to safely get on the bus because the bus door opens on the right side of it. The bus driver always turns on the amber light which is essentially a stop sign and a red light and gets off the bus with a hand sign to help us cross the street. The amber light stays on until my son is safely secured on his seat according to the safety protocol. As you can imagine, this takes about 2 to 3-minutes. The problem is that some drivers either ignore the stop sign and drive right past us or harass us verbally. When we try to remind them that the stop sign is on and they need to wait for the school bus, they would respond with curse words. This has been happening almost every day. Those drivers are not long putting our kids' safety in danger but also harassing the students and the school bus drivers. Most of all, it is people's responsibility to abide by the traffic law that protects both parties. The traffic law regarding the school bus in California Code, "the law requires you remained stopped as long as the red lights are flashing. If you fail to stop you may be fined up to \$1,000 and you're driving privilege could be suspended for a year." I may be able to solve this problem by asking police officers to come to our street and patrol my area more often but that would not affect other areas in the City. I brought this issue here as I am seriously concerned about the safety of our special needs students in Palo Alto who ride school buses every day. I don't think this problem of law-breaking drivers happens only in my neighborhood but is it rather a prevalent problem in our City. I request the City's proactive action to improve public awareness of the traffic law regarding school buses.

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This can be done by posting official signs issued by the City emphasizing the penalty around the town about the school bus-related traffic law. Increasing police officers patrol streets student pick up and drop off times and online campaigns on social media such as the City's website and police website. Thank you for hearing me.

Commissioner Stinger: Thank you.

Chair Kralik: Thank you so much.

Commissioner Savage: What was her first name? Yri?

Chair Kralik: Angie take your time, ok?

Ms. Foster: Sure. Thank you, Commissioners. My name is Angie Foster and this is Chase Foster. We're relatively new residents of Palo Alto. We moved here from San Francisco 2-years ago. I'm also part of the CAC, the Community Advisory Committee on Special Education. I'm one of the Executive Board Members, I was just voted in, and I'm also the PTA Special Inclusion Rep for Barron Park Elementary School where Chase is a 4th grader. So, we're Barron Park residents. Just really quickly, just everything, reiterating everything that was stated that Rika and Adriana had spoken about and what Bela said; two things, I do think that the City does need have hopefully programs like in San Francisco when we moved here. Their Parks and Rec had a one-to-one aide type summer camp program and so they did build in one-to-one aides for higher needs children like my son with Autism, non-verbal, (inaudible). He's a good kid he just will wander off so you need to watch him 24/7; like I could be talking and all of sudden he'll walk out. So, that's one thing for the programming for the city. Secondly, our first summer here in August of 2017 we were vehemently denied access to Rinconada Pool because he's male and he cannot go into the women's locker rooms. If you know Rinconada Pool, it's a public pool but there are the desks and there's the lady's locker room and then the men's locker room. The only access to the pool is through the ladies or women's and the attendant whom I think they're a service provider for the City. It's like Menlo Park Swim or something. He just said no, he's a boy, he can't go into the lady's locker room because it's all open showers, open restrooms, and they were saying he see any girls that are going to be naked. I'm like well what about his human decency and dignity? Nobody wants to see him naked either so there needs to be changing rooms, individual, compartmentalized changes rooms or build a family changing room, or I know it's going to cost money and time but to please consider putting that in the forefront to build family changing rooms for Rinconada Pool. If my husband is there, yes, he can take him through the men's but there's no way I can send him through the locker and be on the outside waiting for him. He's going to get lost in the maze or maybe kidnapped. So, it's really important that even for an older gentleman that maybe is in a wheelchair, he may need to have a female caregiver. How's he supposed to change and then get access to the pool? So, it's more the accessibility and we had to change in the parking lot. He made us leave by basically saying he can change out in your car and so I had to change him in our van. Just horrible and then we could go through the locker rooms and then he could go swimming but it sucked. It was horrible. Anyway, just please consider that. It hurts you to have to do that because he is a human being. So, please consider that and they made us go to Menlo Park; you know go to Menlo Park because it's a more modern building and they have three changing rooms or go get a membership

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at the YMCA. I said we are, I actually work at the YMCA so we do go there but why can't I have access to Rinconada pool? I'm a resident. I pay my \$6 and can I go in? Nope; twice – three times they did that in the summer. The second summer we just didn't even bother going. That's the reality. You're going to turn away a lot of families with higher needs kids that need to have access so please consider that or tell the Council. Steve was there so I already mentioned the ADA Transition Plan. Thank you for your time. Thank you. Thanks, Chase, come on.

Chair Kralik: You know I may just make a suggestion of a short break. Maybe the Commissioners can personally thank the speakers who came today. We really appreciate you showing up to this meeting so we'll just take a short break.

[the Commission took a short break]

Ms. van der Zwaag: If we could get started again. Folks thank you for coming but we need to get started with the rest of our retreat. Ok, we're going to get started again. Who did we lose? We lost Gabe and Daryl.

IV. BUSINESS

1. Welcome and Warm up/Accomplishments and Review of Past Year

Chair Kralik: Ok, we'll get back into the business section. Thank you all. I'll pass the comment cards back to the staff.

Ms. Constantino: Thanks.

Chair Kralik: We have a distinguished facilitator who came last year and I think really helped all of the new members. I don't know; raise your hand if you were a new member to the Commission last year? So, we have three new members to the Commission last year and this year we have two. So, I think it does help to have a welcoming warm-up session and you have a little bit shorter time period but we'll do what we can so go right ahead.

Ms. Nancy Ragey: Great, Gabe. Well, good morning. My name is Nancy Ragey and as Gabe said I had the pleasure last year of facilitating your retreat and I'm happy to be back in this year. We have four things that we're hoping to accomplish during the retreat. We're going to have you do a little bit of reflection on the successes and the challenges of the year's work together and think about what we want to move forward and what we learned from all of that. Make sure that you're all on the same page with regard to the purpose of the PAHRC, identify the initiatives and the projects for the year ahead and one of the things that you want to really drill down on this year and accomplish and then agree on project stages. We want to suggest a process just to help you as you as new things come before you, just a process that will help you be really successful in taking those things on. So, that's towards the end of the day when we get there. I do want to say that these are the goals and we have an agenda to help us get there. This is what it looks like. I recognize we're about an hour behind so I ask everybody to breathe and we'll be done by 3 o'clock. What we will do is I'll be checking in with you, we can spend more time, less time on things. We'll see how it goes. I'll try to maybe move you through some times more quickly than

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perhaps we had thought about. So, we're going to do a really quick around the room in a second, set some context just to remind ourselves about the mission and the authority of the HRC. Take a break, we'll come back and we'll think about the year ahead. Gabe's going to talk a little bit about how he would like to work with all of you this year in the role of Chair and then we'll spend really the bulk of the time on goals and aspirations and what do you want to work on in the coming year. We'll talk about the process for engaging new opportunities and we'll wrap up about 2:45, we will be done by 3:00. We'll do the best we can to get through this. I invite you not to worry about the time because it's kind of my job. If you want to do something differently, just raise your hand and as a group, we'll agree on that. So that's our agenda, I thought it would be useful because I know there are two new people, welcome, just to go around and have you introduced yourselves to one another. If you could briefly share sort of what brings you to this work. Why are you here? So, can I start with you, Mr. Smith?

Commissioner Smith: My name is Kaloma Smith. I am a Pastor of the University AIM Zion Church right down the street. What brings me to this work is I feel like the City of Palo Alto is an extremely siloed community. We have those that have lived in Palo Alto for a long time, those in tag, those that have moved from Asia to here, and I feel like a lot of voices are not being heard and not part of the dialog and discussion. I feel like somebody described it to me, the Palo Alto 500 seem to dominate the conversation. I believe that in order for us to be a more inclusive City we're going to have to make distinct efforts to go into places and pockets that don't have voices. I do believe we have a very strong activities community but as the Palo Alto Human Relations Committee we have to sometimes ignore that activist community and go and find those voices that aren't even at the table yet. I think that's critical.

Ms. Ragey: Great, thank you. Qifeng?

Vice Chair Qifeng: My name Qifeng Xue. I'm a biotech for (inaudible). I'm actually very proud about my job. So far in the 10 past years we have developed 3 drugs. So, the reason I'm here, I'm a first-generation immigrant, I want to have our voice be heard. Also, I want to be part of the community to see what I can do to help so that's why I'm here.

Ms. Ragey: Fantastic, thank you. Valerie.

Commissioner Stinger: Valerie Stinger, Commissioner, first I have to react to this comment. I come from the biotech industry also and anybody who has three drugs under their belt is really accomplished. I look forward to – I want to team up with you.

Vice Chair Qifeng: I will, we still got a chance, right?

Commissioner Stinger: My background is that I came from a less than privileged background and had community opportunities to grow. I'd like to see those opportunities offered in our community so that everybody across the board has the chance to live a successful life.

Ms. Ragey: Fantastic, thank you so much. Patti.

Commissioner Regehr: Hi, I'm Patti Regehr, and I came here because I felt my career has kind of led me here. I was a Community Studies major and I study communities and I've always devoted myself to community involvement in all my work. I was working for unions and other community organizing events and I'm very involved in a lot of non-profit activities and the community. So, my children are grown and it's an honor to be on this Commission because now I have a lot of time. I still work but I'm a substitute teacher but I've been working in the school districts for 20 some years and I feel like this is my time to offer back to the community that I love.

Ms. Ragey: That's awesome, thanks so much.

Ms. van der Zwaag: May I just interject? So, this meeting is being recorded like all of our meetings but now it's that little thing right on Gabe's nameplate. So, we need to talk a little louder, project, so it doesn't say inaudible, inaudible on the tape.

Commissioner Regehr: I apologize to all of you...(crosstalk)

Ms. van der Zwaag: We didn't let you know that ahead of time. I just wanted to let you know.

Commissioner Lee: Hi everyone, I'm Steven Lee, I'm a tech lawyer, I grew up in west San Jose, this is my 7th or 8th local Board that I've served on and in each of those instances those Commission dealt with fun ways to include different groups. So, I started on the Youth Advisory Council in San Jose, looking to find ways to engage teens and youth in the decision making of local government. This is my third Human Relations Commission so I've been thinking about these human rights, human relations issues since I've been of voting age. I've served on a social service Commission which very much did sort of the CDBG work that this Commission does here in Palo Alto. I served on the county's Housing and Community Development Advisory Committee. So, for my entire adult life, I've really been thinking about ways that how we can be more inclusive of vulnerable populations and just different aspects of our community. I think we have such an engaged population in Palo Alto but so much of the time that gets focused on some of the most sort of sexier topics like housing and transportation. I think some of the issues that we, as a Commission, you know we're here to make sure that those issues have the time and attention spent on them that they should; whether it intersects with housing or transportation or whether they're unrelated to them. I think we play a very important role in making sure that these issues, the issues that we hear from the community, make their way up to the Council and to the City so that they can be addressed in a way that is just more inclusive. We do so many great things in this community but our job is to handle the things that could be better. So, I look forward to working with my colleagues to make Palo Alto an even better place to live for all residents.

Ms. Ragey: Fantastic, thanks. Gabe.

Chair Kralik: Thank you, Steven that was nice. I'm Gabe Kralik, I've been 1-year on this Commission, and before that served on the County Commission for Human Relations which is now the County Commission on Human Rights. I was the Vice Chair and I worked mostly on youth homelessness issues and partnered with the Bill Wilson Center to bring that issue to the

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front. I came here because I'm raising two young children and making it down to San Jose is a little bit difficult at that hour especially if you're trying to transport your kids to soccer and to gymnastics and other activities. I thought that I could have an impact more locally and I'm really thrilled to be here. I think there are a couple of things that I would say about this Commission that I really like and one is that we have very passionate members who work very hard. We have a wonderful staff and we're interacting now with the City Council which is wonderful. So, I do find that it's working in comparison to the county level Commission. We had a lot of trouble getting quorums and much of the efforts and good thinking that we had we stalled. So, I'm looking forward to the day because I wanted to put a little bit different spin on this and I'll get to that later in very quickly. I do think that one of the things that I bring with me is sort of like being the seventh of nine kids in a big family where all people have different personalities and different goals and aspirations. One of the things that I've learned is that doing the dishes and doing the laundry can help everyone – doing the grocery shopping, can help everybody get their work done and I'm committed to that. I'm very competitive and I want our Commission to look well and I want your efforts and your aspirations to be addressed. I'm looking forward to working with them.

Commissioner Savage: Hi, I'm Daryl Savage, I'm the other new Commissioner, and I am a former Commissioner and Chair of the HRC. I left a few years ago because I took a full-time job at the federal government which could have been perceived as a conflict of interest. It was the Department of Justice so I'm back. I want to finish what I started and I'm thrilled to be here. My main interests are public safety and law enforcement.

Ms. Ragey: Fantastic, thank you. I'm going to apologize; I've forgotten your name.

Ms. van der Zwaag: Council Member Kou.

Ms. Ragey: Thank you. Council Member Kou, is that right?

Council Member Kou: Oh, I didn't realize I was going to talk.

Ms. Ragey: We're going to be a team here today so.

Council Member Kou: Well, when I joined Council one of my main focuses was about quality of life for Palo Altans and mostly for the folks that are less heard in the community. That would be the seniors as well as the youth and the vulnerable population. So, I'm very happy to hear today that we're going to be looking into that and focusing on that. In the past I've also been very active in emergency preparedness and you know that's another area that I feel that is very beneficial to the community. Just to be prepared and know what could happen. So, I'm here to support, I know I'm an alternate for Council Member DuBois but I have been a liaison with the HRC before and whether I am liaison or an alternate, I'm always here to support. Please know that.

Chair Kralik: Thank you.

Ms. Ragey: I'm going to invite the staff to also just introduce themselves and say why they're drawn to this work. I also want to say that they planned to just sort of be listening in on your

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work but I think it would be helpful just to have you introduce yourselves and what brings you to work.

Ms. van der Zwaag: So, Minka, I've been with the City for 23-years, was in recreation for all of that time except for the last nine when I was very happy that my two esteemed colleagues in Human Services retired. So, they put both of those jobs together and they asked if I would be interested and I said yes. They threw in several of my recreation duties that have slowly been peeling back away and I enjoy work with the HRC and really feeling that this Commission allows me to extend the work that I would like to do as in Human Services anyway.

Ms. Ragey: Fantastic, thanks. Mary.

Ms. Constantino: My names Mary and I started working with the City in the Planning Department at City Hall. Then after that, I spent 26-years at Lucie Stern doing a variety of things mostly doing the facilities rentals and then in 2014, I came to the Human Services to work with Minka. I had worked with Minka before also at Lucie Stern so we worked together so I knew we were a good match. I've been at Cubberley and Lucie Stern with Minka since 2014. It's not that I didn't fit into recreation, I enjoyed that, but Human Services is really where I needed to be.

Ms. Ragey: Fantastic, great, thank you. Well, thank you all for sharing a little bit about what brings you here. I find this really useful to know that as you being to work together. Last thing I want to do before we kind of launch into the agenda is to ask you what kind of meeting norms you want to have for today. These are not forever but they are for today. I find that when groups get together and we have new folks it's just good to articulate, hear the way that we want to work together. So, are there meeting norms or ground rules that you want to have? Yes, Gabe.

Chair Kralik: I think it's just really important that when people speak that they speak loud enough so that this recording can pick you up. Also, give each other the courtesy of hearing one another so that one person speaks at a time into the microphone.

Ms. Ragey: Ok, so is that good with everybody that we can have one voice at a time? Great, what else? What other ways in which you'd like to work together today? Yes, please Val.

Commissioner Stinger: I'm very influenced by an article which I just read which was titled When Silence Isn't Golden and the point is that you need to say what you're thinking. I think that that's important particularly in a retreat environment when we have the chance, the time, and the opportunity to articulate our objectives and our motivations.

Ms. Ragey: Great. Yes, ma'am.

Commissioner Savage: I think should all be mindful of the time, we're getting a late start so those who do speak, it would be nice to keep them as well to 2 to 3-minutes as we did our other speakers.

Ms. Ragey: Ok, so just speak cynically.

Commissioner Savage: There you go.

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Ms. Ragey: I that the way to do it? Ok.

Commissioner Stinger: And may I add to that, non-redundant.

Ms. Ragey: Awe, Yes. So, one thing that's useful to sort of avoid redundancy is its fine to say I agree with that and... right? So, if you are in agreement then that's the best way to do that.

Commissioner Smith: I think we just sometimes need to let people's statements sit. We don't have to convince them of our point and argue about it. Just sometimes just let things sit because people are entitled to their opinion and respect their opinion and don't try to argue them down. Just respect their opinion.

Ms. Ragey: We'll be clear today when you all want to make decisions when you need to reach a decision point, and where we're just having dialog and we're hearing each other. So, I'll pay attention to that Commissioner. Anything else? I have one that I would ask you to adopt just so that I can help you have an effective meeting which is to have no side conversations. So, if you desperately need to talk to the person next to you, that's fantastic. Just raise your hand and say can we take a break? I need to talk to someone. Because I can't run a meeting if there are fourteen different decisions going on. That's ok?

Commissioner Regehr: Well I'll just tell you what I do and since I'm new and so I don't want to always be interrupting and asking questions. So, is there a time where if I have questions like instead of bothering you, you know what I mean? Can I just write them down and have a moment instead of asking Valerie, like Valerie what does that mean or Steven, since I'm new?

Ms. Ragey: Yes, I would really just invite you to say could you just answer my question. I think it would be better because maybe others don't know the answer to the question either. So, I would sort of encourage you to just speak up...

Commissioner Regehr: Ok.

Ms. Ragey: ... and ask your question.

Commissioner Regehr: Ok, so I apologize ahead of time then...

Commissioner Stinger: No worries.

Commissioner Regehr: ... if I have so many questions.

Commissioner Stinger: No problem, no problem. Anything else? Steven, anything on your mind?

Commissioner Lee: I would just suggest that we kind of leave everything on the field. Not necessarily take anything off the table at this point and hear each other out. You know, we can make decisions at the end of the meeting or later on but really just listen to everyone.

Ms. Ragey: So, don't rush to decisions?

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Commissioner Lee: Don't rush to eliminate things at the beginning.

Ms. Ragey: No problem.

Commissioner Lee: Yes.

Ms. Ragey: Does that – do I'll ask all of you help me know when you want to reach decisions and when you just want to get information out there. So, I'll just invite you all to comment.

Commissioner Regehr: I just brought these zero wastes from Palo Alto so I'm just going to put it there. So, if you have dirty dishes, I'm just taking them home.

Ms. Ragey: Ok, perfect.

Commissioner Regehr: So, that's in that.

Ms. Ragey: Thank you for that.

Commissioner Regehr: And then can we break? Can we fill it on the break and not having the break in there?

Ms. Ragey: I beg your pardon?

Commissioner Regehr: Oh, it just says that we...

Ms. Ragey: Yes, so I'm going to invite you not to look at the times because I think we're going to have to work on that a little bit. Ok, so any other meeting norms that you all want to call out? So you speak loud enough because we are being recorded, we have one voice at a time, not multiple voices; just say what you're thinking. It doesn't do any good to have a conversation and not have everybody say what's on their minds that you speak succinctly and try not to be redundant that you respect the opinions of others. No side conversations and don't rush to decisions. We'll get to that later. Yes?

Vice Chair Qifeng: So, can I propose that we when we talk, we focus on this because we have this (inaudible) through discussion. Don't go outside.

Ms. Ragey: Oh, don't wander off? So, stay focused.

Vice Chair Qifeng: Right, right.

Ms. Ragey: Yes, sure.

Commissioner Regehr: I'll try.

Ms. Ragey: Anything else? Are these all norms that you can agree too? So, you can give me thumbs up, that will let me know that you've heard them, and you understand them. Ok and so my job will be to hold you to these ground rules but I will also invite you to hold each other. So,

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if you feel someone is stepping outside the lines, feel free to say that out loud. Ok? Great. Then we're going to go ahead and move ahead with the setting of context and I think to help us with this I printed out the HRC's mission and its authority. I'm going to invite you to get up out of your seats and go and read that to yourselves just too steep yourselves. I think it will help us move faster, plus getting up and moving is always a good thing. So, I'm going to give you a couple of minutes to get up and just read those things and then I'll ask you to play back anything that you want to say about those.

Commissioner Lee: Is there a second page to that authority slide?

Ms. Ragey: No, that's...

Commissioner Lee: Because...

Ms. Ragey: Oh no, wait, you're right. Sorry.

Commissioner Lee: Are those missed – Yes.

Ms. Ragey: My bad. Yes, yes, yes, thank you.

[The commission took a short break]

Ms. Ragey: So, I'm going to go ahead and invoke one of our ground rules which is we're going to stay focused on the topic at hand so, if you haven't looked at these, if you could that would be great.

Commissioner Regehr: Oh, can we just say thank you to Minka and Mary for bringing all this wonderful...

Ms. Ragey: I think that would be welcomed.

Commissioner Lee: Thank you very much.

Commissioner Regehr: Thank you, they're all cookies too.

Ms. Ragey: Alright, so everybody had a chance to read those over? I should say you should practice self-care so if you have to go to the bathroom, if you need to step out and take a phone call, please do so. We're going to go ahead and move ahead unless we need to take a full group break? So, I just want to ask you what struck you as you read that? As you begin to think about the upcoming year, that you're working together, is there anything that you read that reminded you of something that you want to say out loud to the group? That we should remember X, whatever X is. Yes, please.

Commissioner Smith: I think the thing that was extremely interesting to me is it keeps talking about our necessity to work with the community. The interesting thing that keeps sticking out to me is that Palo Alto's community is constantly changing. So, I feel like as a Commission, it's our

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goal to be hyper-adaptive to the change in the Palo Alto community. So, I think one of our critical things, and I'm thinking about it, are we here to serve the new community or the shifts in our community? How do we best do that because sometimes I think it's easy to say we've always done something but when we start looking at the demographic shifts and the constant moving and the fact that people are new in the community? Well, what is our Commission doing to meet that part of our community?

Ms. Ragey: So, really working with the entire community and knowing it's ever-evolving and rapidly, right? Other things that struck you as you read that? Like oh, we need to make sure we hang onto that or I saw that and I've forgotten that that was part of what we needed to do? Yes, Steven?

Commissioner Lee: I'm just struck by how many tools we have in our toolbox. I think in the past we've forgotten some of them and so it a good reminder to see all of the different ways that we can serve our community. I mean there's the recommend action to Council or coordinate programs or recommend or oppose legislation. So, we have a very broad toolbox in which we can make an impact. It seems like we have a very broad mandate in the sense that any time that we find another person/group that does not fully benefit from the public opportunity or resources. So that's a very broad category, whether it intersects with the library or with parks or with recreation. If we find that that is happening, then we have the discretion to act. It's a very broad mandate.

Ms. Ragey: Great, thanks. Patti.

Commissioner Regehr: The A: to Foster Public Awareness. I mean I just think that is standing out, like whoa, because I didn't even know that this existed until I started going to some activities; where weren't even sanctioned – not sanctioned but weren't ours, that we weren't endorsing. So I think that is a hard one because when you foster public awareness, you're really fostering the relationship between the community and relationships. I think for us it's not a personal thing, like when we're promoting something, and I think that it's letting people know about things but sometimes it is. I could be a Human Relations person representing myself because I'm here and I think that's a hard one for us to balance kind of.

Ms. Ragey: When you're being – representing yourself versus when you're representing the...

Commissioner Regehr: Or when we're promoting an event or something. I mean I went to two events and it's like that's how I found out about the Human Relations Commission. I think I just welcome that and I think that we should focus on how do we promote what we do without thinking that a person is promoting themselves.

Ms. Ragey: Awe, yep. Anything else? Daryl, anything that struck you?

Commissioner Savage: No, it just cemented what I've already known. Just that we, as the HRC, are an advisory group. We make recommendations and advice; we have no power and that just reminded me of that.

Ms. Ragey: Gabe, what about you? Anything strike you?

Chair Kralik: Yes, it's implicit and not really stated but in the authority in order to really take action, we have to be good listeners and understand the problems and become aware ourselves. I was struck by this morning, not expecting this input from the public but one of the things that we've had such a hard time within the county was getting public comment. I was really impressed by the folks in Palo Alto. They come to our meetings; we've had a number of very good meetings with public comments, head of organizations, some of the work that was done on gender equity, on LGBTQ, all brought together people that allowed us to become aware. So, those authority points really are premised on us becoming aware ourselves of what problems and issues are. I think we need to really become good listeners and I think Pastor Smith said it well. The silo issue and the idea that we need to get out there and hear people who aren't heard that need to be heard. There are a number of reasons for that but that really is – I mean if we're good listeners and we become aware; I think we'll be more effective.

Ms. Ragey: Thank you. Pastor Smith.

Commissioner Smith: I think Daryl brought up a great point about where power lies. I think the reality of the value of the Human Relations Committee is its ability to speak and influence on issues. I think it was me and Council Member Fine and I said, we should be like the canary in the dark. We should be the ones that are on the front lines having difficult conversations. I personally feel. If it's already at Council, we missed a ball. You know because we're supposed to be the Human Relations Commission which is pressing to ground and asking the hard questions. I think that's where the influence of the Human Relations Commission becomes very critical. Also, understanding that when you get that ground it's not soft ground. It's not a place of – it won't be always a place of agreement; it won't always be a place where people are comfortable but we're going to be on some difficult ground. So, I think as Daryl was sharing that really clicked in my mind.

Ms. Ragey: Really leaning into that. Yes, Steven.

Commissioner Lee: I really agree with Commissioner Smith and I think if an issue has already come to Council, we may be able to add value by providing a different perspective on it that may be unheard or there may be people talking about it but no one's really advocating that dimension of the issue.

Ms. Ragey: And you see that as one of the roles of the HRC? Yes.

Commissioner Smith: Can we stay there for a minute? I understand that last statement but how do we do that in a healthy way? Often times, let's say Issue A is at Council and we hear it from the Latino population that there's an issue but it's not even being brought up at Council. How do we see us playing out in that? I know it's a little bit more case "studyish" but I'm just trying to wrap my head around do we bring it out? Do we have a big event? Do we, I don't know. So, I'm just trying to see how that would play out.

Commissioner Lee: I mean I think my perspective on it is I think there are different ways we can

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add value and it's going to be dependent on each issue. Sometimes it may be having the topic on our agenda, a presentation so that we can get more informed about it. Other times it may be allowing folks from the public to come speak on it and us communicating those thoughts; whether their thoughts can get addressed in a meeting or as we are interacting with folks in the community. You know maybe it's, send a letter to Council or saying that we would recommend or oppose this or have you considered this? There's a lot of different ways in my opinion that we could do it and it's going to be case specific.

Ms. van der Zwaag: I would just suggest, as staff observing this, is that whatever you do after Council is, it for not just for the edification of the HRC to hear but also through the lens of we're doing this so that their voice is heard by the Council. Not just because...

Commissioner Lee: Yes.

Ms. van der Zwaag: ... you're interested in the topic and you want to hear it. It's like you're going to hear this in order too so that's just a comment I have for that.

Chair Kralik: I guess Pastor Smith, what you're saying is that in letter F there, you're trying to find a clear path forward when something is at Council but maybe not completely addressed. Is that what you're asking?

Commissioner Smith: No, no, because I think the concepts right. I'm just trying to find a modern application of it because I think Steven is right. It will come in different ways but I'm just trying to wrap my head around it because at the end of the day, I want to make sure that we don't ring every bell that needs to be rung but when we do ring the bell we are heard. So, I think that's because we can chime in on every issue. There's always going to be somebody that has a view that's not the Councils. So, I think to Daryl's point, our body is an influential body. If we keep ringing the phone, our influence diminishes as we go down the line. I asked the question on purpose to get some idea from the group when does something rise to that level? The other thing I saw was to facilitate resolution of problems or improvement of conditions within the jurisdiction of the Commission by encouragement, persuasion, mediation, and upcoming outcry with our public agencies which might provide assistance. I love that thing, but the one thing I said we have to live out that very actively in the Commission.

Commissioner Stinger: Say that again for me?

Commissioner Smith: We have to live out that very activity in the Commission. I found last year one of my greatest disappointments was Commissioners being silent or being cold and distant and then also slandering other Commissioners. You can't be a Human Relations Commission if you can't even have human relations with the people on the Commission. I think everybody here is a good person, I've had coffee with them, so I don't think any issue we're really talking about requires us to silent but to be silently scorned for, be dismissive, write emails and letters about people. I think that is unhealthy, to say the least and that really detracts away from the entire Commission's influence and position.

Ms. Ragey: So, thank you for saying that. I want you to hang on to that because we're going to

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talk about what went well last year and what we need to do differently. So, I'm going to come back to that. I want to sort of finish up on what we took away from our mission and our purpose. Then I'll move us on to what worked well and what didn't.

Commissioner Lee: I wanted to try to connect the last two points, I think they're interrelated. I think one of the ways that we can decide as a Commission whether it's appropriate to recommend action; whether it rises to that level is encouraging discussion as a Commission. We won't know if something is important enough to bring to the Council, to bring to staff unless we discuss it as a group. So, being open to discussing things, even if we're not sure if it's that important, maybe it will be based on our conversations, maybe it's not. I don't want us to be afraid to discuss things as a Commission and then after we'd had it for discussion decide, do we actually want to do A through F or do we want to set it aside. So, that we are ringing the bell when appropriate.

Ms. Ragey: So, you're saying just collectively...

Commissioner Lee: Yes.

Ms. Ragey: ... we've thought about that, we talked together about that, we're going to ring the bell or we're not.

Commissioner Lee: Yep.

Ms. Ragey: Anything else anybody took away from this? Qifeng, anything?

Vice Chair Qifeng: One thing I observed here which is the public or private opportunity or resource in the community. After hearing the public oral communications this morning, we are facing lots of special needs. So, how do we leverage the resource as public or private? I was thinking you know we have a lot of things that can be done from here. I think we don't have much authority but you know like the Commissioner said. We can influence, make some suggestions; that's how I think.

Ms. Ragey: Alright, thank you.

Chair Kralik: I might just ask the question because I think that raises a good point but we have two former Chairs here of this Commission. I just would like to get their input as to how they interrupt this idea of facilitating resolution by pointing out public or private agencies that might provide assistance. Maybe they could give examples or some experience that they had with that because that's a good point Qifeng. Thank you.

Commissioner Stinger: I'll go (crosstalk)...

Commissioner Savage: Go ahead.

Commissioner Stinger: ... Daryl.

Commissioner Savage: You first.

Commissioner Stinger: You always ask big questions. I think maybe the LGBTQ Working Summit might be an example of bringing HRC's government agency, non-profit organizations, communities of faith together to raise an issue, test each of our perspectives on the needs, and then jointly trying to bring forward some resolutions that help address the identified needs. We did not make the change but we facilitated the change by leveraging the strength in the room and I think that it was sort of a product management skill. As a product manager, you don't get to do anything but you get to see other people move forward and you have to be satisfied with the accomplishments of others. Sometimes that's hard to say, I championed that but they get the credit for it. That's a win to seeing someone else...

Commissioner Lee: So, yes, so Valerie in that summit, I went to one of them, and I was very impressed because there were both public and private agencies that came together. Maybe just get into a little bit more minutia, who came? Who were the people who were addressing LGBTQ where and Steven, please try...

Commissioner Lee: I might be able to provide an example from the summit.

Commissioner Stinger: Let me just answer one point that I think is important. We didn't come with the solutions and ask for people to accept responsibility for carrying them out. It was more organic; it came from the bottom up rather than the facilitators down. So, when people accepted responsibility, they were accepting responsibility for something they put on the table.

Chair Kralik: Steve.

Commissioner Lee: I think one specific example is we heard a lot from the community that there was a need for more visibility and more events. When the Recreation Services Department heard that they were like oh, we do all these events already. So, it was just turning on the light bulb and telling them what we were hearing. They sort of ran with that and as a result Stephanie Douglas, the Recreation Superintendent, she's putting on this great movie night in July for Pride Month. So that was something that the Recreation Department did, they ran with it but we sort of highlighted the need for it. It's really been them executing it but us...

Commissioner Stinger: And using the Enjoy Catalog to change the displays, the communication strategy to be more open, more inclusive of the LGBTQ community.

Chair Kralik: How did you go about inviting the people? How did you identify the stakeholders that you were going to invite?

Commissioner Stinger: We put a broad umbrella out. I guess by walking the community, just started to identify people that we thought might be involved and used some communication lists that the Human Services Department had developed from our Being Different Together symposium. So, we knew some I'll say communities of faith that we thought might be interested and we invited them. County offices that we thought might be involved. Maybe we sent out, I'm going to estimate, now I don't remember exact, 35 organizations and 30 responded positively. A

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couple said you also need to include so we just kept walking until we found the group. I mean I guess there were a couple of groups that we just thought should be involved like Avenidas would not be a direct link to the LGBTQ community but services to the senior LGBT community have become an important need.

Chair Kralik: Daryl.

Commissioner Savage: Another specific example was when we talked about low-income housing and housing for the homeless. We had invited over a period of several months speakers from government agencies who detailed how do you get on these lists; how do you actually get the housing? Do you remember that? That was several years ago.

Ms. van der Zwaag: It was that housing and homelessness learning series. It was...

Commissioner Savage: Thank you.

Ms. van der Zwaag: ... over like about at least 15 speakers.

Commissioner Savage: Yes, Yes and it was a remarkable, educational component of the meetings where these people would say, it might be 100 names on the list or 200 names and a 2-year wait but they explained if you put your name and you're 101. When they go through the first 100, many of them have moved or any way. It's not as bad as it looked and I think that was just a remarkable series.

Commissioner Smith: Was that at the monthly meeting or was that at a public meeting?

Commissioner Savage: No, every month we would invite a different government agency to speak to how they think about who to house when to house, how to house.

Ms. Ragey: At the Commission meetings.

Commissioner Savage: Right.

Ms. Ragey: The regular meetings, right?

Commissioner Smith: So, how does that information come from? Did we put a report together at the end of it? What happened with that Commissioner? I'm just trying to get context.

Commissioner Savage: Wasn't...

Ms. van der Zwaag: I think at the end Commissioner Bacchetti and Commissioner Chen tried to use that information to inform their work of what the Commission should do about housing. They met with the Chief Planning Officer at the time and there really wasn't as much of an outcome as they would have hoped but they did come together to see what role the HRC could play. There really wasn't a clear role that wasn't already being covered by planning staff or so forth but that's still fine.

Commissioner Regehr: I'm just going to think of a time and I'm questioning. We heard a lot of people that seemed to have an issue with the Parks and Recreation or just the whole City. We just heard all these people and I'm just trying to figure out going forward, do the Commissions meet with each other?

Ms. van der Zwaag: There can be joint meetings between two Commissions, yes.

Commissioner Regehr: I mean that's what I'm -- my point is if we could meet...

Ms. Ragey: Together.

Commissioner Regehr: ... together.

Ms. Ragey: That's sort of getting back to this question of how we leverage the public resources. (crosstalk)

Commissioner Regehr: Right, right. That's -- I was trying to get back on that point.

Ms. Ragey: Ok, anything else? Just reflections on this? If not, I think I want to move you forward to reflections on the past year. What I want to do with this is give you a couple of minutes there's some paper around the table and what I'd like you to do is write down two or three successes that you think the HRC had in the last 12-months since we were last together. Then one thing that could have gone better and/or didn't get done. So...

Commissioner Regehr: What do you want my...

Ms. Ragey: And if you weren't, whatever observations you had. So, whatever your experience was, it would help to say I thought that this was terrific or I thought this could have been done better. So just if you could offer us a couple of observations, both you and Daryl, sitting outside of the HRC. Just a couple of observations you had based on your experience last year.

Ms. van der Zwaag: I think I didn't realize that they were not double sided so I'm going to come back to some of you. Sorry.

Ms. Ragey: What are you passing out?

Ms. van der Zwaag: This is just a listing of their accomplishments over the last year...

Ms. Ragey: Ok, fantastic.

Ms. van der Zwaag: ...as a quick reflection.

Ms. Ragey: Again, to keep us tight, two or three successes, one thing that could have gone better or didn't get.

Commissioner Smith: We did the YMCA.

Ms. van der Zwaag: We did. Welcoming America?

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Commissioner Smith: Yes, is it on here?

Ms. van der Zwaag: I think we didn't. I think we thought that was more Commissioner Stinger on her own or in honesty, we totally forgot. Yes, I'll be honest.

Ms. Ragey: It is fine to...

Ms. van der Zwaag: It is fine to forget.

Commissioner Smith: We did so much stuff we forgot something.

Ms. van der Zwaag: I think when Mary creates this she looks back on our agendas and that was never on the agenda. It was just a kind of a side job.

Ms. Constantino: I just go through each meeting.

Commissioner Lee: We're going back to when? Last September?

Ms. Ragey: So, we were together last June so from 2018 to June 2019. Actually, if you want to hang onto that, we're going to (inaudible).

Chair Kralik: Oh, ok, great.

Ms. Ragey: Just give people a chance to think; sometimes it's hard to get on your feet.

Ms. van der Zwaag: Do you need another pen? Ok.

Ms. Ragey: I'm going to give you about another 30 seconds and then we'll share up.

Ms. van der Zwaag: You're like the interloping music on Jeopardy.

Ms. Constantino: I'm making sure the yogurt stays cold.

Ms. Ragey: Listen, Mary, when you're done doing that I will just go ahead and start it. No worries. So, what I'd like to do, hopefully, you've got a couple of things down in response to that question. I just want to go around and have you share – to begin with, one success and to do our yes and practice. If you also wrote down the thing, you say yes and I'll make a tick mark and we'll just move that way ok? I'm actually going to start with Valerie. Valerie, one success.

Commissioner Stinger: The LGTBQ Plus Working Summit.

Ms. Ragey: Fantastic. Thank you. Patti.

Commissioner Regehr: Oh, can I – since I'm...

Ms. Ragey: Sure.

Commissioner Regehr: Because I'm new but...

Ms. Ragey: But was there something that you saw that you were like wow that was...

Commissioner Regehr: Oh, oh, oh, ok.

Ms. Ragey: ... great.

Commissioner Regehr: They weren't really Human Relations things but that's how I found out about them.

Ms. Ragey: Ok.

Commissioner Regehr: Was the movie at the City Arts and Lectures. That wasn't a Human Relations I just want to be clear, it wasn't a Human Relations activity but that's how I found because I'd never met Commissioner Lee before. I just thought wow and then my friends came and go wow, we didn't even know this existed. Then I also went to the Fletcher LGBTQ. I don't think that was a summit but that was at Fletcher and a School Board member was there and also...

Ms. Ragey: So, just – you're good, just one is good.

Commissioner Regehr: Oh, oh, I'm sorry, one but as a success I really because I watched all and attend all the meetings. Almost all either I attended or I watched them you know the Commission meetings and as an outsider was really something that I wanted to join.

Ms. Ragey: So, you found the discourse to be civil and sort of inspiring? Is that right or no? I want to make sure I'm hearing right or is it something that needs to change?

Commissioner Regehr: Both.

Ms. Ragey: Ok.

Ms. van der Zwaag: Oh, I can't see you.

Ms. Ragey: Steven?

Commissioner Regehr: Oh, because that's blocking.

Ms. Ragey: Oh, sorry, so again we're just sharing at this point one success...

Commissioner Lee: Yes.

Ms. Ragey: ... and then we'll come back.

Commissioner Lee: So, this is a success but also an opportunity to improve.

Ms. Ragey: Ok.

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Commissioner Lee: I think we were successful in encouraging the Mediation Program to focus on representation in diversity. There were certainly some lessons to be learned personally, myself and as a Commission. So, sort of success but also room for improvement there.

Ms. Ragey: So, it has some things we could work on?

Commissioner Lee: Yes.

Ms. Ragey: Great. Thanks. Gabe, one thing.

Chair Kralik: Well, last time we were here I think one of the imprints of a project that I really wanted to take on was something that was cool, edge cutting, and current. I just found as we moved forward through the year that we became more relevant as a Commission and more relevant as a group. Getting to know one another takes time and being civil about our differences but I was really encouraged by, Patti said something a little bit about it. That she was attracted to the Commission but I do think people want to come and talk our Commission. They're seeing us as a listening tool and an acknowledging tool so, the relevance and the importance of the Commission as a listening tool and being current about that, current issues. So, I like that, I thought that was good.

Ms. Ragey: Fantastic, thank you. Daryl did you have an observation of something you thought was...

Commissioner Savage: Yes, well unlike Patti I have not been following issues as closely in the past year so it would be difficult for me to pinpoint a success other than just reading this list. I found gratification that the things that were started years ago are still ongoing and that was important to see.

Commissioner Lee: Is there an example of that?

Ms. Ragey: Can you give an example?

Commissioner Savage: Well the liaisons to the various City groups are continuing, meeting with Joe Simitian, the HRC has remained relevant in these past few years.

Ms. Ragey: That's great, so to its great to see that there's continuity and continuity.

Commissioner Savage: Yes, exactly.

Ms. Ragey: Fantastic. Kaloma Smith, one thing that you're proud of or a success?

Commissioner Smith: I really am proud of the things that we did with Supervisor Simitian. The robustness of the conversation, the passion of the community. I felt like we addressed something in a very healthy way. I just felt like we did a good job and I think it was a great way that even though we didn't all agree, nobody left out of there mad or anything. Everybody was still cordial

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and we had a strong and robust dialog. I really enjoyed that part and I think that's a prototype of strong, robust dialog around difficult topics but still coming to a healthy conclusion, letting the majority go. I think that was just a great moment for me.

Ms. Ragey: Just for my information, what was the topic?

Commissioner Smith: It was the county Supervisors were voting to change the law on – voting to change the rules on how they deal with ICE and the people that were arrested.

Ms. Ragey: Ok, great, thank you for telling me that. Qifeng.

Vice Chair Qifeng: I'm the last right?

Commissioner Smith: (inaudible)(crosstalk)

Commissioner Stinger: Saving the best for last.

Commissioner Stinger: Ok, Yes. So, actually, I feel proud of being part of the HSRAP reviewing process. HSRAP and CDBG I believe those that review the resource allocation was done properly. I personally really enjoyed that process, for me, it opened another opportunity to learn so many charities are working with us. We have to work better with them and more effective to make our life much easier, it makes our community better. So, that's how I felt.

Ms. Ragey: That was something that you're really proud of then, that's great. I want to ask, where their other things that people didn't get a chance to say on the success side or the things that you want to call out? Like I'm really proud of – Yes?

Commissioner Stinger: I think the first thing I mentioned led to some implementations but the second thing that I'm proud of is building community one conversation at a time; gender equity. It was a chance with the community to have a conversation and I think that's an important part of what we do is or we can do is help communities talk through issues.

Ms. Ragey: Thank you. Steven.

Commissioner Lee: One thing that I really appreciated was that staff sought our input in terms of the event in the Emerging Needs Fund to ensure that we can more fully utilize those resources every year. So, I appreciate staff's seeking our input on that.

Commissioner Smith: That's a good one.

Ms. Ragey: That was the Emerging Needs Fund? Is that right?

Commissioner Lee: Is that what's it called?

Ms. van der Zwaag: I went back and forth and I left the name. I figured if I was going to go forward with four changes to Council, hopefully on the Consent Calendar, I said I'm just going to leave the name the same name.

Ms. Ragey: See the person behind the curtain, ok. Great, anything else anybody had? Alright so let's look at the other side of the ledger which is what are the things that didn't go well or misses? So, thank you for the civility of the discourse but maybe there's an opportunity for growth, maybe?

Commissioner Regehr: I...

Ms. Ragey: Are you ok?

Commissioner Regehr: Yes, I was going to say that I'm not ok because it really bothered me when I started hearing – even before I was on the Commission, I was glad to hear some stuff but hearsay and just things that people were saying about – it bothered me. I appreciate Kaloma saying about the emails. I never got any emails but I feel that people should speak up when they feel something and go directly to that person. Everybody should feel safe here and as a team, we are Human Relations, and I think that we should be open instead of trying to legislate or gossip about people. That we have something to say about how things are going, then we should directly say it to that person but we're a team. I think that we should call each other out but I also think that we should realize that just because you disagree with somebody or just because you think one person is getting more attention or something that it's a community that we're representing.

Chair Kralik: You know I'd like to comment on that a little bit...

Ms. Ragey: Please.

Chair Kralik: ... because one of the things that Qifeng mentioned is the HSRAP process and I'm brand new to that. I guess I really wasn't troubled by the open debate that we had which I thought was quite healthy. I think there a problem a little bit with a big project like that and the kind of strictures that public laws have about our ability to communicate. It's a little bit tense when the people who benefit from our funding are in front of us and we're debating their funding, changes to their funding but I thought we did that well. I thought we were open to listening to alternatives and that may not have rubbed everyone the right way, Patti. I mean in that audience but I felt that just from the Chair's position that each of the Commissioners in the room was given an opportunity to open up about their thought process and I felt that went well from that perspective.

Commissioner Regehr: Oh, no that's what I'm saying is I see the meetings that I watched where really good but the overtones after those meetings and as going back at some of the meetings and watching people's eyes roll when somebody talked as Human Relations. I mean sometimes you don't have to say anything but your eye rolling really...

Ms. Ragey: The body language.

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Commissioner Regehr: Body language. If we're upset about something then it's like if somebody is twitching or something and it's our role too to say are you ok and to open up. So, if one of us is saying that we feel uncomfortable and to be quiet, it's very hard sometimes for people to bring up but it is the Human Relations Commission. I mean if we can't even handle ourselves together in our relationships then...

Chair Kralik: Yes and I do think...

Commissioner Regehr: I guess that's what bothered me. It wasn't hearsay but what I heard after...

Ms. van der Zwaag: Uno memento.

Chair Kralik: Hold on Patti.

Ms. Ragey: I hope I didn't – we're going to stop.

Chair Kralik: I kicked the table by mistake.

Ms. van der Zwaag: Is your table lock on? Maybe we need work on that so that's...

Chair Kralik: It's not.

Commissioner Regehr: It made me really sad to think that I was... (crosstalk)

Ms. Constantino: It's still recording.

Commissioner Regehr: ... coming to this organization...

Ms. Constantino: The light is on.

Commissioner Regehr: ... Committee that...

Ms. Ragey: (inaudible – recorder was being moved)

Ms. Constantino: There, I can see the light.

Ms. Ragey: Ok.

Chair Kralik: Yes, my own reaction was someone came up to me and they expressed to me that they felt really good about that meeting on HSRAP and I asked them specifically about the fact that we were debating openingly. At one point I think I did explain to people in the audience that you have to understand that...

Commissioner Regehr: No, that was good.

Chair Kralik: ... only three Commissioners can meet on this, otherwise, we have a public

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meeting problem. Then some of the Commissioners will get that for the first time and so we have to be open to listening to their thoughts. I think Steven came in with a very well-prepared chart and explanation, priorities, and he was not part of the working group. So, I think we had a great meeting in the working group and you know when I always see is projecting civility to the public about being open to hearing one another. What I heard was that part went well but I don't know about the comments after the meeting that you heard.

Commissioner Regehr: No, no, I'm not talking about that particular meeting.

Chair Kralik: Oh, ok.

Commissioner Regehr: I'm talking about...

Ms. Ragey: In general.

Commissioner Regehr: ... how we relate to each other as a Committee outside of that meeting and I'm just saying I don't want to have people feel like I am taking alliances because I disagree or agree with someone. We're all here for the community; we're not here to take sides on one issue or with one Commissioner or another. I think that is what I am saying is...

Ms. Ragey: So, moving forward if I might, let me try.

Commissioner Regehr: Right, moving forward.

Ms. Ragey: I think moving forward what you are hoping is that you can have an open dialog, you can just agree with each other. I mean people disagree all the time, do it in a civil way and not form alliances or cliché or whatever you want.

Commissioner Regehr: Yes and I guess for if somebody is upset with how I am being, I mean if I'm asking too many questions or talking, please just tell me just be quiet Patti or you don't know the politics of this area. You know what I'm saying? I don't want to assume that anybody has their own...

Ms. Ragey: I think it's assumed best intentions that we're all here for the purpose that we've...

Commissioner Regehr: And please tell me if you have a problem with me.

Ms. Ragey: Yes for sure. So, Valerie had her hand up and then Steven and Commissioner Smith.

Commissioner Stinger: I just want to reflect on that, that I feel like that civility is an issue and it affected my 10-year as Chair and it affects my decisions going forward. I think it is something that we need to deal with and there's a miss. The other piece that I would like to add is that I think we need some agreement on or some understanding of how we develop projects. We developed some priorities last year and some people have a style of just taking a topic and making the job description. Some people would rather have a to-do list to make something happen and I think we need to reflect on different styles so that we can actually have outcomes associated with the priorities we choose. I think we had some priorities from June 2018 that we
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not implemented during the year and it saddens me to see that there were opportunities lost. That might be something that leadership could help us with, develop implementation strategies.

Ms. Ragey: Great, thanks. Oh, I'm sorry Steven, I'm sorry.

Commissioner Lee: I was just going to say; my philosophy is that we can disagree without disagreeable or being disengaged. I'm someone who at times has very polarizing opinion or thoughts on what we should be doing but I'm willing to work with everyone, even if they disagree with me. So, I want us just to be engaged with each other even when we disagree on issues and not say I'm going to be disengaged or not work with that person on that issue even though they disagree. I think we work better by working through those differences.

Ms. Ragey: So, the miss in the last year was that some people just shut down or they just disengaged or shutdown. Ok.

Commissioner Smith: I think the other thing is we serve on a very diverse Board and I think the reality of that diversity is there are different experiences and different work styles and there are different approaches. I think just as ground setting have some so-called humility when we're dealing with people from different age groups, different ethnic backgrounds, different racial demographics because what we might think is pushy, is just their way of being. So I think one thing we don't talk about and I think we do need to talk about it is you're dealing with a very diverse group and I hate to use this word but I will. We can't whitewash everybody to have the same exact response and same exact cultural cues. So, sometimes I think we need to just take a step back and say they're not even being malice he just talks with his hands. You know or they're really animated because that might be how they deal with things in their cultural, their place. They might be really laid back because that's how they've learned how to deal with it. So, I think we have to be careful with the lenses that we judge people's action and reactions with. Personally, I've met with everybody here, almost everybody but there aren't any bad people on this Board, there really isn't. I think we have a lot of different backgrounds but I don't think there are any bad people. I've heard commentary, I will say – I'm going to pick on Steven because I already told him at coffee; where people can say he's very forward and he's distant but I'm like I have a Board full of millennials at my Church. They're all like that. They asked 50 questions and nothing sacred. That's part of the millennial mind. If you want them to be in your local government, you're going to have to deal with people that are going to ask 500 questions and nothing sacred.

Commissioner Lee: 600 questions.

Commissioner Smith: 600, thank you, thanks for the question but do you understand what I'm saying. Or there are people that have been in Palo Alto for a long time and look at certain things and from mine and his perspective we have to slow down and say why that is important? So, if we're going to work well as a Human Relations Commission, we're going to have to start listening to some of the sessions we put on by looking at people through other lenses. Not letting our personal biases apply intention to actions which I think is really critical one.

Ms. Ragey: Thank you for that. So this is a hard conversation. I just want to call that and say that

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this is hard but it's really important because if you can get and work through it, you'll be so much more effective on the other side. So, thank you for the courage to bring up the issues. In a minute I'll come back and we'll maybe think about some things we can do differently but I want to ask where their other misses or things that didn't get done that you wanted to call out? Qifeng.

Vice Chair Qifeng: I would like to see one specific meeting that we had so I remember during the confirmation for the Palo Alto Mediation new members. That discussion, to me, I felt uncomfortable. Why? We ask a lot of questions in front of that Committee. Other than the Chair the Vice-Chair was there right so we kept asking them, repetition on how do you assemble the team? They gave us an explanation; I think all comments and implementations were good. So, we wanted to understand the process, however, we have to stand in their shoes to think about they did a thorough job to recruit all the mediators. They are trying to help our community. However, after I got a very uncomfortable feeling so even for me, I felt wrong. How? Why? Do we have the authority to ask them that kind of questions? So, one lady was teary so basically, I felt that we are doing our job. I agree with the Commissioners but sometimes let's think about it in a more sensitive way. Make sure we can accept what we are seeing in the better. We're all trying to help our community. That's one thing, alright? That's the only one meeting I felt questioning to myself.

Chair Kralik: Well, I can second that. I was a new Commissioner at that meeting, I was also part of the mediation group, and I know all those people. They were really good mediators, really very happy with the work they had done to recruit diverse membership, people of different languages, cultures. Those people had gone through a lot of training and they came in there with the mindset of victory of presenting to us a very positive picture. I've attended I think three or four meetings subsequent and the impression that was left with them was not good. It's interesting because I think what they felt is that it may be true that they don't have the diversity that members of our Commission would like. That day they had made pretty good strides and they understood that. They brought people that were diverse, that spoke different languages, came from different cultural backgrounds, different religious backgrounds. They'd put in a lot of hard work and they are all volunteers. One of the things that I thought about is if we have a concern about the diversity and took that meeting; we could have made them feel successful as addressing that. Maybe imperfectly but it certainly was a step that they took which I think was very positive and could have made them feel better. I think you can see in the way I talk to the public; I like people, I like to interact with people but I also want to be no civil but polite and really inviting. I think if you look at the authority and you look at what we are able to do, we can only do those things if we're aware and if we listen. So, I do think that that group does a lot of good and they were alienated at that meeting.

Ms. Ragey: So, Steve -- do you have a clarifying question? It seems like you do.

Commissioner Regehr: My question as a Committee, are we here to make other people feel comfortable walk away feeling good or is our Commission there to... what is it? To act with respect in human relations in regarding unhoused? What is it about...

Commissioner Smith: Underserved.

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Commissioner Regehr: Underserved community. I mean sometimes issues are uncomfortable and some people feel uncomfortable and being a woman I was always told by my parents just be quiet Patti, just listen, don't speak out because it makes people uncomfortable. So, for me, I think our role, I don't know what happened at that meeting, but my job is not to make people feel welcomed and engaged and stuff but we have certain obligations. If it's going to make people feel uncomfortable, so be it because sometimes issues are uncomfortable.

Ms. Ragey: Sure, ok.

Commissioner Smith: I think that meeting was definitely not our shining hour but I want to respectfully disagree on a few things. The first, if we are present underserved communities, particularly Asian, Latino, or black communities and we're dealing with a body that does mediation. I think a couple of things were very clear to me in sitting from my seat in my community. There was a sense of we had enough and accept it and it was almost a sense of arrogance. We're not biased.

Commissioner Regehr: By when you say we, the mediation?

Commissioner Smith: The Mediators.

Commissioner Regehr: Since I wasn't at that meeting.

Commissioner Smith: There was a sense of we're not biased. I know from dealing with my community and dealing with people in the community that when they walk into a room and they don't see somebody that can mediate for them or they feel comfortable. There should be a chance to see somebody that looks like them; whether they're Asian; whether they're women; whether they're African American; whether they're Latino. Part of the challenge of doing work where you're going to ask organizations to step forward is, we understand you tried but the result is not there. I think asking those hard questions because when you start talking to people when we're supposed to talk for underrepresented, underserved, hidden populations, and I felt like the answer we had done enough was showed. Well, there's a whole bunch of other things but showed that they didn't even understand that that was a bias. They kept telling us we're not biased, we've done everything we need to do, and that was a storm of a bias and the last thing is, not to pick on the poor lady but why would you cry when somebody asks you questions? I mean at the end of the day, as a mediator, you're going to get into tense conversations. That was very puzzling to me. I'm going to say this but it was almost a defense mechanism. I'm not willing to have a hard conversation and I think we overstepped our – so, let's be clear. I think we overstepped or bounced, we definitely did, but at the end of the day and I've met with them since and I know you, Commissioner Steven there is a lack in a community that wasn't being met. I don't want us to become so guarded against making everybody feel good. There's somebody going to feel uncomfortable because there's somebody out there that isn't serving; whether it's a business that has to put in ADA compliant bathrooms and make ways for seniors or whether it is the mediation agency with better diversity or whether it's the pool that has to build a third entrance. The topics that we're going to talk about are going to make people feel uncomfortable. I think we have to be comfortable in a respectful way, I agree with Gabe because we did overstep our bounds on that meeting and let's not mix up the issue of having uncomfortable conversations

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than maybe going too far on that one occasion. I think there are two very separate issues.

Chair Kralik: Well, I think one of the things about dealing with the community and people of good faith and that group certainly has it, is kind of giving people a chance. They felt harassed, they felt judged negatively but it's interesting if you talk to people at that group and go their monthly meetings, they say things like we'd like to do better.

Commissioner Smith: I've met with them, Yes.

Chair Kralik: Yes and one of the things that I brought up at the last meeting is pay. It's interesting because to be effective, right, they have to have a ducat of cases and they don't have many cases because people don't respect them as mediators. They said if we were paid, we could not only get respect from the people that come to mediate things but we might be able to attract...

Commissioner Smith: More mediators.

Chair Kralik: ... a much more diverse group of people. Being a mediator, having mediated cases for 4 or 5-years now, what I would say to you is that mediators aren't always paid. As a Human Relations Commission with oversight to a group who is doing 3-hours of mediation and maybe an hour and a half of case development, that's a tough place to be to just say I'm not going to pay you. These people are very polished, professional, and one approach that we could do with this group is asking them through a liaison, how you would accomplish something a little bit different. That was an idea that came up I guess they have their own by-laws etc. and I'm sure there was a purpose behind it but we have to treat people respectfully who work on behalf of our community.

Ms. Ragey: So, Steven has had his hand up so thank you for that.

Commissioner Lee: I sort of just revisit the misses. I think as I said earlier, there are so many great things that our community is doing right and often times our charge calls upon us to talk about the things that could be better. It's not to say that they are bad but they could be better where there are gaps. I think when we say that we need to assume good intent. We need to assume that when we're trying to encourage improvement when we call out folks or when we nudge them or push them to make a change because I think when you come to the table and you suggest something different or something new. There's an assumption that we are sort of denouncing what they're doing or criticizing them but really, we're saying things are great but they could be even better.

Ms. Ragey: And it's the...

Commissioner Lee: And, Yes.

Ms. Ragey: ... not the (crosstalk)(inaudible)

Commissioner Lee: Yes, exactly.

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Chair Kralik: But I do think Steven, you know just being really frank about it, the level of communications, the pointiness of the communications, many of which came from you and I'm being very frank about this, they put off that group a lot. We have to be cognizant of how we interact with people in our community as a group because it's the Commission that loses the reputation. It's pretty easy to interact with the public and whether or not this person should have cried, she did and that's what mediators always understand.

Commissioner Lee: Well, I think the...(crosstalk)

Chair Kralik: Her feelings were hurt, the group's feelings were hurt, and that has ramifications. (crosstalk)

Commissioner Regehr: We can only be responsible for ourselves.

Ms. Ragey: Ok, so, wait I'm (crosstalk) going to stop you there. One person at a time (crosstalk)

Commissioner Regehr: I think Daryl was first.

Council Member Kou: So, Daryl and then...

Commissioner Savage: Oh, thank you, so just a very quick question. The HRC has had a long and healthy relationship with the mediators. I'm just wondering, by hearing these comments, has that been damaged, the relationship?

Chair Kralik: Very much so.

Commissioner Lee: Well, if I could just comment on that so this has sort of been a long time coming. My first year on the Commission we voted to approve the mediators and I brought up these initial questions and they're staff seemed very receptive to it so, they had a year where they were thinking about these questions and then the second time it came around I asked it again and I wasn't getting the responses or the same level of Yes, that's a good idea that I got the first time around. So, while I acknowledged that my communication could have been better, it wasn't an all of a sudden thing. I did temper my initial response over a year. I think moving forward I have sat in on one of their meetings and they've made it one of their priorities of this year to make sure that they do greater outreach to the community to make sure that their group is representative of our community. So, as rocky as it started out, I think something positive has come out of it in the sense that they're going to be working on it.

Ms. Ragey: That's great so I'm going to...

Commissioner Lee: But that's...

Ms. Ragey: Thank you for that.

Council Member Kou: I just want to say the City has relationships with many organizations, non-

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profits, and it's been fostered through the years. I just want to make sure that the Commission understands that without these organizations there are no way that the City would have the resources in order to continue and these are different areas. So, I really urge the Commission to really be cognizant about these organizations. I'm just speaking in general, it's not about the meditation program, it's not about any other but in general, these are organizations in our community and most of them are through volunteerism. So, they've put a lot of time into it, a lot of effort, a lot of passion, and yes, you are the conduits into our community. So, I do want to say that thank you so much because you're volunteers as well but just understand that while it's great for you to vet them out. I think the word encourage and the word listening and just understand that there is a level of gratefulness that we need to have for what they're doing for us. I just want to say again; we don't have the resources if it wasn't for these organizations and there'll be a huge gap and nobody to take care of these things that we need. I mean we heard the people with educational needs that are here today. As it is, there is a gap and we have to find a way to address all of that so do it with temperament. I get it that you have to vet them out and to audit their services and understand that they're whether they've gone too far or not. Especially when it involves the City and the City's name, City funding. So, there is a need for all of this, I just want to put that out there. Thank you.

Ms. Ragey: So, I think that we've sort of described the problem. I think what I'd like to ask is what do you want to do differently going forward?

Commissioner Smith: I've shared this with Steven so this is not new information. I think we live in a world of imperfect allies so I think we need to very much to Councilwomen's point, temper our communication. I feel the tension in me now as I'm speaking about this because the word description, particularly with groups like – we'll use PAMP because they're already on the table, is to congratulate them but also to review them. We don't review intentions, we review results. That's why their intentions are discussed in their monthly meeting throughout the year. At the end of the year they say, this is what we've done and they come to us; whichever the organization, whether it's through CDBG, HSRAP. So, I think we as a team have to figure out what's the right level of push because there has to be a push because, at the end of the day, I represent a population that feels if they walk into a room and they're going to do meditation. They have no chance of seeing anybody like them self and let me tell you, from the other side of the table, immigrant populations, ethnic populations, already distrust the system to some level. I'm a first-generation immigrant also, you know my community was like keep your head down, don't bother anybody, go to school, work. Now if you want to do mediation with the City as a first-generation immigrant whether they're Latino, Black, dah dah dah, and you don't even have a chance to see somebody that could somewhat represent you. That creates just another level of tension of living in the community. So, although they are trying, our job is not their intention. Our job is to ask them how you get further with that result because I have no doubt they're trying. I manage 19 ministries at my Church and every end of the year I say how are you doing and you know what? There are about 10 that do well and there are about five that have to say I have to find a new leader or we're going to have to do something different because you're not reaching the needed communities. I think even with volunteers there has to be some level of accountability. We can't be strident, we can't be toxic, we can't be dismissive, we have to do it in a healthy way but I do feel we should never advocate the ability to ask the question and ask for accountability.

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Ms. van der Zwaag: I would just say in those conversations, looking at staff and this isn't for this specific one, for every issue that comes before the HRC just to be cognizant of what is the role and the authority or of the HRC during this matter. There are definitely things or definitely decisions that are within our role and authority but when you're making comments or suggestions or strong recommendations or demands, just be clear in those situations. Does this fall within our authority to do so? That's my one comment.

Ms. Ragey: Great. Yes, Valerie.

Commissioner Stinger: I think the other part of it is to manage our communications so that we don't have any unintended consequences. Sometimes by our communication we close the chance to be part of the strategic discussion and in this case, I thought that we limited our ability to change their outcome.

Commissioner Smith: This is the other interesting thing about PAMP, I've met with them three times since then and given them a ton of ethnic community resources to actually find people to come in and help. I met with I think three or four times already so it might have been an uncomfortable discussion which wasn't handled well, I'll be the first to admit that.

Commissioner Regehr: Since I wasn't there, what do you mean it wasn't handled because I wasn't there? So, going forward, what is it not going well so that when we go forward, I know what not...

Ms. Ragey: What not to do.

Commissioner Regehr: What is not going well?

Commissioner Smith: If you ask me what wasn't handled well, I understand better now what our purview is. I think we pushed a little bit too hard on the requirements from the organization.

Commissioner Regehr: The first time or second time?

Commissioner Smith: The second time. I think understanding that our power comes from influence, not direct voting power. I think we pushed too hard on that angle. I think...

Commissioner Lee: Well, can I clarify something?

Commissioner Smith: Please.

Commissioner Lee: In that particular instance we did have a vote...

Commissioner Smith: No vote – it was a vote for a recommendation.

Commissioner Lee: It was voting to approve the mediators.

Commissioner Smith: No, we recommended to Council to approve. Is that right (crosstalk)

Commissioner Lee: Both the HRC and the Mayor have to approve the candidates.

Chair Kralik: Hold on a second, we have a viewpoint right here we need to...

Ms. Ragey: Yes.

Chair Kralik: Go ahead, that's you, Daryl.

Commissioner Savage: I just suggest instead of rehashing what was said and I don't know what was said. Maybe our time could be better spent on repairing the damage that was done so that we have a continued, healthy relationship with them.

Commissioner Smith: But I don't think it was damaged. I think that's the wrong word. I think it's a lesson learned, I think we have to build a new relationship with the folks; I think we've had healthy dialogs since then. I just think the lesson learned is how we handle ourselves. I'm very reticent to use words like damaged with this Committee because it really puts appall on a year that we did phenomenal work; or precipitous or endanger. We did a lot of good work and we had one bad not one bad, we had one difficult conversation that went maybe a little too far. I think we just need to govern ourselves on how we communicate with organizations and how and where we do that.

Chair Kralik: You know one suggestion that I have related too...

Ms. Ragey: Gabe, Gabe, Steve had his hand up.

Chair Kralik: Oh, ok.

Commissioner Lee: I was just going to say that I think moving forward one way that we can improve this and I acknowledge that there are things that I can learn and improve on. I think the each person in the Commission needs to have a better understanding of what that authority is because often times if the Commission has only been operating within a narrower subset of the tools that are actually available to us. If we exercise a new tool, it might seem like we are overstepping authority. So, I think we need a clear understanding of what is our authority and what's not our authority.

Ms. Ragey: So, when you walk into these conversations...(crosstalk)

Commissioner Lee: I mean...

Ms. Ragey: ... you just...

Commissioner Lee: ... I have a pretty clear sense of what I think it is because I'm an attorney and I can read this stuff and I've served on other Commissions but maybe I'm wrong, maybe I'm right. I think we need to be on the same page in terms of understanding that authority.

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Ms. Ragey: That's a great sort of respective...(crosstalk)

Commissioner Lee: In addition to the tone.

Ms. Ragey: ... thing to do, to understand. Gabe...

Commissioner Lee: In addition to tone and...

Ms. Ragey: ...and then...

Chair Kralik: Yes, I guess I had a pretty big misunderstanding about what the role of the liaison was and it's interesting. I was the liaison for that group during this period of time along with I think Jill O'Nan. I felt that these direct communications that went from you Steven and you Pastor Smith and these direct meetings; it sidestepped the role of the liaison. Granted it was a blow up but one of the things about creating a good temperament is when you sit down with a group, they're knowledgeable of you, they knew me, I worked with them for 2-years, and I think sometimes utilizing the liaison rather than taking an end around, direct communication role would make it less challenging for a group like that. I mean it would make it a little bit friendlier because I sat down with them and said what do you guys think of this diversity issue because it's a good issue? It makes sense when you walk into a mediation to feel that it's a fair mediation. That also helps with the ducat because more people are willing to come. They said, you know we really need to work on this and here's a way that I think we could get that going.

Ms. Ragey: So, what... (crosstalk)

Chair Kralik: So, I think the role of liaison would help a lot in developing that and relying on it. I don't have trouble fielding the issue of diversity. I didn't.

Commissioner Lee: Yes, can we flush that out maybe later?

Commissioner Smith: So, the one thing that I want to be clear about is and this is the hard part of the duality of our roles. They actually reached out to me because I was a black Pastor in Palo Alto and they were trying to do diversity. So...

Chair Kralik: Ahead of the meeting or after?

Commissioner Smith: After the meeting.

Chair Kralik: After the meeting.

Commissioner Smith: So they were like ok, we have to do diversity, who do we go to? So, and I was at the meeting and I had given some suggestions in the meeting so that was a duality of roles. I 100 percent agree with the liaison thing. I think us going rogue is just bad for the whole community because you start creating confusion and dissent and cliquishness. It just builds a lot of different things that I agree with you, Gabe. I think we do definitely need to stick strongly to the liaison role moving forward.

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Commissioner Regehr: Could I ask a question then? So, is it a woman? When the person...

Commissioner Smith: Well, first I met with the Executive Director and had a good meeting and then they sent their local rep (inaudible – cough).

Commissioner Regehr: So, when they came to you, they came to you as a Human Relation Commissioner or did they come to you as a black Pastor?

Commissioner Smith: I think they came to me as both.

Commissioner Regehr: Both?

Commissioner Smith: They were like you were at the meeting, we know we need to do diversity, do you have any resources?

Commissioner Regehr: So, did you go back to our liaison and tell them what...

Commissioner Smith: I did not. I think this it...

Commissioner Regehr: So maybe...

Commissioner Smith: I think there's definitely break down on my part. (crosstalk)

Commissioner Regehr: So maybe that could be part of the role is that when someone from an organization approaches a non-liaison, is maybe we as Commissioners can go and share it with the liaison.

Commissioner Smith: (inaudible)

Commissioner Regehr: Because we can't help it if somebody talks to us and we're not the liaison.

Ms. Ragey: Yes, which you can control as your communications between each other.

Commissioner Regehr: Right.

Ms. Ragey: So Yes, certainly people kind of got to go...

Commissioner Smith: That's a great point.

Ms. Ragey: ... whoever they want to go too. Fair enough and what would have maybe fixed this or made it better. It's was just a conversation between two of you saying ok, they came to me, this is what I've said and so on and so forth, to honor that role of liaison and create clarity and community as well. Otherwise, you do get into all kinds of (inaudible) I could imagine.

Commissioner Regehr: Right.

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Ms. Ragey: This is a great conversation, happy to continue it, do you feel like we have some resolution or what else is sort of showing up for you? Let me play back what I've heard which is from this experience our lessons learned is that we need to assume best intentions whether it is work we are doing or whether it is work that our colleagues or other organizations are doing. We need to identify the right level of push, we're not going to back away from pushing but we need to do it in a way where it can be heard and that it doesn't come off as, that we're just doing it in the right way, avoiding stridency, and just all of that. Civility comes to mind. As things come before you, to be really cognizant about what is your level of authority? What is the role you are being asked to play? What is the authority with that? Manage the communications so between each other, between those you're talking to, just make sure that you're involving each other appropriately, and then finally honor the role of the liaison. So, if somebody comes to you fair enough, it's not like you can say uh, I can't talk to you but then you do need to let each other know. Other things that you think you need to do that would help you have a different outcome or a different experience this time?

Commissioner Lee: I think we just need to flush out the role of the liaison; put it in writing what are the expectations. I mean we have these lists of liaisons but I think we need further clarification on it.

Ms. Ragey: Do you want to do that now or do you want to...

Commissioner Lee: At some point during the (crosstalk)

Chair Kralik: No, no, we should move forward with our agenda.

Commissioner Lee: Yep.

Ms. Ragey: Alright, we'll come back to that.

Commissioner Stinger: I'm going to try...

Ms. Ragey: Yes, please.

Commissioner Stinger: I want to try something and I'm going to need some help because this isn't going to work well or I'm not going to be able to articulate what I really mean. You helped me Pastor Smith by saying that the role of the millennials or the style is different. I have a style based on my experience and you also used the words assume best intent and I do believe that but I have some concerns about the invitation of the speakers this morning. I felt a little bit that that's really important to be able to walk the walk and be in the community and to have a strong assessment of the community needs before we set our priorities for the year. Maybe that would have served us better and served the community better had we taken that on as a task prior to the meeting. Two-minutes to a self-identified group or one to two minutes to a self-identified group really wasn't enough. We needed to have more outreach and we need to have more time. I feel that maybe if we had identified that need ahead of time and agreed to it.

Chair Kralik: Who was it that invited these members?

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Commissioner Stinger: I think it...

Commissioner Lee: It was me.

Commissioner Regehr: I did too.

Commissioner Lee: I publicized.

Commissioner Regehr: And I did too.

Commissioner Smith: But...

Commissioner Regehr: But that's the point though.

Commissioner Smith: ... I don't think they were – well, ok, so let me say this. When I first came in, I was hyper annoyed, I was hyper annoyed because I walked in...

Commissioner Regehr: Oh, when you were late?

Commissioner Smith: When I walked in at 9:30 I'm like this is supposed to be a retreat, why we got 40 people?

Commissioner Regehr: Oh, you didn't read the agenda? (crosstalk)

Commissioner Smith: No, no, no, no, no but, but...

Commissioner Stinger: It's a practice from (inaudible)(crosstalk)

Commissioner Smith: ... but you have to understand, I'm being honest right now. When I first came, so I'm giving you my range of emotions because you said we have to talk honestly right? So, my first thing is like this is supposed to be a retreat where we discuss and I'm thinking about the internal issues and the PAMP meeting. That's my focus so when I came in, I was totally shocked. I was like oh, what is this? I even leaned over; I was like who are all these people? Why are they here? So, the next time I will show up on time. Number two I felt like it was almost like a high jacking and that was my second emotion because I was like well nobody told me I could invite everybody that I wanted too. It's in the rule book, it's in the rule book but we just had never discussed it among ourselves to say if there's anybody you feel has an issue...

Commissioner Stinger: Yes, we just would discuss it. (crosstalk)

Commissioner Smith: ... we could discuss it. Number three, after I got through my initial emotions, I got it. I felt like there were issues particularly around kids with special needs that I would have never known about but I feel like it would have been great if all the Commissioners had sort of said please remember to remind, if you have a group come talk, at the beginning of it.

Ms. van der Zwaag: Then we would have known to have Nancy stay till 4:00.

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Commissioner Smith: It's not that you did anything wrong, it's in the rule book. You did what we are governed – I'm a big rule guy, right? If we go vote and nobody broke a rule. Ain't nobody did anything wrong on a technical level but I think on a team building level...

Chair Kralik: And a courtesy level.

Commissioner Smith: Well, I just think it's just an oversight. We could have just said to each other or Minka could have said hey or we send an email to Minka, hey I'm inviting these groups. Please encourage all the other Commissioners to invite your group or your issues or your thing. I think then nobody would have walked in surprised or with those emotions. I'm just giving you my emotions, are they right, are they wrong? It's up to you to decide but I just want to say sort of that.

Commissioner Regehr: Seems like...

Ms. Ragey: So, so...

Commissioner Regehr: Can I say...

Ms. Ragey: Yes, so I want to invite both Steven and Patti to sort of share with us.

Commissioner Regehr: I saw on the agenda oral communications so I walked in feeling really disappointed that I invited all my neighbors.

Commissioner Smith: Which is great.

Commissioner Regehr: I invited people in my book club, only one person that I invited, besides my husband, showed up. I was thinking like this is your time, this is your time and so I went ahead. I was also thinking well maybe people were not greeting anybody, were making them walk all the way across the way, and the...

Commissioner Smith: We were shocked.

Commissioner Regehr: ... I was thinking this is really not an open oral communication when we haven't even advertised.

Commissioner Smith: Yes.

Commissioner Regehr: So, I felt like, well I'll invite all my neighbors, my friends, and only one showed up?

Commissioner Smith: That's better than most of us but I think you did a good thing. (crosstalk)

Commissioner Stinger: We've been with the practice of past retreat and (inaudible)(crosstalk)

Commissioner Smith: It's on the paper but our expectation was we were going to get right into it. I think both of you have given us a great new practice because if we're truly to be Human

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Relations Commissioners, invite the community. So my last thing was I felt a little guilty that I didn't invite anybody to talk so thank you for that but I think from a team building perspective, even having Minka ping everybody and say hey I'm inviting these people. Can you make sure you invite your people so that you're not surprised? I think would have been – that's just me.

Commissioner Stinger: I would have done it as a set-aside meeting so we really could have probed and not have oral communications but had a dialog.

Commissioner Regehr: I think that's the difference between what we bring to the table. I mean I bring to the table as a community organizer. He brings to the table and you bring to the table project manager, you bring to the table as a scientist, you have a certain protocol. My protocol as a community organizer is to when it says oral communications...

Commissioner Smith: Everybody shows up.

Commissioner Regehr: ...you let everybody know. So, I apologize for not – I was just jumping to my role as...

Commissioner Smith: No, you actually highlighted some stuff you've already brought the level of the Commission up to another level as far as dealing with oral communications. I know Daryl has been waiting.

Commissioner Savage: Oh.

Ms. Ragey: Yes so if Daryl wants to...

Commissioner Savage: Yes just one thing, for the future and it is great to have people notice us and come to our meetings. For the future, if there an organized group, such as we had today, it works much more effectively if one person acts as spokesperson and reflects what all the others can stand and support. That person is the only person that speaks and just reflects all the feelings. I think we would have gotten just as much out of that and saved 45-minutes.

Ms. Ragey: So, Steven, Yes.

Commissioner Smith: But our rules don't...

Ms. Ragey: No, wait, Steven was first.

Commissioner Lee: So, I'm hearing what everyone's saying and I'm going to assume best intentions so everything's good. My intention over the year or so is trying to engage as many people in our community to really know about us and utilize us when they feel like there are issues out there. I was very glad that so many people came out today, I wasn't expecting that many. In the past when I've invited people to some of the meetings based on the issues that we were talking about, sometimes no one would show up so I was pleasantly surprised. I think we should always err on the side of more public engagement, even if it means running over time or if it catches us by surprise. I think there's some benefit to having one spoke person but if a group

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wants to actually have more speakers and more time than that's sort of their prerogative. This is a learning lesson, I'm hearing what everyone is saying, and to the extent that I encourage folks to attend in the future, I will try to give some advance notice so we can all invite folks. I was pleasantly surprised though that so many people came out today.

Ms. Ragey: So, great, great, so – yes?

Commissioner Smith: Can we just make the assumption moving forward that we're inviting people to public commentary so that we don't get caught off – let's just make that – encourage everybody to invite people for public commentary and we can go from there so that we don't have to re-litigate this and come up with a process in the future. We all can feel free to invite people; we all should utilize our right to invite people to public commentary.

Ms. Ragey: Val?

Commissioner Stinger: I would like to echo but also say that there's a real need for input from the community before we develop our Strategic Plan.

Ms. Ragey: So, two things I'm hearing, one is just generally everyone should, from this day forward, feel free and are encouraged to invited people from the community to come and talk to you because otherwise how are you going to know what's on everybody's minds. The second is next year when you intend to do another round of planning, that you think together about how can we invite the public in ahead of our planning time? So that it's full and it's not just a singular group; whoever shows up is awesome. So, you want to think about what is the process, when and how do we do that and then make sure you're all on the same page and all have the same opportunity.

Commissioner Regehr: That brings back to how many people know who we are and I mean I have been talking to Gabe about that. When you Google Human Relation Commission, it had nothing about this retreat on our page. It had nothing about activities going on. I think that we need to be more socially connected with at least telling people that Google Human Relations Commission, that's up to date. That doesn't say applications are applying and I think that the only way I knew about the Human Relations is because I started hearing about activities that Steven Lee was promoting. I think that we should have more presence; I mean, I don't know, does the City have a webpage? I mean...

Ms. Constantino: Well, Yes, we posted the agenda it's out on King's Plaza and then also online it got posted.

Council Member Kou: But it's just like all the rest of the agendas...

Commissioner Regehr: Yes, just like the – right.

Council Member Kou: Yes, sorry.

Commissioner Smith: Can we get on Next Door? I think...

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Commissioner Lee: I mean I shared the retreat on Next Door.

Commissioner Smith: Ok yes because I know the City has a page, I realize that. I just got on Next Door and who are we looking for? It is definitely the place that Palo Alto communicates. Facebook and stuff, you get some stuff but if you put it on Next Door, you're going to get 15 responses. I really find a very effective way to communicate if we want to do stuff. I know even the City puts its power outages and all of that stuff and you get more responses on that than you do on the Facebook post.

Ms. Ragey: So, I've captured that, Next Door would be useful. So, I want to kind of do a check in here. I feel like I – so, first of all, it feels like we have looked at the past year, you've identified what went well, what some of your challenges are. I do want to pause and say is there anything you -- some missed that didn't get named that you want to name?

Commissioner Smith: Yes, definitely.

Ms. Ragey: Ok. So, let me sort of do my check-in. So, we should name those things and talk about them. Should we spend another like 10-minutes and then we should take a break. Do lunch and then for like 15-minutes maybe a quick lunch break/stretch break, come back and begin to think about next year. Will that work for everyone? Is that ok? Gabe, does that work for you? Can we do that? Yes? Is that ok with you Daryl, that we do that? Ok. So, misses, I heard we have two more so Gabe, maybe you could share yours?

Chair Kralik: Well, I'm not going to state this as pointedly but one of the things that I think we need to work on, broadly as a Commission, is communications with the press, as a member of the public versus as a Commissioner, and also we need to follow protocol about communications out of our Commission keeping in mind the purpose and the structure that we have as reporting up, if you will, dotted line, to the Council. I think in those areas, what I would say is that I can remember writing sort of an opt-in to the New York Times on a very high profile, social issue case. It turned out really well but it's not that easy. One of the things that I think we need to work on, and perhaps it's an educational issue, is how best to approach the problem of communicating with the press if they ask you about a specific thing. Even if you do point out that you're answering as a member of the public, they tend to conflate that with your title to a Commission, and you're dealing with a very difficult issue of how best to keep our name good. We all have divergent views of many, many issues. I happen to be extremely conservative.

Commissioner Smith: I can tell.

Chair Kralik: Ok so one of the things that I would say about that is that I take the family position. You know I'm the seventh of nine and I want others to feel comfortable with their own positions but when it comes to being a member of a Commission versus responding individually, it's very hard with the press. I think we need to learn from pluses and minuses in that regard and maybe it even requires education; somebody that can help us to better understand how to communicate. That's all, just a broad issue.

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Commissioner Regehr: Can I just ask if there is a problem or are we bringing up a problem? I mean has there been a problem in the past and can you give an example because I find that I haven't read hardly anything from the press that the Human Relations Commission.

Chair Kralik: Ok.

Commissioner Lee: I'll put it out there that I've been pretty vocal on certain issues and I would imagine that is very similar dynamic on the Council. I mean unless the Commission or Council votes on something, you can't speak for the body. You can speak as an individual. I happen to be a Human Relations Commissioner so that's my identity, titles and things are useful for identification purposes only. So, when I speak on a subject that I care about it's me, Steven Lee, Human Relations Commissioner as opposed to the Human Relations Commission. I try to go out of my way to make it clear that I'm not speaking on behalf of the body but that title is a part of my identity. So, while I'm happy to modulate and find ways to improve it, I haven't seen the press say the Human Relations Commission thinks whatever Steven says. They may identify me as an individual and my title but I haven't seen that as an issue. I'll put it out there; I've been very vocal so maybe we can use that as an example.

Ms. Ragey: Oh, did you have a...

Commissioner Regehr: Oh, nope, go ahead.

Ms. Ragey: ...an additional clarification...

Commissioner Regehr: Well, no, he had his hand up first.

Commissioner Smith: Oh, no, is it a time to go on because I'm going to move on to something else.

Commissioner Regehr: Oh, I'm just thinking that I'm very socially active and since Lydia you've been at Council meetings and I have been at the meetings. I mean do you feel that the Human Relations Commission is overstepping our role when we come and present ourselves to you?

Council Member Kou: At oral communications, anybody can come and speak. If you're coming as a group, as the Human Relations, then you want to do it (inaudible)(crosstalk)

Commissioner Regehr: I haven't seen anybody else but I can only speak for myself. When I've come to oral communications...

Council Member Kou: Yes.

Commissioner Regehr: ... do you feel that I have overstepped my role? Since I've only been to two its...

Council Member Kou: I haven't felt that way.

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Commissioner Regehr: Ok, that's what I was just wondering.

Council Member Kou: I mean you're an individual from the City, from anywhere, coming and speaking about...

Commissioner Regehr: I just want to clear.

Council Member Kou: ... a certain topic.

Ms. Ragey: If I can hear what I think the problem is. I think it's when speaking to the Council or speaking to the press or whatever, it's the identity of the Human Relations Committee. So, I'm just going to say this out loud, I don't know if this is right or not. If you go before the City Council as an individual because you have something you want to say, you would introduce yourself as I'm Patti and I'm a citizen of Palo Alto and I've lived here for however many years and then go on and say what you need to say as opposed to I'm Patti, a Member of the Human Relations Commission because that might cause...

Commissioner Regehr: Well, when I spoke about zero waste because I'm a zero-waste leader and it's about that, I said I'm a zero-waste leader...

Ms. Ragey: Right, exactly.

Commissioner Regehr: ... but I – and I was a...

Ms. Ragey: It's whatever voice that it is that you're coming for.

Commissioner Regehr: Right and then I spoke about the housing issue, the vehicle housing, I did say I am representing myself but I am a Human Relations Commissioners but I even went to the press and I said I just want to make sure you know that. That I'm speaking for myself.

Ms. Ragey: For myself, ok. So – Yes, Council Member?

Council Member Kou: So, she's right. Once they have that official position, they do have to identify that they are a Commissioner with the Human Relations but I am speaking as a citizen and not on behalf of the Commission.

Commissioner Smith: This is more of a technical question. You have to make the declaration so they are absolutely clear what role you're speaking.

Council Member Kou: Yes.

Commissioner Smith: Ok.

Commissioner Regehr: Right.

Ms. Ragey: And they do need to identify as Human Relations Commission members?

Council Member Kou: Yes, they should.

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Ms. Ragey: Okay, I didn't know this.

Commissioner Smith: Just so that you're clear that you're not, because I'll talk on religious topics and that's not what the Human Relations Commission does. So, I can say I'm a Pastor of this church and I'm a Human Relations Commissioner but I'm not speaking specifically about an issue that is impacted or a church.

Council Member Kou: Yes.

Ms. Ragey: So, is (inaudible)(crosstalk)

Commissioner Savage: I want to point out; it's a dangerous territory...

Ms. Ragey: Yes.

Commissioner Savage: ... because even though you specify, I'm just a citizen, I'm not speaking as an HRC Commissioner, especially to the press of which I've been a part of for 15-years. Still whatever that reporter writes goes to an editor who hasn't heard that conversation. So, even though you're exclusively saying I'm just a person speaking, it still could end up in the paper HRC Commissioner John Smith said this. It's a very dangerous road to take.

Commissioner Lee: I think there's a distinction between blah blah Commissioner versus the Commission said X even if they don't say speaking on their own behalf...

Commissioner Savage: No, I don't think you know.

Commissioner Lee: ...when you say, individual...

Commissioner Savage: When you see HRC Commission or Commissioner, people don't read articles from top to bottom.

Commissioner Lee: Because when Council Members give quotes, the newspaper never says the Council Member speaking for themselves. People assume that they are unless it says City Council voted on something.

Commissioner Savage: Well, Commissioner is different from the Council Member.

Commissioner Lee: But it's the same principle though.

Commissioner Savage: Not really.

Chair Kralik: Let me just say this, if I may? Can I raise my hand?

Ms. Ragey: Yes so let me have Gabe because he brought up the issue and...

Chair Kralik: Yes and now I'll just be a little bit more specific. There was one meeting in which Minka called me and said I may have to call for police presence because the public has called our

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hotline and is very upset with Commissioner Lee's comments in the press. The reason I'm bringing this up is I'm not trying to point out what he said or didn't say. I'm really trying to reiterate Daryl's point which is this is dangerous territory and I know Steven you had to shut down your Facebook site for the blowback from the things that were reported in the press.

Commissioner Regehr: Can we get into specifics so that I can know what's going on?

Female: I'm not sure it's a (inaudible)

Chair Kralik: I think for me, as a Commissioner, I felt uncomfortable with what was reported in the press and I felt uncomfortable coming to a meeting in which the staff member said we may need a police presence. I think we got to talk about that because I'll just say this, I come from different politics and much different. I'm from the rust belt, ok? I was an arc welder in Cleveland so I have a different background. I'm not sure that we should make political statements to the press and...

Commissioner Regehr: I'm sorry, can you just go back about (crosstalk)(inaudible)...

Chair Kralik: Just hang on just a second and I'll – Yes.

Commissioner Regehr: ...so we can understand what's going on here.

Chair Kralik: I mean that was the way it was interrupted but I just want to ask Minka if she can just elaborate on what happened inside the office.

Commissioner Regehr: Can we just get specific because I have no idea what you guys are talking about?

Ms. van der Zwaag: I think it was the response due to the gentleman on California Avenue that was wearing the Make America Great hat and Mary and I got probably five to six calls that were quite upset about Commissioner Lee's statement. I just wanted to be sure and he was concerned about the statements because he asked staff to take down his thing – his...

Commissioner Lee: Profile.

Ms. van der Zwaag: ...profile.

Commissioner Regehr: What did you say?

Ms. van der Zwaag: So, I just wanted to make sure that everybody felt safe and secure in the meeting. So, I just called the Police Department, I said you know this happened, the Commissioner himself or other members of the Commission may feel just a little insecure if there's really strong comments that may come from the public. So, I just as a precautionary measure did that and I think in the past that has nothing to do with something like this but that's something that I think they do at Council too if they have concerns about something. Sometimes you'll see officers in the audience.

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Ms. Ragey: So, I think the question that we're trying to answer is – I mean it's the larger question about relations to the press. I don't have an answer but that feels like (inaudible).

Commissioner Smith: So, a couple of things, number one the beauty of this Committee is diversity. The fact that you two don't see eye to eye on anything or something...

Commissioner Lee: We do on some things we do.

Commissioner Smith: ... that's alright.

Commissioner Regehr: It's good.

Commissioner Smith: That's healthy. We're not a homogenous body here; we have to have different voices. We live in the most diverse county in American where there is no racial or ethnic majority so we're going to have diverse opinions. I firmly believe that if you want to go write something, go write it. You are in America, that is a right that we are given as a citizen of this country and no position that we take should preclude us from that right.

Chair Kralik: I felt...(crosstalk)

Commissioner Smith: Now – just so now...

Chair Kralik: ... it reflected very badly on us. It just...

Commissioner Smith: But you see that's the thing, we need both of you to have different opinions and he probably thinks something you did reflected badly too. I'm almost sure of it but the reality is as a citizen that is politically active, that is marching and doing all that stuff, he is going to talk to the press and they are going to identify him as a Human Relations Commissioner. I'm alright with that, even though you have different views, I'm alright with your views being out there because that shows healthy discourse in our community.

Commissioner Regehr: Right and can I say something because I feel uncomfortable – I mean I don't want to pinpoint but when Joe Simitian was at our meeting I wasn't a Commissioner, I was speaking. I would have rather had you, Gabe, as a Chair, instead of saying I'm afraid he's not coming back because we're hurting his feelings. I felt like this is Joe Simitian he's used to having people disregard and not taking it personally. I felt uncomfortable watching the Chair of our – I wasn't on it so it wasn't an "our" at that point. I felt very uncomfortable that you weren't coming forward with your beliefs on the issue but you were going back and saying I'm afraid we're going to hurt his feelings and he's not coming back. I would rather have had you say your exact feelings and maybe that was your feelings.

Chair Kralik: No, I did. I said I was in favor of the Super and I offered...

Commissioner Regehr: But at the end when they went vote...

Chair Kralik: No, I offered my own motion, it was not granted.

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Commissioner Regehr: Right but that was after you kept on saying that you felt sorry and I guess that was making me uncomfortable having...

Chair Kralik: Well, let me tell you how I felt. The first thing I think is that I don't think as a Commission we listened to the victim at all. I mean did we hear anything at that meeting about the victim of that crime? The women that died because of the crime and I felt...

Commissioner Stinger: (inaudible)(crosstalk)

Chair Kralik: ...from the first point of view that it was shot gunned. It was too fast and so I want our Commission to receive the comments from the public. I offered a motion that I felt was fitting for the amount of input that we had. Coming back to the press issue, ok, because I think you're off on a tangent right now.

Commissioner Regehr: No, I wasn't. My point was about your feeling uncomfortable.

Chair Kralik: Let me just say this, is that the comments reported in the press really, in my view, were supportive of someone who berated another member of the public in a very uncivil way and talked about the Mega Cap as a symbol of hate. Here's the point, if we have different viewpoints, we got to be open to listening to all viewpoints and what I think happens with the press and it may not be Steven's fault. What happens with the press is if you identify yourself as a Human Relations Commissioner and you put forward your views, well people associate those views with the Human Relations Commission. I think we have to be careful about that. Please.

Commissioner Lee: Can I just clarify something? I was not condoning her behavior, I was actually numbing it. I was saying that the way that we engage on these types of issues needs to be more civilized. That we may disagree with the policies or the rederick of the values of the current administration but I thought her behavior was inappropriate with respect with how she treated that individual. I could have clearer, my statement could have been shorter, but that was my intention in terms of speaking out. That even though I feel strongly about what the Mega hat represents, notwithstanding I felt the conversation about it needed to be more civil. It was misinterpreted, I apologize for that, but I thought it was appropriate given our role of facilitating and a lot of people in our community are uncomfortable with what the current administration is or what the Mega hat symbolizes. Even though I agree with those, I think the way that we engage in those discussions needs to be elevated and that was my intention, that's what I said, it got misconstrued by many people online. Again, I want us to be open to having these tough discussions and debating the issues as opposed to whether it's intentioned, I want to assume good intentions, whether it's the effect of restricting our ability to be engaged in the community and engaged on issues. I'd rather us err on the side of being more open and learning from them and moving forward than taking the approach of well let's just not do it at all.

Ms. Ragey: I want to hear from Council Member.

Council Member Kou: I just want to mention something. There has to be a distinction from Council Member to a Commissioner. Council Members is elected by voters so as a Council Member, I'm responsible to the constituents and the citizens who voted me in. As

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Commissioners, you're appointed by the Council Members so at the end of the day, what you say has an effect on the Council Members. We will have to stand for whatever you say and to a certain degree, we would have to either defend you or have to defend why this happened. So, I caution how you deal with the media because like you said, Steven, they misconstrued what you said and that's a big thing for Council to have to come to your defense or speak on behalf of you to explain what had happened. So, I caution that and I remind that Council Member are elected and because you're appointed, it falls back on us. Just please be cognizant about that.

Commissioner Regehr: I also want to apologize to Gabe because I didn't walk away from that meeting with Joe Simitian feeling like you didn't say about the victims, you just kept and I wish that you would have come forward with your conservative viewpoints. So, there would have been some more dialog.

Chair Kralik: I did, I, in fact, offered a motion. (crosstalk)

Commissioner Regehr: Well, that – no, no, no (crosstalk)

Chair Kralik: I think people will say that I did.

Commissioner Regehr: But you...

Commissioner Smith: He definitely did, when we went back and forth on parole and probation and all of that, there was definitely moment that he made that.

Commissioner Regehr: You did but can I just finish? I walked away thinking that you're a very civil person but that you were just trying to be polite. That you were really trying to be polite to Joe Simitian which was good but I also felt like everybody else is trying to be also polite. So, I want to apologize because I mean I'm saying this not patronizing but I think it's important for you to say your viewpoints and offer that.

Chair Kralik: I had no trouble offering my viewpoint and...

Commissioner Regehr: No, no, no but I think you do in some ways...

Chair Kralik: ... many people here had no trouble saying no so.

Commissioner Regehr: No but I mean explaining it. No, because you just like putting a label on saying that someone is a liberal.

Chair Kralik: No, no, I did explain it and Patti, maybe you just missed it but I did explain the basis for why I offered the motion. I said I thought his viewpoints were very well considered, he's at the forefront and if you saw it, I asked him questions about what political forces are impacting him. He was very open about funding being reduced...

Commissioner Regehr: No...

Ms. Ragey: So, I think...

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Chair Kralik: Yes, so I don't have any – believe me, I have no trouble spouting my particular point of view. (crosstalk)

Ms. Ragey: So, I think Gabe you heard Patti's apology and she's coming from...

Chair Kralik: Oh, she doesn't need too, she's fine.

Commissioner Regehr: No, but I do because I still believe that just telling me, thank you, you're coming with an open mind and is not really saying your viewpoint.

Ms. Ragey: Ok, so the invitation is for Gabe to give his viewpoint, yes?

Commissioner Regehr: Yes.

Ms. Ragey: Ok.

Chair Kralik: Thanks.

Ms. Ragey: I'm going to move you on; it's been 10-minutes. It sounds like Pastor Smith you have one more thing.

Commissioner Smith: Yes and this is I think my fault. We were supposed to engage the Asian community last year and I totally dropped the ball on that in the fall and never picked it up.

Ms. Ragey: Thank you very much. You can work on it this year, that's great. Great, I feel like we haven't resolved this question about the press so does someone want to make a suggestion about how you want to move that forward? If there are any rules that we missed, that would be super helpful as well.

Commissioner Smith: So, I'm going to say this clearly. If you put strictures on what Commissioners can say to the press, I would find it very hard to stay a Commissioner because it would require me to sort of toe whatever the party line is from the Council, whatever that is because that basically limits my right in America to speak for it. I do think, particularly in today's environment, we need to have a level of cognoscente, A, and the rapidity of our response. What I found is often times what you hear on the first go is not the whole story. As you start unpacking it a few days later, a few weeks later, there's more information so I think we need to be careful how rapidly we're responsive. It's great for Facebook and headlines and all of that but rapid response often leads us putting our foot in our mouth. Number two, we also have to remember that we have to exist in this community long term. So, you have to say difficult things but I think language is extremely important and tone is extremely important, pacing is extremely important. Again, I don't think we have to respond to everything. I think if you run it through those three filters, how quickly your responding, how much information do we have, what's our tone in our response, and is this something that we've ever been invested in before or is this the latest and greatest thing? I think using some of those formulas can be very helpful. I know as a Pastor they ask me to respond on about 20 things in a year and I only probably respond to about three because I represent an organization. I have to pick which ones I feel my voice needs to

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amplify.

[Many people started talking at once in low tones]

Commissioner Savage: The Chair and the Vice Chair lead this organization so I would suggest that they be the spokespeople if a press wants a comment.

Commissioner Smith: But this is not for – I'll – I'm so sorry, I apologize.

Commissioner Savage: You know if there's a particular issue that they feel one of the other Commissioner might be better represented than it is their determination to say ok, you, you're the one who talks to the press on this issue. Other than that, because if you have everybody going in a different direction it's confusing to the public.

Ms. Ragey: Yes, I think the challenge – so Steven was speaking as an individual. He was not speaking; I think that's been very clear.

Commissioner Lee: And we hadn't weighed in on that issue.

Ms. Ragey: Say -- I'm sorry?

Commissioner Lee: We hadn't weighed in on that issue as a Commission.

Ms. Ragey: Right so the challenge is really, as individual people, citizens, just how do you deal with the press?

Ms. van der Zwaag: What the question – just the question – this is not for – it sounds like it's for Steven and I don't mean it to be. I think the press reached out to him in this instance as a member of the public – has a member of the Human Relations Commission.

Commissioner Stinger: And other Commissioners, so there were more than...

Ms. van der Zwaag: They reached out to Valerie as well but Valerie didn't response and Kaloma didn't respond. So that's just...

Ms. Ragey: So, thank you, Yes.

Ms. van der Zwaag: ...so if this Commission feels like it wants to set up things, that your decision to make as yours. Maybe if and when you want to have that conversation, that might be something that you have some talking point together. You may decide to do nothing but that's an observation.

Commissioner Lee: I think one way to move forward...(crosstalk)

Commissioner Smith: So, and you know people...

Commissioner Lee: ... is if there's particular direction from Council on this, like if Council

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doesn't want us as Commissioners to speak out on issues that the Commission hasn't weighed in on or individually, then fine. I haven't seen any guidance from Council that says to the contrary, other than the fact that you need to point out the fact that your views are your own which I do. If Council wants to put that restriction on Commissions, let's get that direction from Council so that there's an actual rule about it. Then we can decide if we want to be a member of the Commission or not or if we're willing to accept those restrictions. Until we get clarity as to the authority, going back to that previous question, we sort of live in this vacuum where it's -- we are following the rules as best (crosstalk) we understand them. If there's a different expectation culturally or in practice, let's get that in writing so that we can all operate under the same set of rules.

Commissioner Regehr: think that we bring an incredible a lot of tools and things that we share and that we don't share. I think some of us are more active in the community and hear more and more people go to different -- and I think that should be honored. I also think having someone that's not as involved in the community should be valued as we sit back. I think we should work together as...

Ms. Ragey: As a team.

Commissioner Regehr: ...a team. For example, I heard something that was going on and I thought well what my role is? I think that it's not one person's fault because they heard something and heard it again and no one else heard it. That still means that it exists...

Ms. Ragey: Right.

Commissioner Regehr: ... and I guess that's my issue. Is that we should all bring what we have to the table and work together or I think that's what the press is like. If they reached out, I mean I go to City Council Members. Is it my fault that they might quote me because I'm the only one that's there? If I'm presenting myself to the community, I'm very clear who I have to identify myself now as; I think that's the part. If some people aren't as active and some people...

Ms. Ragey: Perfect. Yep, got it. Do you have something to say?

Chair Kralik: I really like what Daryl said and again, my sense is that in this instance there was sort of like a going around how the Commission should handle it? I want to build on what Patti just said. I happen to be a mental health hearing officer and thousands of people I've had in hearings. People who have incredible baselines and when I read the story in the paper, the first thing that I thought of as a mental health hearing officer was the victim who said I really didn't take it seriously, this person was not rational. I thought about that and I said to myself how would you comment in an educated way if you knew that that person was having a breakdown and you felt that that person was an esteemed member of the community; had a good job etc.; which a lot of people who have mental health breaks do. That could be the rest of the story but that was my viewpoint and I had a hard time when Jill distributed that please Commissioners respond email...

Commissioner Regehr: Can you explain? I don't know what that was.

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Chair Kralik: Yes, I mean I just got an email that said this person wants Commissioners to respond. I don't know if everybody...

Commissioner Regehr: What person?

Chair Kralik: The member of the press. I didn't respond to that because I didn't know all the facts and I felt bad for the victim but I do think that (crosstalk)...

Commissioner Regehr: Who was the victim here?

Chair Kralik: ... this knee jerk reaction of making a comment to the public, identifying you as a Commissioner looks bad on our part. It makes us look bad...

Commissioner Smith: So, can I...

Ms. Ragey: So...

Chair Kralik: ... and I think we have to, as a group, think about those communications and having protocol about who would communicate with the public.

Ms. Ragey: So, Valerie.

Commissioner Stinger: I think this is an important discussion, I think maybe we've circled around it. I was wondering, just to manage time, if we could go onto the Chair's remarks before we have our lunch break so that we would be set up to do the Work Plan development.

Ms. Ragey: What do you all think about that?

Commissioner Savage: Can we please go eat?

Commissioner Smith: I just want to say one last thing.

Ms. Ragey: Ok.

Commissioner Smith: Our primary responsibility of public discourse is to ourselves. We each are driven by a set of ethics and views which we've already been extremely clear on, that this is a diverse group with a lot of different things. I think a Commissioner has to move in good faith with what they believe is their repercussion in the long run? Well, the City might not bring them back, whatever. Let that be their repercussions because I'll be honest with you, I hate using Steven as an example...

Commissioner Lee: That's fine.

Commissioner Smith: ...so I'll use myself...

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Commissioner Lee: That's fine.

Commissioner Smith: ...as an example. Any time there's a newspaper report about a police thing, I get a phone call. Not because I'm a Commissioner...

Commissioner Regehr: Because why?

Commissioner Smith: ...because I'm a black Pastor. Every time we have a shooting at a Church, a Synagogue, and I do comment on those, I respond. If you're politically active in this community you are going to get a ping. I think it is responsible for us unless it's a specific Human Relation discussion like we discussed something about PAMP and the newspaper comes and says can you tell me about that? You shouldn't comment. I mean you should give that back because that's Commission business. If you're responding on something that's totally outside of what the Commission has talked about before, isn't on the agenda, we haven't discussed it here, you're responding as a private citizen. They're going to identify you by your role but I think at the end of the day each of us has to be cautious, govern ourselves, but we can't legislate what each says. Yes, ma'am?

Council Member Kou: So, I appreciate a lot of what you said and you have a big role so you're a Pastor. So, there are a lot of things that you do have to comment on in that role and people come to you for that just like I go to my Priest for a lot of things too. At the same time, I think there does need to be some exercise of discipline, you know its self-discipline of how much you say, whether to even address it. You spoke about working as a team so what you say and do, how does it reflect on the team? I think that's something that needs to be taken into consideration also. I just want to put forth that in the role, whether Council Member or Commissioner, even staff, there's a discipline that needs to be thought about also. I just want to put that out there.

Ms. Ragey: So, I would like to just, if I could because I think we'll keep talking about this for several more hours, with your permission, all of your permissions I would like to go ahead and actually have you take a break. When we come back have Gabe do your Chair's remarks and then we can plan for next year. Again, your meeting, if you want to continue the dialog that's fine. I'm just sort of being conscious of the time.

Commissioner Savage: I'm hungry.

2. Chair's Remarks and Work Plan Development

Chair Kralik: Let me just give my remarks because they're very short and what I wanted to say is just a couple things. I've already said them which is I'm competitive; I want to be relevant as a Commission. I also want to put forward in this meeting the priorities of everyone so that we can identify them. I look at other models of Commissions in the Human Relations area and they have their priorities and their goals for those priorities really set forth on their website. If you look at the Los Angeles's Human Relations Commission as an example, they identify their top eight to twelve priorities, depending on when you look. They identify why that priority exists and what the goals are for it. One of the things that I'd like us to work on is being open about our own priorities. I'll tell you mine, I hope that you'll tell us – everyone will participate in that because...

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Ms. Ragey: After the Chair's – after lunch.

Chair Kralik: After lunch. That's it.

Commissioner Regehr: When we say certain words, I would like some clarification. I don't when you say conservative, I don't have any idea what that means to you and I don't know when you say you're competitive. Does that mean...

Chair Kralik: Well...

Commissioner Regehr: I mean we can do that later but I'm just saying when we talk about our goals and stuff...

Chair Kralik: I didn't mention conservative in my opening remarks that was a different point.

Commissioner Regehr: No, no but I don't even know what that means to you.

Chair Kralik: Yes.

Ms. Ragey: So, could you explain what you mean by...

Chair Kralik: Ok.

Ms. Ragey: Go ahead.

Commissioner Regehr: But I'm (inaudible)(crosstalk)

Ms. Ragey: Gabe can he go ahead and finish his remarks?

Commissioner Regehr: Oh, Yes, Yes, Yes. I thought you were done, I'm sorry.

Commissioner Savage: He's done.

Chair Kralik: I'm done. I...

Ms. Ragey: Are you done?

Chair Kralik: Yes, I'm ready to eat.

Ms. Ragey: Alright.

Chair Kralik: Good.

Ms. Ragey: We're going to take a break and eat.

[The Commission took a break]

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Ms. Ragey: So, I just want to do a check in and ask if you would like to go ahead and move forward and to continue to work while you're having your lunch or we can take other 10-minutes and have you finish up your lunch and talk amongst yourselves? Those who would like to go ahead and let's move with discussion could you just raise your hand?

Commissioner Regehr: What?

Ms. van der Zwaag: Move forward or eat longer?

Ms. Ragey: Or eat longer...

Ms. van der Zwaag: Without...

Ms. Ragey: ...with no talking. Move forward? We're good? Yes, ok.

Chair Kralik: I gave the – just...

Ms. Ragey: No, no, no keep eating.

Commissioner Smith: Just joking.

Chair Kralik: 10-minutes maybe?

Ms. Ragey: Ok, how about 5-minutes? Let's compromise, I'll give you 5-minutes to enjoy your lunch and enjoy each other.

[The Commission continued with their break]

3. Continued Work Plan Development and Discussion on Process for Project Development and Implementation

Ms. Ragey: So, what I just handed out was last year's Work Plan and there's some color coding on it. If it's yellow, those are the things that are done, if it's blue they're in progress, and then there are the core responsibilities, HSRAP and CDBG, and then the liaison work as well. What you have is who did those roles last year, ok so I have a blank one. I'm going to go ahead and keep eating and I'm just going to go over a couple with you as we begin this conversation about what is the work that the Commission wants to take on in the upcoming year. I just want to provide some shared language about how to think about things. The framework for the work of the Commission, I talked with the Chair and the Vice Chair about and we want to offer this as a frame. Initiatives are those areas of need to address in the community consistent with the purpose of the Commission. So, if you look at the current Work Plan, in my mind those are like the gender identity, ethnicity and inclusive, gender equity, disability. Those are initiatives so we can all just read that those big topics are initiatives and then the projects are the concrete activities that you develop to address the issue. Again, if we look at the last year's Work Plan, it's what those projects are. Those are the tangible things that require you to do work and activity.

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Everybody clear on that? So, we're going to talk about in just a minute about initiatives. We're not going to dive into projects right away. We want to kind of tease out what are the issues, the initiatives you want to talk about.

Chair Kralik: Could I just...

Ms. Ragey: One other thing – yes, please.

Chair Kralik: ...interject one thing? In talking about initiatives I've seen other HRC groups list these initiatives but also after that list they describe the need and then they talk about goals. Then the projects address those goals; like the disabled community has a need of inclusion. Our goal would be to allow disabled to have access in an inclusive way to summer camps. A project might be sponsor persons that could help disabled persons go to the bathroom or something like that; like train or what have you. My thought in presenting initiatives was to be more robust about it but also to be clear when there's need to be clear about our goal and the projects or actions that we would take to reach that goal.

Ms. Ragey: Does that make sense to everybody? Again, we're just setting language clarity here. Questions about that. One other piece just to share and remind you of is at last year's retreat you all spent time identifying some criteria to consider when agreeing to new projects. This was just really meant as much as a screen as anything. It's not hard and fast but these are the things you agreed you should be thinking about as you're taking on projects. So, focusing on vulnerable populations in the City with City constituency broadly defined so, employees, citizens, youth and so forth. Second; that it's within your scope so your mission, your authority and so your jurisdiction. It needs to fall in all of that. That it's actionable, it's actually something that you can do something to make some progress on. So, that's just kind of a thought process frankly. Importantly, if it requires staff support, that the staff can take it on and that the Commission can partner with staff. So, just to be reasonable and recognizing that; I know for example Minka has twenty percent of her time to support the activities of the Commission. We just want to be super thoughtful about when we require staff's support and not everything needs to but just to make sure that you've got that in mind as you're coming up with lots of ideas. That it's proactive, that it calls out an emergency issue. I think was to sort of Gabe's comment this morning which is the relevance of the work that you choose to do. You are initiating activities which make a difference in individual lives and commit to City values. So, you're not sort of doing something that doesn't do that. You can seek partner and leverage partnerships and create lasting relationships. The conversation that we had this morning about the value of we can't do anything by ourselves and this whole notion of partnership is super important. If there are opportunities to create new partnerships, that's really exciting. It's a fight worth having given the required resources. Right so there's a lot of things that you can choose to do but is this something that we're fired up about? There's a Commission to champion the work and sufficient Commissioners to work on it. You can have a Committee of one, like if it's your thing and that's what you want to go do, excellent. If you come up with something and there's no energy in the room, either individually or collectively to do that thing, probably not a great idea because (inaudible). It's timely, innovative, cool; I'll let you define cool and can have a quick impact. It's an opportunity for you to build your skill sets. So not only are you doing good work but you're growing personally and professionally as well. These were the criteria that the team came up

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with last year to just be the filter as you're thinking about projects. Does this all sound familiar to those of you who were here last year? Ok, great. Then where I'd like to start this conversation is pasted around the current initiatives and projects and I just thought we could have a quick check in about where you are in any of these things? It appears that gender identity, there's recommendations the HRC and implementation but that's on-going. Is that true? I'm just checking.

Commissioner Stinger: I think those recommendations have gone to Policy and Services.

Commissioner Lee: I think that one...

Commissioner Stinger: Oh, I'm sorry.

Commissioner Lee: I think within gender equity...

Commissioner Stinger: Gender equity I mean, alright. Sorry I (crosstalk)

Commissioner Lee: ...this has sort of been subsumed...

Commissioner Stinger: Sorry, I was...

Commissioner Lee: ... in our LGBTQ Working Summit.

Commissioner Stinger: Yes, because that's how we implemented it.

Ms. Ragey: Ok, ok.

Commissioner Stinger: I would like to continue that to the coming year.

Ms. Ragey: So, there's still more work to be done.

Commissioner Smith: To clarify, you want to put gender equity and LGBTQ together? Merge the projects or do we want to say just focus on gender equity?

Commissioner Stinger: No, I made a mistake. I – the gender identity (inaudible)...

Commissioner Lee: The identity is included in...

Commissioner Stinger: And we're not finished.

Ms. Ragey: So I took off all the yellow things. You got those things done so those are done so these are just things left over. Is there any update on the engagement of the Asian Constituencies in Palo Alto?

Commissioner Smith: I totally flopped on that.

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Ms. Ragey: Ok.

Commissioner Stinger: I would like to do Welcoming America again this year.

Commissioner Smith: I definitely want to pick up the engagement and constituency again though.

Ms. Ragey: Ok.

Commissioner Lee: Alright and you want us to hold on these projects (crosstalk) (inaudible)?

Ms. Ragey: We're not voting, I'm just getting an update on yes, we still working on that or that's a thing or whatever.

Ms. van der Zwaag: On, this..

[many people started talking at once]

Ms. van der Zwaag: ... as we move forward.

Commissioner Regehr: So, I do have a question because I'm...

Ms. Ragey: Please, go ahead.

Commissioner Regehr: I don't even know what those are; Welcoming American.

Ms. Ragey: Oh, does somebody want to say what those things are?

Commissioner Stinger: Yes, I can talk about Welcoming America week it's a national initiative and locally it was created by the family Y. The family Y brought together the libraries, the school districts, the HRC, some other groups to put together some activities during the 3rd week in September. I think there were walks through the City and an art show. It was a reasonable start but it needs some adrenaline to it. They're starting up their planning process for this September in the last week in June and I would like to be part of that. I would like the Commission to be part of that so that it can be a more successful event this year.

Commissioner Lee: And would you say what Alfred mentioned during public comment was sort of related to that initiative?

Commissioner Stinger: Ok so then I would call that the welcome packet. So Welcoming America – let me back up I neglected the important part, what was the purpose of that. That was to recognize the value of different ethnic communities and their contributions to Palo Alto. The welcome packet, in contrast, was a packet more geared to newcomers to Palo Alto.

Commissioner Savage: Like what the Welcome Wagon use to be?

Commissioner Stinger: Yes, exactly.

Ms. van der Zwaag: I have hard copies of this welcome packet and they're also on the City's website. Not in the most convenient place but hopefully that will change.

Commissioner Smith: Are we going to include the African American community this time?

Ms. van der Zwaag: I remember your comments from last year.

Commissioner Smith: Thank you.

Ms. van der Zwaag: You're welcome, I have not forgotten. I was going to add to myself say it but you already said it so.

Commissioner Smith: Thank you so much.

Ms. Ragey: Yes?

Commissioner Regehr: Can we...

Commissioner Smith: I just wanted to make sure that we're still here.

Commissioner Regehr: I'm just trying to figure out the other one? Are we just listing them and then we're going to go back to them or?

Ms. Ragey: Yes, I'm just trying to get updates and then we'll come back and talk about them.

Commissioner Regehr: Ok.

Ms. Ragey: The gender equity, there was one community event held. Any other updates on the gender equity work?

Commissioner Lee: Our CEDAW initiative was just waiting for a meeting date at Policy and Services Committee

Ms. Ragey: Oh, it's the – sorry?

Commissioner Lee: It's waiting to be agendize on the Policy and Services Committee.

Ms. van der Zwaag: So, staff is taking a lead on getting that agendize. It didn't get agendize this...

Ms. Ragey: I didn't hear, it's the C...

Commissioner Lee: CEDAW.

Ms. van der Zwaag: C-E-D-A-W, it's an acronym. So that's being waited to be agendize at a 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. 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.

Council Committee so I'm in dialog with City leadership to get that agenda. It wasn't agenda before the end of the Council's year due to scheduling issues. Hopefully very early next fall, that's what I'm working towards.

Ms. Ragey: Ok, fantastic and then the disabled community research ADA plus standards. Is that...

Ms. van der Zwaag: That was a project from a former Commissioner and she brought it to one of our liaison groups, the Age-Friendly Committee. It didn't get off the ground. It was different – go ahead...

Commissioner Smith: No, no, finish.

Ms. van der Zwaag: No, Yes, so that Committee had a dialog about it but then she was no longer able to attend the meetings so that fell off their Work Plan.

Ms. Ragey: Ok. Yes?

Commissioner Smith: But isn't the Council doing a whole bunch of initiatives this year around that?

Ms. van der Zwaag: It was different than what she wanted to do but the ADA Transition Plan is going to Council probably sometime in the fall.

Commissioner Smith: Ok.

Ms. van der Zwaag: Yes.

Ms. Ragey: I want to stay very focused on the strategic focus, what we're now calling initiatives. Where there any others that aren't on...

Commissioner Smith: Community meetings.

Ms. Ragey: Community meetings?

Commissioner Smith: It's on the next page.

Ms. Ragey: Ok. So those were there the sort of issues areas that were the focus, right?

Commissioner Lee: So under gender equity, I think we have added working with the district and their RISE Taskforce on sexual assault so, that one's still ongoing. That was something that we sort of added mid-year.

Ms. Ragey: Ok. So, the next bucket of things, we're fostering – I'm sorry.

Commissioner Stinger: Question on gender equity?

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Ms. Ragey: Yes.

Commissioner Stinger: When that is scheduled to go to Policy and Services, are there any ramifications for our workload?

Ms. van der Zwaag: It could, that depends on the decision of Policy and Services. It could, at that point, decide to send it back to the HRC or it could decide whatever action plan would be a separate Committee. So it's going to go to Policy and Services and then it would go to Council and then you all wouldn't find out until then. You would be invited to the Policy and Services Committee and you can hear the tenor of that conversation before it goes to Council obviously.

Chair Kralik: I wonder if I could bring up something on disabilities.

Ms. Ragey: Yes.

Chair Kralik: So, at our last Commission meeting there was discussion very healthy about I guess a subgroup of the Council that was dealing with public comment through a particular date.

Commissioner Lee: The ADA Transition Plan?

Ms. van der Zwaag: No, that was a group of staff members who are charged with doing a project that will be reported to the Council.

Chair Kralik: Right.

Ms. van der Zwaag: So, it was the ADA Transition Plan which has a public survey that's open till the 28th.

Chair Kralik: Right and I think the point that Commissioner Lee was making is that as he attended some of those meetings, he didn't see a lot of attendance and that can happen. So, is that kind of thing that we would partner with...

Ms. van der Zwaag: Well that's what the email said I sent out 3-weeks ago to ask the Commission to partner with my office to try to get more survey response.

Chair Kralik: Right, right.

Ms. van der Zwaag: So, that was the opportunity to this Commission to help with that.

Commissioner Smith: And when do those surveys need to be in?

Ms. van der Zwaag: By the 28th.

Commissioner Smith: Ok, I'll send that out to a group of Pastors and Rabbis and some different things...

Ms. van der Zwaag: Right.

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Commissioner Smith: ... to see if we can't get you some responses.

Ms. van der Zwaag: So, I think the request by Commissioner Lee is his request was to have that actual plan come back to the HRC and my response as staff is that's not the direction I was given. I, as staff, I'm just the conduit here, that I would go back to the Public Works Department who will probably have to check in with Council who requested the report and I'm not sure it got I think it got a second. This is a request but if the direction from Council is no, we asked for that report, we asked staff to complete it, and we're expecting a report on it. The HRC may really want to hear about that report but the HRC does not have the authority to say you need or you have to come to us. You can make a request and my job as staff is, I will look into that request. You could be dissatisfied with the way the City handled the public outreach process and if the HRC wants to discuss that and then go to public comment when this is handled and make a statement that is within your right to do so. That you can agendaize but you can't compel a department to report to you or have you give input on a topic when their direction is to give that the report to the City Council. That was the point I was trying to make.

Commissioner Lee: Well and I apologize I haven't sent you the email yet but my recollection was that the request would be to extend an invitation to them to come and present to us. Not necessarily to stop or delay the process but if there's time, we would extend an invitation, they can deny – reject it but...

Ms. van der Zwaag: What I was unclear and I don't want to go into that here is what was the purpose of that extended? It was just to hear about the project or to give input in a certain way? So, I don't want to get into it here...

Commissioner Lee: Sure, Yes.

Ms. van der Zwaag: ... but that's the clarity that I was looking for.

Commissioner Lee: Yes, (inaudible), yep.

Commissioner Regehr: So, I'm trying to get clarity on the ADA survey community involvement and disabilities and what we do with all these people that spoke today in regards to the process of that in the past and going forward.

Ms. van der Zwaag: Right but what I'm saying is I, on my own, reached out to Public Works and said this is the way in which Mary and I, our operation, and the HRC can be assistance. They reached out to thirty organizations and my hope was through your efforts you would say -- it's not much value, I don't discount your input but the value isn't having the seven of your input...

Commissioner Smith: No.

Ms. van der Zwaag: ...and respond to the survey. The value is for you to get this survey out to hundreds of people in the community who can give the survey. That was what I was trying to convey in my email. That's the real value, that's the input. Now, if in the end when this goes to Council you don't think they did a good job, that's your opinion to have but I'm just being

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honest. They did a certain job, I'm trying to add value to it, if you don't like that then that's something that you can express at Council. We can't compel them to do it differently because you feel like they should have done it differently.

Commissioner Regehr: No, no, I'm not saying that at all.

Ms. Ragey: So, just let me try to clarify. You had a different question which is there are folks that came this morning and brought up some really important issues and how does that show up?

Ms. van der Zwaag: Right.

Commissioner Regehr: No, like...

Ms. Ragey: It has nothing to do with this.

Commissioner Regehr: No, I'm wondering if we...

Ms. van der Zwaag: You can forward that survey to them.

Commissioner Smith: (inaudible)(crosstalk)

Commissioner Regehr: That's what I'm wondering.

Ms. van der Zwaag: Please.

Commissioner Regehr: I wish I would have thought about that when they were here.

Ms. van der Zwaag: So, want I to see if you are on that survey because I think it went out before the end of March.

Commissioner Regehr: That's what I was saying, I wish I would...

Ms. van der Zwaag: I will – I can...

Ms. Ragey: Ok so she'll forward that email and you can...(crosstalk)

Commissioner Regehr: I don't know these people.

Ms. Ragey: Yes or...

Ms. van der Zwaag: No – right.

Ms. Ragey: You had something, Yes?

Commissioner Smith: How do I put this? I feel like the trains already left the station, the best thing that we can do to help the train down the track. We've got a community full of needs and you have already got people that are spending hundreds of hours developing that. I personally would say hey, let's help with the surveys and let's move on to some of these other challenges

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that we have in our community moving forward. That's just my take.

Commissioner Lee: Well, I think we're focused on initiatives right now.

Ms. Ragey: Right, yep.

Commissioner Regehr: Right.

Commissioner Lee: We're not talking about projects.

Ms. Ragey: We're not talking about projects.

Commissioner Regehr: We're talking about initiatives.

Commissioner Smith: Ok.

Ms. Ragey: So, that's where you are today and then there's fostering community conversations which is another set of (inaudible – cough) that you all do. There's the monitors School Board progress on the creation of human relations because it doesn't have a color coding on it, I don't know where this stand. I'm just asking a question which is...

Chair Kralik: Sure, its RISE (inaudible).

Ms. Ragey: ...still something that we're working on?

Commissioner Lee: Yes, the district is still working on it.

Commissioner Smith: They'll be working on that for decades.

Commissioner Lee: Yes, they are thinking about it.

Commissioner Smith: We should stay far, far away.

Ms. Ragey: Ok, so it's still doing something? Ok and then the other thing that you were working on that apparently got done was a format for community conversations programs that might relate to your work with a high-tech company, gender equity, and so forth. So, that got done? Is that correct?

Ms. van der Zwaag: Yes.

Ms. Ragey: Do you see where I am?

Ms. van der Zwaag: I see where you are. (crosstalk)

Ms. Ragey: On the end, up. Don't look at those, just look at your...

Ms. van der Zwaag: That is the format that Commissioner Smith and Commissioner Stinger came up for the community conversations. Yes.

Ms. Ragey: So, that's done right? You may have other community conversations but that part's done.

Commissioner Lee: Is there a way Stinger and Smith actually put on a community conversation but is there a way to put in writing what that format is? So that...

Commissioner Smith: Oh sure.

Commissioner Lee: ...other folks who are working on their own community conversation may know what the format is.

Commissioner Stinger: Yes, I (inaudible) I think I probably have it done (inaudible)(crosstalk)

Commissioner Lee: Because the idea initially was to do the structure but I think it morphed into actually planning the event, right?

Ms. Ragey: So, my purpose in going through this with all of you is just to let you know what has been. Now what I'm going to invite you to do is not projects but are there other initiatives? Other topics but before you raise your hand, what I'd like you to do...

Ms. van der Zwaag: That's what they're all here for.

Ms. Ragey: ...is take two – if you could take 2-minutes...

Commissioner Smith: I've been waiting for this for 4-hours.

Ms. Ragey: If you could take 2-minutes and write it down on some stickies just so that you've got it in front of you. So, these are to remind you what we're thinking about is areas of need to address in our community consistent with the purpose of the Commission. These are not the actions that you're going to take but similar to ethnicity, inclusion, and gender identity and so forth. What are the other initiatives that you personally feel the Commission or you want to take on behalf of the Commission?

Ms. van der Zwaag: So, use the stickies that are in front of them.

Ms. Ragey: Yes.

Commissioner Smith: Oh, so we have to write on these stickies?

Ms. Ragey: No.

Commissioner Smith: If we just write it...

Ms. Ragey: Just write it down, if I could just get you to write it down.

Commissioner Regehr: You want one piece for each item?

Ms. Ragey: These are notes for you; I'm not even going to collect, to be honest.

Commissioner Regehr: Oh, oh.

Ms. Ragey: It's just some people do better when they have a chance to think about it and other people – I'm just trying to make it democratic, that's all. I'm going to give you about 30-seconds. So, here's what we're going to do, we're just going to go around. I want you to be really fast, this is a brainstorm so don't go into a long explanation about what you mean. I just want to get the – if you think about it – name it. I just want you to name it and each person, just one and then we're going to go to the next person. I'll come back to you but just do one, ok? We are not making decisions. I just want to get them all out there and then we'll come back and have a conversation about the initiatives, about the topics you're interested in. So, Steven, I'm going to start with you. Just one.

Commissioner Lee: I'm going to say housing as it intersects with...

Commissioner Smith: That's one, more than one.

Commissioner Lee: Housing, yep.

Ms. Ragey: I – actually as it intersects with – you said something.

Commissioner Lee: With some of the other issues we deal with.

Ms. Ragey: Ok, great. Gabe.

Chair Kralik: Public health.

Ms. Ragey: Thanks. Daryl.

Commissioner Savage: They took both my issues.

Commissioner Smith: They're smart, they're smart.

Ms. Ragey: Pastor.

Commissioner Smith: Loneliness.

Vice Chair Qifeng: Senior community.

Ms. Ragey: Valerie.

Ms. Ragey: Complete census count 2020.

Ms. van der Zwaag: Thank you, Valerie. That was my idea.

Commissioner Smith: That's a good one.

Ms. Ragey: Patti.

Commissioner Regehr: Isolationist with inclusion.

Ms. van der Zwaag: Isolationists?

Commissioner Regehr: Isolation – I had it better but.

Ms. van der Zwaag: Oh ok.

Ms. Ragey: Isolation?

Chair Kralik: Slash inclusion.

Commissioner Regehr: Hyphen inclusion, not list but isolation...

Ms. Ragey: Ok.

Commissioner Regehr: ...slash inclusion.

Chair Kralik: Alright, good one, very nice.

Ms. Ragey: Do you want to keep going? Steven, do you have another one?

Commissioner Lee: Parks and recreational programming.

Ms. Ragey: Gabe.

Chair Kralik: Wellbeing of immigrant communities living in a sanctuary society.

Commissioner Savage: One word, please.

Commissioner Smith: That sounds like a doctoral dissertation.

Ms. Ragey: Ok.

Commissioner Savage: Public safety.

Commissioner Smith: Can we ask one quick question?

Ms. Ragey: Yes.

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Commissioner Smith: What element of public safety? That's very broad.

Commissioner Savage: I don't know.

Commissioner Smith: Ok.

Ms. Ragey: Ok. Pastor, do you have another?

Commissioner Smith: Community connecting activities that are not lectures or sitting down in a room listening to somebody talk. Something with kinetic movement, things like – yes.

Ms. Ragey: Qifeng.

Vice Chair Qifeng: I think the engagement of Asian constituents is already, there right?

Commissioner Smith: Yes, engaging Asians...

Ms. Ragey: Yes, so these are still...

Vice Chair Qifeng: It's still there, ok...

Commissioner Smith: We got two votes on that already.

Commissioner Regehr: Are you taking votes?

Commissioner Lee: No, no, no.

Ms. Ragey: No, no, no.

Commissioner Smith: No, no, no. It's a joke, it's a joke, I'm so sorry, it was a joke. It was a bad joke, I apologize.

Commissioner Stinger: A needs assessment identifying populations and the specific needs of the religious groups in our community and so a needs assessment.

Ms. van der Zwaag: That was my second thing, thank you, Valerie, I'm like...

Commissioner Smith: You all have a physic connection like you've worked together or something.

Chair Kralik: Just interesting with that one, I think that also falls within my public health issue so the same kind of thought process.

Ms. Ragey: So, you might do a needs assessment to figure out public health needs?

Chair Kralik: The public health needs, exactly.

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Ms. Ragey: That's like the ones – Yes, great, thank you. Patti.

Commissioner Regehr: I'm trying to figure out how to put this. I'm trying to think of goals for the City, with Council and one of them was climate. I think it's a human relations issue is the whole initiatives that they're ordinance they're coming across. How to get the community – well, like for example, straws. I've been getting calls from people saying they are disabled. I'm just trying to figure out how does the Human Relations help with ordinances that the City is going to be implementing and how to inform. I know that's a stretch but I think in the issue of safety, like preparedness and – because its...

Ms. Ragey: So, is that another one? Safety?

Commissioner Regehr: No, climate change – environment – I don't know how to put that but...

Commissioner Smith: Climate change impact on our community?

Commissioner Regehr: Yes, maybe.

Commissioner Smith: Like tangible -- like flooding, fires...

Commissioner Regehr: Flooding, fires.

Commissioner Smith: How do we deal with that? Mitigating climate change in the community.

Chair Kralik: Environment.

Commissioner Smith: Environment.

Commissioner Regehr: Yes.

Ms. Ragey: Steven.

Commissioner Lee: Homelessness.

Ms. Ragey: Separate from housing?

Commissioner Lee: They're related but Yes.

Commissioner Regehr: So, would you put vehicle under homelessness or housing? People living in their cars.

Commissioner Lee: It could go under both.

Commissioner Regehr: Ok.

Ms. Ragey: Gabe.

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Chair Kralik: This is kind of a footnote to the community conversations but I would like to involve our mediators as maybe table facilitators.

Commissioner Smith: I got a perfect conversation for them.

Ms. van der Zwaag: So there.

Commissioner Smith: Sorry, I got to comment.

Ms. Ragey: Great, thanks.

Commissioner Savage: I'm done.

Ms. Ragey: Pastor, do you have another?

Commissioner Smith: I'm good, they covered it all.

Ms. Ragey: Good.

Commissioner Stinger: Yes, HRC public promotion, visibility, sharing things we've learned.

Commissioner Lee: Like with other agencies?

Commissioner Smith: No with the public.

Commissioner Stinger: I was thinking of a website to...

Commissioner Lee: Oh, gotcha, ok.

Commissioner Stinger: ... to capture our learning series.

Commissioner Smith: I won't talk.

Ms. Ragey: Oh, I'm sorry, Patti.

Commissioner Regehr: Children.

Commissioner Lee: I have three left so do you just want me to do one? A community space assessment, like what sort of space do various agencies need.

Ms. Ragey: Do you mean like non-profits or?

Commissioner Lee: Yes in order to provide services for seniors or LGBTQ. What sorts of space needs are there already?

Ms. Ragey: Needs assessment.

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Commissioner Lee: So, that might fall under needs assessment but space.

Ms. Ragey: It could be a kind of need assessment.

Commissioner Lee: Yes.

Ms. Ragey: Ok, Gabe.

Chair Kralik: This might be added to loneliness but isolation or inclusion but we heard a lot about special needs today. It would be great just to put slash special needs to both of them even.

Ms. Ragey: Or is it its own category?

Commissioner Smith: I think it deserves its own category.

Chair Kralik: Sure.

Commissioner Regehr: Well, I think is but I think it isn't. I think it is part of the (inaudible) and children because the woman of the Magical Bridge. She was saying a lot of the things remember she was saying adults, seniors. A disability doesn't necessarily mean children.

Commissioner Smith: That's a good point.

Commissioner Lee: There's a lot of intersection between...

Commissioner Regehr: Intersection.

Ms. Ragey: Ok, now I will open it up. Steven you have two more, anybody else? Valerie, did you have another one?

Commissioner Stinger: No.

Ms. Ragey: I'm sorry.

Commissioner Savage: I'm not sure if this fits in but how about just an hour-long class for us on media training; how to talk to the press.

Commissioner Smith: We could make that 2-hour.

Commissioner Regehr: (inaudible)(crosstalk)

Commissioner Stinger: I don't want to leave here (inaudible)(crosstalk)

Ms. Ragey: Ok, Steven

Commissioner Lee: Mental health and then the other one is child care. That can either fall under

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gender equity or community engagement.

Commissioner Smith: I think mental health and loneliness is critical. There could get a nice intersectionality there.

Commissioner Lee: Child care was the other one in particular with regards to City and community meetings.

Chair Kralik: Mental health, I think also, is part of...

Commissioner Lee: Public health.

Chair Kralik: ... public health but I'm just going to mention the specific on public health too which is an issue that came up with kids. The vaping issue which is going crazy right now and I'll also mention marijuana because those two factors with mental health are really poignant right now.

Commissioner Lee: Well and the Youth Council did something on vaping where they did a study on it. That might be a nice collaboration with them.

Ms. Ragey: Let's see, Gabe did you have another?

Chair Kralik: No, I'm done.

Ms. Ragey: Daryl?

Commissioner Stinger: I'm going to come back; this might fall under tactic under something else but I'd like to put it as an initiative for right now. How do we increase the community's access to communication with City Council meetings, Commission meetings? Remote access.

Commissioner Smith: When you say remote, you're talking about the live stream?

Commissioner Stinger: Yes, like if I'm at home, how can I communicate...

Commissioner Regehr: Like Skype more than just watching...

Commissioner Smith: Oh, so it's like a zoom rule, can't they just Facebook live the meetings so people can ask questions?

Commissioner Lee: So, are you thinking about civic engagement or civic involvement?

Commissioner Stinger: I am.

Commissioner Regehr: Like people that are homebound.

Commissioner Lee: Ok, that's a broad category.

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Commissioner Regehr: They just can't come.

Commissioner Stinger: Or just don't have daycare or can't come to a meeting but really want to be heard.

Commissioner Smith: I saw somebody recommend that somewhere they said if we offer childcare at City events that would increase the attendance.

Commissioner Regehr: That's always been an ongoing problem...

Commissioner Lee: There's been in the news recently.

Commissioner Regehr: ...but it never happened.

Ms. Ragey: Are there any others?

Commissioner Regehr: I found my wording better for the isolation thing.

Ms. Ragey: Ok.

Commissioner Regehr: It was transforming isolation into inclusion was my point; my issue (inaudible) clarity.

Chair Kralik: It's still not as long as my idea.

Ms. Ragey: And it could include special needs or not.

Chair Kralik: It's seven or eight words.

Ms. Ragey: So, Gabe, I'm going to look to you to help me a little bit here. So, the idea here was that we're voting, this is not about voting. This is about sort of understanding what we all mean by these things; maybe it's back to the goals question. To what end; what about the issue that you want to address and I don't want to move to projects. Not what are you going to do about them but it's what's the issue that you want to lean into? Yes?

Commissioner Smith: I think about 25 percent to 30 percent of them fall into this idea of community or lack of community or lack of community connectedness in community, whether it's driven by age, special needs, general condition, and mental health. So, as I listened to everybody I was just trying to find the thread that sort of knitted some stuff together. So, I think that whole idea of community and how do we do that, I think is a core thing I'm hearing some places or a core theme I'm seeing.

Chair Kralik: It's a goal, right? We want to have...

Ms. van der Zwaag: Shall we make – take...

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Commissioner Smith: I'm just throwing it out to the group and seeing if anybody...

Chair Kralik: It's nice.

Ms. van der Zwaag: ... to see if we can get the twelve down to like less just by having a merging?

Commissioner Smith: Yes or just say what seems to be some underlying themes that we're seeing because I think if people recommend different things in that area. That means we're all getting input from different parts of the community. Maybe not in the same terminology but dealing with the same issue.

Commissioner Regehr: Right that's what I was saying, transforming isolation into inclusion. It includes a lot of those.

Commissioner Smith: Yes and I think that's a big goal. My wife works at Stanford and one of the big things they're doing over the next 5-years is they're trying to go from single dorms stays to communities. Because as they pinged, there population's loneliness is a big deal or isolation is a big deal. I have a friend that pastors a 6,000-member church and they surveyed the entire congregation on what do you want us to preach on and loneliness was the top one. So, I'm seeing if manifest, even in this conversation we heard it a couple different ways. I don't know what we're not doing as churches, schools, cities but there is some or even on special needs, there is this underlying disconnectedness and I think that might be something as an agency. I don't know what the answers are or which way to approach it but I just feel like that's something that's very tangible that people haven't really talked about or discussed in any profound way.

Ms. van der Zwaag: There's a city led commission that's called the Healthy Cities, Healthy Communities and that was their task. They're kind of reassessing how they work together their whole goal this year was on community connectedness. There are other conversations...

Commissioner Smith: Ok, good.

Ms. van der Zwaag: ... that are being had on that topic and realizing that that's a big need in the community and Stanford Health is at the table, PAMF and just different players are there.

Commissioner Smith: So, is that something we should do or should...

Ms. van der Zwaag: I think there's definitely a role for the HRC in this. Valerie attends those meetings and like I said that committee might be more morphing into something a little bit different. We don't know yet but I'm just saying yours would not be the only conversations on that community connectedness issue.

Ms. Ragey: So that might give you the way in when we talk about process for new ideas and stuff. There may be just like we need to know more about what everybody is (inaudible).

Chair Kralik: What I like about what the Pastor said is that he sees the word theme and theme in

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a sense is a goal. The idea of having a tapestry, a connected community and when you think about these initiatives, you can go down them and put check marks next to a lot of this. Probably maybe half of some of those there you talk about isolation to inclusion, wellbeing of immigrants, you can look – I don't know, maybe you want to go through the list and sort of identify your bucket of...

Commissioner Smith: Mental health, special needs – mental health, child care, community connections...

Ms. Ragey: Yes, I just want to make sure that those who raised the initiative that it's what they had in mind.

Commissioner Smith: Ok, I'm sorry.

Ms. Ragey: I think we are not...

Chair Kralik: That's a good point.

Commissioner Smith: That's a good point.

Ms. Ragey: ...putting these in saying oh, that must be what somebody meant. So, what I would love to do just quickly, again if we can use a few words and be sync, is to through each one of these and just have you articulate what is the goal. What are you trying to accomplish? So, if we take on housing, who had housing? Who had housing? Ok, so what's the goal? What is the thing you want the HRC to address around housing?

Commissioner Lee: Well, I think we hear from so many of the agencies that do so many great things in our community that housing is impacting not only their ability to attract and maintain staff but also it's having an impact on the folks that they serve. Whether it's seniors on modest incomes or homeless individuals, people with mental health issues. It seems to be intersecting with so many of the different other areas that we address as a Commission.

Ms. van der Zwaag: So, what would the goal of the HRC taking that on because I think everybody in the community could say housing is an issue? So, what specifically in there, other than awareness raising, I mean what would you like to be as the goal for that?

Commissioner Lee: I mean there are a couple things, I think the first is perhaps a conversation around how do we talk about an issue as contentious around housing? You know I hear from both yimby and nimby that the way that they interact with each other is not always polite or courtesy.

Commissioner Smith: I got a solution for that.

Commissioner Lee: Right? So, there's – in – and of that how do we have civil discussions...

Ms. van der Zwaag: I see a value added in; when you look at what the role of the HRC and what I was just trying to say. Looking at the role of the HRC with any of this, what is the special expertise that the HRC or the value added that the HRC can give to some really big topics?

Commissioner Lee: Yes so, I mean there's an element of facilitating those conversations, how do we have a dialog around it but also is there enough dialog around the lack of ownership or rental of housing? Are there particular groups in our community who do not have access to that particular opportunity or resource just bringing more light to that issue and I don't know. It's such a big issue.

Commissioner Smith: I think my tension with housing is understanding that everybody here is giving this Commission about 10 percent of their energy because they've got so much else going on in their life. That means we have this limited energy and impact and what my first year on the Commission taught me was you can go swim in a pool with everybody in it and have little to no effect. When you start dealing with things like LGBTQ or with Commissioner or with Supervisor Simitian or some of the more pointed things like the gender equity, where we were able to really amplify or impact by having a deeply profound strategic energy. Back to what I said earlier, our biggest asset is influence so if we're getting in a pool where we don't have influence, are we missing other opportunities to influence other dialogs in the community? So, I think housing is important but I really say if we're going to do it, what's going to be that laser focus that will have a really powerful resonance.

Commissioner Regehr: So, I was thinking about the isolation and inclusion around housing and around seniors and around children. I know we're not talking about projects...

Ms. Ragey: No.

Commissioner Regehr: ...but part of the housing could be part of the isolation and inclusion on how...

Commissioner Smith: That's a good point.

Commissioner Regehr: And that's all I wanted to say and I have ideas on what I want to (inaudible).

Commissioner Smith: I like that because we talk about us not being a community but I've never heard anybody say how does housing impact the feeling of feeling isolation? So, I think that's another big part of the conversation.

Ms. Ragey: I'm going to keep going so public health?

Chair Kralik: Ok so this came about, I was attending an Alzheimer's conference and one of the speakers was from outside the Bay Area County. He was a Public Health Officer and there was a discussion about cities that had public health offices and one of them was Berkeley. When I reflected on the HSRAP discussion when we were trying to broker how much money goes to, let's say mental health versus feeding, I didn't feel an expert in assessing that. I could have

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benefited from more expert organized advice. So, I asked Minka about this issue and she had a thought about how this might be addressed.

Ms. van der Zwaag: I thought that was just through the Need's Assessment?

Chair Kralik: That's right.

Ms. van der Zwaag: Right.

Ms. Ragey: So, the goal would be to do a Needs Assessment?

Chair Kralik: A public health Needs Assessment.

Ms. Ragey: Public health Needs Assessment.

Ms. van der Zwaag: Right which could be coupled with Valerie's which could be coupled with possibly another one that I've already talked to a colleague about and I just mentioned to Council Member Kou. A Human Services Needs Assessment in the community could meet many needs and why don't I just leave it that but Yes.

Chair Kralik: I mean for example there was one speaker that came to HSRAP and he's spoke to us before, he was a very elegant guy, he was in the mental health field, and he said I'm going to come back to you next time and talk to you about vamping. I'm having a lot of trouble with that.

Ms. van der Zwaag: Dr. Ray.

Chair Kralik: Dr.?

Ms. van der Zwaag: Ray.

Chair Kralik: Ray, Yes. Very elegant guy and said that's why I need those funds because I've got to address that. That has an impact on mental health, the youth are vamping and I can't control it and it's really impacting my practice. What I thought is, I mean I'm not asking us to be those experts but I asked Minka about it. I think that was the idea that I had which is to get the assessment done, to listen to it and perhaps to forward that to the Council for their views.

Ms. Ragey: Ok.

Chair Kralik: Simple as that.

Ms. Ragey: Great, thanks. Loneliness.

Commissioner Smith: So, I've been pastoring in Palo Alto for 6-years, served on this Commission, server a couple of Boards, and I'm still quite puzzled as to what the community is, wants, needs. Then I started with meeting with other people, like people on the School Board, people in City Council and what I've come to realize is that we have a very fragmented City

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because people move in, people move out, high housing, and there's a lot of different reasons. As I started really digging into it over the past couple of months, it kept the theme of people feeling lonely, people feeling isolated, people don't feel community. I feel like some people feel like a little bit of community around the school and maybe some ethnic activities but outside of that I just feel like there is this overwhelming sense of loneliness in the community not that the community is a bad community, it's just I think a lot of factors play into that and manifest in suicide rates, we see it manifest in the prescription of prescription drug abuse rates, we see it manifest in divorce. There are a lot of things that are underlying factors that we're seeing in our community and even in mental health too. There's a significant toll there so I really feel like there is something there. I don't know exactly what it is but I feel it's almost like you know how it's the iceberg. So, we're seeing a little bit at the top but there's something underneath there and I think I want to spend some time really exploring that. Loneliness might not be the right word; disconnectedness might be the word.

Commissioner Regehr: Well, that's why the isolation is...

Commissioner Smith: Yes, isolation.

Commissioner Regehr: ... I (inaudible)(crosstalk) special needs up next to it.

Commissioner Smith: Yes but...

Ms. Ragey: These three things.

Commissioner Smith: Yes but I feel like there's something there that I think we can start digging into that would be great for City Council, that would be great for Human Services, that would be great for a couple different bodies, and even we might find some interesting results. Like I said, loneliness is the word I have today; it might not be the word by the time we're done with it.

Ms. Ragey: Great, thanks. Talk a little bit about senior community, like what's the goal?

Vice Chair Qifeng: Sure. Well, you know we are facing an aging community, so in Palo Alto particularly, if you walk around almost everybody will see some seniors living by themselves. So, occasionally when my wife and I walk around on the street I run into quite a few seniors in their 80s, some in their 90s living by themselves. We talked about how can we help them? When we talk about, they are living in a wonderful house. Sometimes they have difficulty to get the mall. So, what's going on there? So, there's some disconnection. Do we have maybe a relative that lives by or do they know the neighbors well enough where they can get support? How can we figure out some solution to pull out this certain kind of support? One thing I have been obsessing about, I also discussed with Steven about that, for example, some educational program. So, if we can organize some kind of one talks education program and provide some speakers to share them how to live a good life with the best they have. Also, I have been doing literature research on the internet and I think when the public or it was you, Patti, you raised the Time Bank. So, the Time Bank basically, I think that started with (inaudible), then came to you (inaudible). So...

Commissioner Lee: Time Bank

Commissioner Savage: Time bank.

Vice Chair Qifeng: Time bank.

Ms. van der Zwaag: Time bank.

Commissioner Lee: Oh, time bank.

Vice Chair Qifeng: Time bank so basically what's the principle for the active retirees or whatever. For example, I'm approaching that zone so I feel once my son goes to college over the weekend; probably I can offer hours to drive around to help seniors. For example, go shopping; to do some interaction with other people, however, we don't need to get paid. The time bank in the beauty they can document how many hours you serve, right?

Ms. van der Zwaag: And they can bank you some cookies.

Vice Chair Qifeng: Exactly.

Commissioner Regehr: Right, right, right.

Vice Chair Qifeng: For later when I need the support and some other people will provide that support. It's a likely chance, (inaudible), so just service exchange. I was thinking about so if we can evaluate them down the possibly that would be wonderful. I – go ahead...

Ms. van der Zwaag: Just to let you know the Age-Friendly Committee and I think lead that for the City, that's the key Work Plan item that we're working on; social isolation for seniors. So, we have representatives from Avenidas, from the Y, from the JCC, from Sheridan's, low-income housing complex, but social isolation in seniors, emergency preparedness for seniors. Those are all on the Work Plan so I think that either can do what you'd like to do or it can work in collaboration for what the HRC sees that they might have a unique role on that. That's the major Work Plan item for that Committee...

Vice Chair Qifeng: Well great so...

Ms. van der Zwaag: ... and we're meeting on Monday.

Vice Chair Qifeng: Oh, nice, sharing that is very nice.

Commissioner Stinger: My concern about the time bank is that some of us are investing too late. I meant that as a joke.

Vice Chair Qifeng: Yes, Yes, I know (crosstalk) but since then, somebodies got to start (crosstalk). The goal is to benefit the late comers so basically...

Ms. van der Zwaag: Yes, we talked about zip code buddies, people designated in each block and training them to make sure that the seniors on their blocks are ok. That's to project-oriented but...

Ms. Ragey: So ultimately, it's about senior isolation...

Vice Chair Qifeng: Yes.

Ms. Ragey: ... and connecting and back to our connecting thing. Ok, thanks.

Vice Chair Qifeng: Also, providing them a service. For example, maybe you could pick up some food or maybe you provide them some service, right?

Ms. Ragey: Ok, great. Valerie, do you want to say what role would the HRC play in the consensus count?

Commissioner Stinger: I see two objectives here. One objective or let me think. In partnering with other agencies that communicate with – let me back up just a second. What is my goal? My goal is to overcome some of the resistance to a full count and I think we've all heard the issues of language, uncertainty about what it means. We all know the reasons that we might have an undercount and I think by working with some of the agencies that have direct contact with the undercounted populations, we might want to get a better count but to have a better connection with those ethnicities. Then be able to serve our other objective of outreach.

Ms. van der Zwaag: Can I add to that because I've been attending for a year now the Complete Count Committees for vulnerable populations and it's a group of all the cities in the county meeting together to see how we can make sure there's a complete count in our communities. Especially for vulnerable populations so there's going to be a Palo Alto complete count gathering to have the HRC represented there but to see the special role that the HRC, I'm not sure that we have specifically what it might be. I would love to see the HRC have a specific role in reaching out to vulnerable populations. So that's homeless, that's folks with language challenges, income challenges, just so that's my hope as staff in the work that I've done so far are the census.

Ms. Ragey: Great and I want to encourage us not to get to projects because we don't have a lot of time left...

Ms. van der Zwaag: Yes.

Ms. Ragey: ... so I'm going to keep moving on. (crosstalk)

Ms. van der Zwaag: Just wanted to say what the work that has been done so far.

Ms. Ragey: Awesome. That's really helpful to know what else is going on so that's great. I'm going to move us on to isolation inclusion. I know Patti; we talked a little bit about this. Do you want to add anything about what your goal is?

Commissioner Regehr: I have lots of projects involved in that that catches almost all of those so I don't really – I think my goal is to include people and to work on...

Ms. Ragey: It's big -- this is the goal, right? To – and sort of...

Commissioner Regehr: Inclusion more than isolation.

Ms. Ragey: Transform isolation to inclusion.

Commissioner Regehr: That's my goal...

Ms. Ragey: That is the goal.

Commissioner Regehr: ...and that covers most of all those.

Ms. Ragey: Fantastic, great. Steven, do you want to talk a little bit about parks and rec programming? What's the goal?

Commissioner Lee: I think the goal there is we have these amazing perks and recreational opportunities in our community and there are opportunities to make them even better by ensuring that they are even more inclusive than they already are. So, whether it's kids or adults with disabilities or we're ensuring that men and women, boys, and girls, enjoy in those programming equally. I heard through the grapevine that the Parks and Rec Commission is looking into that particular dimension of it; whether boys and girls are enjoying those programs equally; participating equally.

Ms. van der Zwaag: And there's been internal staff discussion on everything that you heard behind us today and that specifically has already been part of the key leadership of Community Services.

Commissioner Regehr: I guess the – for me, back to the goal of the goals also goes to Parks and Rec would be economic inclusion...

Ms. Ragey: Awe.

Commissioner Regehr: ...or...

Commissioner Lee: All forms of inclusion.

Commissioner Regehr: Well all forms of inclusions but...

Commissioner Lee: In particular, Yes.

Ms. Ragey: The wellbeing...

Commissioner Lee: Sorry, really just pointing to that thing in the first sentence that says making sure that group does not fully benefit from public opportunities or resources in the community

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and then it says government services. So, really looking at that...

Ms. Ragey: Really trying to make sure that that is addressed in parks.

Commissioner Lee: Yes, Yes.

Ms. Ragey: Wellbeing of immigrants living in sanctuary communities. Gabe, what's the goal there?

Chair Kralik: The goal is to identify and communicate resources and those resources would be around jobs, health care, food, and education. I'm influenced by the 60-minute program that talked about undocumented immigrants coming into the country. Then being bused from an initial staging area run by the Catholic Church to other Cities in the United States as they await perhaps an asylum or other things. I think it's interesting, I think from a perspective of being here, this is a sanctuary location. If I were in Florida, I would be a different person but I'm here and one of the things that I see a lot of is political identification of this is a Sanctuary City. What I want our group to do is simply identify and communicate the resources to the right people that interact with these undocumented immigrants. So, that they have a pamphlet or something that they can reach out to know how to help them with getting jobs, getting food, health care, and education. If I were an immigrant, undocumented, I wouldn't know where to begin. Can I go to school? Can I send my children into those schools? Where do I get my health care? My mental health needs etc. How do I get a job? What about food? I have no money. How am I going to get food and it could be connecting with local churches, the front-line workers. I think as a Human Relations group the goal would be to identify and communicate the resources that could be shared with those individuals. That's it, that's the whole goal.

Ms. Ragey: Ok, great. I'm going to keep us moving...

Commissioner Smith: Can I just...

Ms. Ragey: I'm really going to keep us moving. Daryl...

Commissioner Savage: Yes.

Ms. Ragey: ... you said public safety. So, what's the goal?

Commissioner Savage: Yes. Ok, I've been thinking about this.

Ms. Ragey: Great.

Commissioner Savage: Well the general umbrella goal is to have improved communications with the Palo Alto Police Department you know they have community outreach officers maybe learning what they found out and what they're up too. Crime trends or hate crimes going on and if so, where, when, how much? Just general information like that.

Ms. Ragey: So, two things – I just want to make sure we write two things. One is just the

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improved communications with the Police Department.

Commissioner Savage: Right well that's the goal and then under that some of these things.

Ms. Ragey: Hate crimes and...

Commissioner Savage: Right.

Ms. Ragey: ... that sorts of things. Needs assessment connects to public health.

Commissioner Stinger: That was me. Needs assessment I think was me and your public health.

Ms. Ragey: Yes.

Commissioner Stinger: That's different. The needs assessment, just so we can do a responsible job and an updated job on our HSRAP, CDBG, allocations or our policies at our allocations and also, setting our priorities for the subsequent years.

Ms. Ragey: Ok, so that's the goal is to do it so that you're being current and relevant with regard to CDBG and HSRAP? Climate changes the impact on the community, who...

Commissioner Regehr: That is mine.

Ms. Ragey: Yes and the goal?

Commissioner Regehr: Let me just read what I put. Is about getting people ready for mostly because I work with a lot of children and I was also at the Council meeting when a lot of people spoke about their concern about the straws and stuff. It's more like getting vulnerable, the elderly, sick people, they need support during good times but they also need it during back times. I think that we can't just all of a sudden just reach out when there's bad times. I think that goes back to the isolation and for example, one senior spoke up or somebody spoke up at the Council meeting saying well, we can't be recycling, we need help because we're old. We can't do these things that we need to do and just children saying that they feel very helpless. I know that's an impact, I think that we are having an impact with people just roaring and it is a human resource.

Ms. Ragey: That's great, thank you. Children?

Commissioner Regehr: That was me too. It's kind of goes along with a lot of those issues.

Ms. Ragey: The isolation and...

Commissioner Regehr: Homelessness, public health, and I mean it's just more of...

Ms. Ragey: With a lens on kids.

Commissioner Regehr: And the AD – I mean just many things.

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Ms. Ragey: Community space assessment?

Commissioner Lee: So, it's goes along with the Need's Assessment. You know we've been hearing from a lot of different agencies about their inability to find space whether it's for a youth mental health services branch for North County or an LGBTQ space or a senior space.

Commissioner Savage: Childcare.

Commissioner Lee: Childcare?

Commissioner Regehr: Childcare.

Commissioner Lee: Childcare too. So as the community is building and figuring out what these community spaces should be like helping inform some of those decisions based on what we're hearing from these vulnerable communities.

Commissioner Regehr: Would you also throw in kitchen?

Commissioner Lee: Yes so like one concrete example is we hear about the need for kitchens, commercial kitchen space. A lot of the agencies have trouble finding that and so it impacts their ability to feed seniors or you know. So, space issues as it intersects with...

Ms. Ragey: So, the goal is to inform the building that's going on and to provide that voice to be like wait – sort of collective.

Commissioner Lee: Yes. I mean the community is really talking about space generally speaking but just making sure that these communities have...

Ms. Ragey: That voice is really heard.

Commissioner Lee: Yes, Yes.

Ms. Ragey: I'm going to go to homelessness. Did somebody say homelessness? So, the goal?

Commissioner Lee: I mean I think the goal is to reduce it, get rid of it. I mean it intersects with housing, it sort of intersects with the community Needs Assessment...

Commissioner Regehr: Public Safety too.

Commissioner Lee: Public safety, public health.

Ms. Ragey: So, I'll go... Minka in my ear is saying what the HRC's unique role is in that because I know that the world is working on this right which is (inaudible). What's the HRC's unique...

Commissioner Lee: I mean maybe it's conducting studies or proposing...

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Commissioner Regehr: That's a project. They're asking...

Commissioner Lee: I don't have a specific thing in mind in terms of how we go about fixing it. I think maybe we just need to talk about it some more.

Commissioner Savage: What about just scheduling a visit to the Opportunity Center? See what they're doing; a status.

Commissioner Smith: That's a start.

Commissioner Lee: Yes.

Ms. Ragey: So, the goal is to become better informed?

Commissioner Lee: Better informed, yes.

Commissioner Regehr: Well I...

Commissioner Lee: Maybe we just put it under the Needs Assessment?

Commissioner Savage: Whatever you like.

Commissioner Regehr: Well, now this is projects. I thought we were – I don't think we're talking about...

Commissioner Lee: I think the goal is to –to make recommendations to what the city can do to tackle homelessness and part of that is doing the needs assessment, visiting the Opportunity Center.

Ms. Ragey: Doing some (inaudible)?

Commissioner Lee: Yes.

Ms. Ragey: Ok. Special needs, who had special needs?

Commissioner Lee: I think all of us did.

Commissioner Regehr: All of us did.

Ms. Ragey: Oh. I'm going to skip that for just now. Media training?

Commissioner Savage: Yes, well that's more just probably outside a regularly scheduled meeting of the HRC. Just an option class. I would find someone to do media training and whoever would like to attend, they attend.

Ms. Ragey: And the goal of that?

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Commissioner Savage: To be better at the media.

Ms. Ragey: To be better at it.

Commissioner Smith: There is a skill to that.

Ms. Ragey: Mental health?

Commissioner Lee: For me, I've just been hearing from – and this is anecdotal – hearing from folks that perhaps the issue had just lingered for the past couple of years. So maybe a resurgence or refreshment on that issue so that folks get the sense that it hasn't just languished.

Commissioner Smith: Is it just for specific age groups?

Ms. van der Zwaag: Yes, in the past the thought that HRC said maybe the angle that they could take would be adult mental health since Project Safety Net was doing a lot of youth mental health but I'm not saying that that's the thought now.

Commissioner Lee: I would say all age groups with maybe a special focus for adult mental health but also the aging population and the changing demographics of our City. In particular, Asian Americans and other ethnic minorities who may be unfamiliar with the issue of mental health or come with certain cultural or historical views on it that may make it difficult for them to access existing resources.

Ms. Ragey: So, it's really just raising the visibility and...

Commissioner Lee: Raising the visibility.

Ms. Ragey: ... the resources?

Commissioner Lee: Adapting it to the changing demographics of the community. Aging and changing demographics of the...

Chair Kralik: I think that's a very good observation. I see people in minority communities or traditional families that don't recognize mental health as something that should be addressed openly. There's a lot of family dynamics associated with people when they enter a mental hospital. Those patients are very vulnerable because what ends up happening is neglect, patients with Schizophrenia who are neglected for years, these things happen and it's being able to make those resources available. Maybe even to engage the communities that have those viewpoints through experts.

Ms. Ragey: All in effort raised visibility and to make it ok; like it's a health issue like every other health issue.

Chair Kralik: Right and there is a lot of work being done on that but I think it's more pronounced when you're in traditional, different background communities where those kinds of issues have

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really not talked about or even recognized.

Ms. Ragey: Childcare.

Commissioner Lee: So, there are a couple elements of that. The first is ensuring that as many people in our community can engage in the civic process ensuring that folks who maybe have kids can attend important City Council meetings or community meetings. There's an aspect of gender equity there in terms of ensuring that City employees who bear the primary childcare responsibilities are getting the childcare support that they need to do their jobs and advance their careers. Then there's also just a community need for it. Our community is so busy, we have long hours but there don't seem to be enough child care facilities that are accessible and affordable. So, there are multiple dimensions to child care, both internally in the City and sort of just in the community.

Ms. van der Zwaag: So, I'm head of the City's Child Care Committee.

Commissioner Lee: Oh, great.

Commissioner Regehr: Yes, that's good.

Commissioner Smith: Minka, you do every job in the City.

Ms. van der Zwaag: I know.

Commissioner Lee: Whatever the City has become a discussion on one aspect of childcare with regards to civic engagement and participation in local government.

Ms. Ragey: Ok and then Valerie, the communication with (inaudible – cough) and Commissions. What's the goal?

Commissioner Stinger: Ok, I want to go back to the HR visibility...

Ms. Ragey: Yes, Yes, Yes.

Commissioner Stinger: (crosstalk) I want to ensure that I have a chance to talk about the goal there. We just do a lot of learning series that are lost and I think we can capture them better for our reference and for the community's information. That will help without visibility and promotional our activities because that was my goal there. I know it wasn't my idea but the media training, I think another goal of that is to build our skill set and that's one example. There are other examples under building our skill set that we might want to consider; medication and different programs. With the question you asked me, civic engagement, my goal would be to answer the question I hear every organization asking how you get on the calendar. How do schedule meetings when people are so busy and have some constraints on attending meetings? I know when we built the libraries, we put in communications in each of the community rooms so that it could be a two-way dialog and I'd like to better capitalize on that. So, that we didn't always have to leave home or well, we are leaving home but maybe not always go down to

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Council Chambers to input our opinions and to be part of the process.

Commissioner Regehr: So, like the live stream on both ways?

Commissioner Stinger: Yes. It would be easier to have childcare.

Ms. Ragey: If I could I want to ask you about the current initiatives so the ethnicity and inclusion. Is there a specific thing that you're trying to get too with that? Is there a goal around that? I know there are projects but I'm just wondering what their goal was.

Commissioner Stinger: One of my goals would be is to see the needs of different ethnicities addressed in the community and also, I'd like to see more bridge into leadership positions and Commission – not assignment; appointments. I think we have a really good diverse Commission, we're really fortunate but that's not universal.

Commissioner Smith: I hear a lot of assumptions made about communities and I think actually literally hearing from those communities and getting what they really want instead of a lot of applied assumptions. I think it's more of like a cultural humility to even figure out what – I don't even know what we're talking about. I think we need to figure out what that is.

Ms. Ragey: And the gender identity? Just throwing this out to the group, right? Nobody said that this is a prior – Yes, Gabe?

Chair Kralik: Is that really the LGBTQ work that you're doing?

Commissioner Stinger: It is, it is.

Chair Kralik: Its part of it right? Yes so, I would just label that LGBTQ because that's an ongoing project.

Commissioner Savage: What is the gender – what was it? What's the next word?

Chair Kralik: Identity. Yes, it's part of it in a way.

Ms. Ragey: What's the goal?

Commissioner Stinger: To increase the visibility of that community in Palo Alto and to specifically satisfy some of our needs.

Commissioner Regehr: So, can I ask a question? Would that include the women that spoke that has a son that couldn't use the bathroom because he was identified as a male and he is a male but they wouldn't – I mean is that a gender identity issue?

Commissioner Smith: No, that's (inaudible)(crosstalk)

Chair Kralik: No, no, no, what's going on there is that he's too old (crosstalk)...

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Commissioner Regehr: No, no, I understand...

Chair Kralik: ... to enter the women's locker room.

Commissioner Regehr: ... I totally understand what's going on but I'm wondering where would that fall in?

Commissioner Stinger: I didn't see that; I didn't see that as a gender identity issue. I saw that more as a...

Commissioner Smith: Special needs.

Commissioner Lee: I saw it as...(crosstalk)

Chair Kralik: Special needs.

Commissioner Lee: ... parks and recs or a...

Ms. Ragey: Where there are special needs.

Commissioner Lee: ... or special needs or disabilities.

Commissioner Regehr: Ok, I just wanted to be clear.

Commissioner Stinger: That's where I saw it.

Ms. Ragey: And then gender equity, the purpose of that? The goal of that?

Chair Kralik: To redress the condition that exists, right? To fix it. In other words, to fix gender inequity.

Commissioner Lee: Yes.

Commissioner Smith: I think also this year we did a good job of reframing the discussion because sometimes I think, particular around issue of like gender equity, race, and ethnicity. These discussions have been going on for 20 -30-years and different generations experience them very differently. So, I think it was very helpful when Dr. Sterling was here to help to reframe and reengage and reignite the language to meet the modern context. Just because we use a word to describe it, doesn't mean that it matches what's currently going on in space.

Commissioner Stinger: I think I would like to add to that, current and local.

Commissioner Smith: That too.

Ms. Ragey: And then the disabilities goal, what are we trying to do?

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Commissioner Lee: My sense is that the goal would be to ensure that folks with disabilities have access to facilities and programs and other civic...

Commissioner Regehr: Engagement.

Commissioner Stinger: And some of the growth opportunities that we provide to other children. That they have equal access to growth and development.

Commissioner Regehr: Can I just say something that was that yours up there? I think just because something meets an ADA standard, doesn't mean that it's really addressing the issue.

Commissioner Lee: Yes, Yes.

Commissioner Regehr: I think that we can't just say well it's ADA so we're off the hook.

Ms. Ragey: Then I captured your goal, Valerie, for the HRC's promotion and the sharing opportunities so I've got that. The purpose to this was to clarify what you're driving towards so that as you move forward you've got clarity about what you're trying to accomplish in order to create the projects that you want. In discussion with leadership the goal today was not to prioritize these things or say yes to this and no to that. This was just to have a conversation and then use the last 30-minutes or so that we have to suggest a process by which you can move or work forward; again, whether you're doing it individually or collectively. Is that right Gabe?

Chair Kralik: Yes. I think one of the things that impresses me is that some of our initiatives can be accomplished based on what's entailed. The process may not require staff input, the process could be as simple as having a speaker come in and educate us. For example, on media, that's where that is and I thought you had a flow diagram...

Ms. Ragey: I do.

Chair Kralik: Maybe – I'm...

Ms. Ragey: Are we ready for that?

Chair Kralik: ... wrong about that? I think we're ready for that.

Ms. Ragey: Alright.

Ms. van der Zwaag: Do you want me to hand it out separately or not, Nancy?

Ms. Ragey: I can – you can hand it out if you want and I'll walk through it as you're handing it out. So, one...

Commissioner Regehr: Can I ask one clarification...

Ms. Ragey: Please.

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Commissioner Regehr: ... since its – is this the end all? If we don't say what we feel or we want to work on – is this it?

Ms. Ragey: No, no, that's what we're going to just talk...

Commissioner Regehr: So, I can relax?

Ms. Ragey: Yes, Yes. So, if you (inaudible) other, it's ok, not to worry. What we're going to introduce is a process by as new ideas come along, you have something else you want to work on, how can you work collectively to make sure that it makes sense, and that everybody has heard and has an opportunity. So, this was a suggestion of a workflow starting with there's an initiative, a project, a single issue with agenda items so that shows up right? Here's the thing I'm now thinking about and we're going to work on that. It seems that there are two ways that those kinds of things show up. It could be really complicated. If I look at your list, for example, ethnicity and inclusion, that's a pretty complicated topic. There are other things that are more straight forward so we want to do a media training. That seems pretty straight forward. So, if it is a complex topic, the idea would be when a topic shows up, the first thing we do is we have a presentation and a discussion. Just to being to socialize and understand what the issue is, issues are and have a discussion about well what do we want to do about that? What does the HRC what lean into? If it something more straight forward, you could decide we're going to have a presentation, you would take about it in a meeting at the same meeting, and you would make a decision and boom you're done. So, there are things like I guess sometimes you'll be asked to endorse something and it's pretty straight forward and it seems like the right thing to do. So, you don't need to do a whole lot more than just deal with it and move on. However, we are still on the complicated side of things, so we've now had a presentation and a discussion and one of two things can happen. If it's a single issue agenda item so we've now explored it, it's a single issue, it's an agenda item, we now understand it, and so the choice would be that you could discuss it and make a decision about what you want to do next. It is like now we understand it, it's a narrow band, and we can move pretty quickly on it. So these complicated things that are the projects and the initiatives, some of the things that we've talked about here, there's some project planning that needs to go on. You're going to implement some projects; you're going to report on the projects and as you're reporting on the project it is also possible that you would end up doing communications and policy proposals. The whole point of this is to just give you a frame if you will for figuring out, this thing has come to us, this idea, this issue has come to us, and how are we as a group going to manage it? As opposed to just sort of being confusing, at least that's what I was told, about kind of we don't have clear flow chart if you will if we're going to do any of this. I'm going to stop there. Gabe, do you want to add anything to this?

Chair Kralik: Well, Yes, I guess from my perspective, I think as leadership, both Qifeng and I wanted to be open to a lot of the ideas of this group. I think part of that openness is an understanding that we can be effective in taking on more issues if we classify them in a process diagram. Some of them are not complex, some of them are straight forward, and we can make that progress. I don't want to have a list of just four initiatives when we can accomplish ten. Especially when the other six are very straight forward, require a presentation, a discussion, a decision and even a report out action. That was my thought. Qifeng, I don't know do you want

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to...

Vice Chair Qifeng: I think you summarized it perfectly so we agree on that.

Commissioner Smith: I find this very refreshing. Great job.

Female: Me too.

Vice Chair Qifeng: I think you did a wonderful job, thank you.

Chair Kralik: Yes.

Commissioner Regehr: No, it's really good.

Commissioner Smith: Hey, hey, this is the first time I've ever heard this group silent.

Vice Chair Qifeng: (crosstalk)(inaudible).

Commissioner Regehr: Exactly, (inaudible) experience this.

Ms. Ragey: What questions do you have or what problems do you see with this kind of thing or where might it get stuck? Yes, Gabe?

Chair Kralik: I just wondered how you thought about public input because I think the word presentation to me is a focused presentation from someone. Our meeting with Supervisor Simitian had a presentation but it had nice public input too. There were a lot of people that showed a group. Would you put that in there I mean in both them I guess right?

Commissioner Smith: I think that's part of presentation and discussion...

Chair Kralik: Part of it?

Commissioner Smith: ...because it's part of the meeting process.

Chair Kralik: Sure.

Commissioner Smith: We always have public comment.

Chair Kralik: Alright.

Ms. Ragey: I would also suggest, based on what I heard you all talk about earlier, that actually that may also come here. So, in other words, if you are authentic about wanting public input on an ongoing basis and so forth it could be that you have public input or public – what do you guys call it?

Commissioner Regehr: Oral communications.

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Chair Kralik: Public forum?

Ms. Ragey: Forum, thank you, Yes.

Chair Kralik: Yes forum.

Ms. Ragey: Like oral communication, that would start here and then feed into this whole process.

Chair Kralik: Good.

Ms. Ragey: So, it could be here, absolutely here, it could be here, right? If it's a pretty straight forward sort of thing you're trying to do but you do want to invite the public to weigh in on something that's pretty straight forward, I think it could be there. I think as your project planning might be another place or discussion up there. I think anywhere it says discussion, I would encourage you to think about how do we allow and not just allow but invite public input and dialog. Yes?

Commissioner Lee: I guess my question is, for some of the complex projects I have been struggling with to what extent do we need to do the prep work in advance of say the first HRC meeting when we do presentation and discussion? How much prep work can we do? What sort of prep work do we need to be done? Do we do that first? Do we do that second? Is it going to be case by case specific?

Ms. van der Zwaag: It might be both.

Commissioner Lee: It might be both.

Ms. van der Zwaag: It might be both. How I envisioned this and to go back to the conversation we had Thursday night about the whole concept of a Colleague's Memo or something. How I visualized this one aspect is someone I think works well for the items there but I think it also works well for things that come up during agenda planning. Sometimes things come up and yes, at present, two Commissioners can suggest something. It gets on a subsequent agenda but then it feels, to some and sometimes feels to staff I'll be honest, it's a topic two people are interested and then either the person who wants it or staff is charged for getting speakers to talk about this or getting staff to respond to this, this, and this. In that context, how I saw this being helpful is maybe if you two have something you're passionate about. Maybe the first time we do talk about it, it's having someone from the outside or a City staff...

Commissioner Smith: That's good.

Ms. van der Zwaag: ... or all this research is done. Maybe the first conversation is a little bit like a Colleague's Memo. You two have this idea; you want it on the agenda, well maybe that first meeting you just spend a little bit of time saying this is why we want to talk about it. This is the angles that we'd like the Commission to consider, these are some of our ends goals, and then maybe the project initiative isn't the next word but maybe then at the end of it may be the vote is

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the next thing that we're going to do is look into these three things. Then maybe the next then the next...

Commissioner Regehr: Oh, that's good.

Ms. van der Zwaag: ... conversation is again a presentation and discussion on one of those next three things. I have struggled, to honest, as staff with agenda suggestion, discuss, decide, get someone here and I always felt like there was a step missing. When I saw this, I got reminded of the Colleague's Memo concept. It's like let's have a little more discussion on it. Let's feel like we're all invested in this beyond just two people and understand your passion, your passion, and your passion about it before deciding what to do next. So, that's only one aspect of it.

Commissioner Lee: So, is it sort of like what we did here with the initiatives? What is the topic, what is our goal, and why? Maybe we haven't identified how or what the specific project is.

Ms. van der Zwaag: Right.

Commissioner Lee: We discuss it as a Commission and then maybe we go back, do some more research, and then come back.

Ms. van der Zwaag: No and everybody may not feel good about this because you're a democracy and a majority vote but at least it doesn't go to topic, decision. There's this in-between step where everybody could be good. At least try to get to the level (crosstalk)...

Commissioner Smith: Community consensus.

Ms. van der Zwaag: ...of the people that want it on the agenda.

Commissioner Lee: I think that would be very helpful.

Ms. Ragey: This is (crosstalk), is exactly what she is describing so that there's this opportunity before anyone invests a ton of time and weed it out and getting the experts and all that stuff. To say wait, stop, can we just talk amongst ourselves? (crosstalk)

Ms. van der Zwaag: Sometimes timing won't allow for that so I acknowledge that but maybe there's also a decision by you, as Commissioners, to say that would be only the exception. That we don't rush to judgment, decision, or something.

Commissioner Smith: I really like this plan a lot because I know I haven't really felt it but I've heard the sentiments said in meetings that it felt like things were forced on the Board to address. I think this process gives the team the ability to chime in before we have staff and this. I think it will address the feeling of being high jacked. It could be a very important issue but I think if everybody doesn't even have a moment to comment on it before we have somebody sitting in front of us and you're at Thursday night and somebody is giving you an hour presentation about something that you had no idea you needed to know about. No matter how good it is, it's still like you've just high jacked this meeting. You know what I mean?

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Chair Kralik: Well, if you a swimming analogy, you can be in the shallow end for a little bit, you don't have to jump into the deep end right, away right?

Commissioner Smith: Perfect.

Chair Kralik: We're all learning. We're trying to understand these issues and I think that's why process flow is so important because it's inviting, it's open, it's not constricting, it's allowing for exploration.

Commissioner Lee: For me, my struggle is that I want to be very respectful of staff time because you all are so overworked. So, there are times when I want the Commission to discuss something that I have a thought on but I'm not sure if we want to actually make it a priority and ask for staff time. At the same time, I'm like well do we know enough about it to have it that initial conversation and so that's a struggle that I've had is before we spend staff time on it, how prepared do we need to be to have that initial discussion? It sounds like we're open...

Ms. Ragey: I don't know if this tries to get at that, to be like let's pause and just talk to each other about this before we tell staff to run off and do the thing or frankly, you spend your own time.

Commissioner Lee: So, I think if we're open to having that initial conversation before either Commissioners or staff spends any time on it or a lot of time on it. I think that would go a long way on some (inaudible).

Ms. Ragey: Ok, fantastic. Valerie and then...

Chair Kralik: Thank you.

Commissioner Stinger: Yes, can we just ask how we would – implement isn't the right word – actualize this? So, I have an idea for needs assessment, do I bring that up at gender planning for a subsequent meeting or – and say that I want some time on the agenda because if it's not on the agenda, I can't talk about it.

Ms. van der Zwaag: How I visualize this is you have something that you're really interested in and you really think the Commission should spend some time on it. You state your interest or you know another colleague on the HRC also has that interest. You state it and you say this is blah blah blah, I'd like to discuss that at a future agenda. Then the next discussion is if – to me, it just relieves so much of my stress thinking what's going to come up at agenda planning that is going to feel like such an urgency that in the next 2-months we need a discussion. It's like let's what you have to say. I – staff or leadership might have an assumption about where you are trying to go with that but let's hear what you have to say first. I mean what you want to accomplish and having people give input, you might end up wanting to do a little bit different based what your colleague's thing. It's kind of hits that pause button to say, bring us to speed, share your vision with us, hear other people's visions in regards to that, have them challenge it, have them agree with that, and then as a group what do you want to go forward? Maybe...

Commissioner Stinger: So, in December I could ask to be on the January agenda or...

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Ms. van der Zwaag: Right and it would feel very non-threatening.

Commissioner Stinger: Yes.

Ms. van der Zwaag: I don't use threatening in a bad way but it just feels like Yes, you all discussed that.

Ms. Ragey: It's an exploratory. Maybe the way to that is to say exploratory conversation.

Commissioner Stinger: Yes, I just wanted to know when to get it on...

Commissioner Regehr: Is that what you're saying? Would we be doing it when each Commissioner has time to talk?

Ms. van der Zwaag: No, this is agenda planning. If you're going to have a deep discussion on something, it has to be an agenda item. So, if she wants something explored, she would say at agenda planning I'd like to explore my thoughts a little bit with you on this topic at the next time. They'd still need to get a second.

Commissioner Smith: Amen.

Ms. van der Zwaag: Just because you're interested in something and no one else is...

Commissioner Smith: Thank you.

Ms. van der Zwaag: ... that doesn't mean it gets on the agenda. It still has to get a second.

Commissioner Regehr: I second it.

Commissioner Lee: I think to give the Commission a sense of where we are at. I think of it as like there's Type A, complex, or there's Type B, straight forward or Stage One, Two or Three. When we talk about putting something on the agenda, we could be like oh, I have a straight forward type category and I'm looking at Stage One, very initial conversation. Can we agendaize it for 2-months from now? So that we can give the Commission visibility into what stage are we asking the Commission to weigh in on and when are we asking them to do. I don't know, is that over thinking it?

Chair Kralik: Exactly, we've got to be open to people's ideas and I could be just misunderstanding but part of it is that these good ideas can be at a very basic stage. We should be very open to hearing about it. That's what Qifeng and I think. We think that we have tremendous resources here at this table, including staff, and we have to be able to have open discussions and not resist because we have a misunderstanding (crosstalk)...

Commissioner Lee: And having that common nomenclature.

Chair Kralik: ...about where that's going.

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Ms. van der Zwaag: Right.

Commissioner Lee: It can help us understand what we're asking.

Ms. van der Zwaag: But I think...

Ms. Ragey: So, I'm going to – please.

Ms. van der Zwaag: Oh, I did see you on the...

Commissioner Smith: Can I make one recommendation? That HRC meeting one be at the complex or straightforward stage because if you have the idea, the person presents, we talk as a group and then we decide whether it's complex or straight forward. You might say something and then you think it's straight forward but then you're getting a different perspective and it totally shifts the dimensionality of the whole thing. For example, I said loneliness which I think is a very straight forward thing but today we heard four or five different things that changed loneliness into this whole complex thing. So, maybe we get two people to agree, it's gets on the agenda, and we start having that basic discussion to see if this is even a complex or a simple process and go from there.

Ms. Ragey: Right, is that what you had in mind?

Commissioner Smith: Yes.

Ms. Ragey: Like there and then you decide it's this...(crosstalk)

Commissioner Smith: Yes, Yes, Yes, so whichever one, Yes.

Chair Kralik: Like it could cover both because for example, on the simple or straight forward...

Commissioner Smith: Oh Yes.

Chair Kralik: ... you're talking about media education. We've had that exploratory, sort of, in a way and we could just jump right in. Even inviting a presentation could end up with an exploratory conversation, right, as to next steps. Exactly.

Ms. Ragey: A lot of this is about new things coming at you which you haven't talked about at all. Suddenly, somebody has this really important thing, terrific, let's have a conversation about it before we kind of jump into decisions.

Ms. van der Zwaag: Just one last thing hopefully, from me. What was helpful that Valerie did last year and it's what was when she put the HRC's Work Plan and then put Quarter 1, 2, 3 and 4 I think because that is more helpful in having a Work Plan where you know when either you're going to address it or when it's going to come forward or when it should be accomplished. What I felt a little bit this year is that we had this Work Plan and then HRC agenda planning, it was

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like five things here and I'm thinking not that those aren't good things but you all haven't gotten to all of the things on your Work Plan. So, I just want the Commission to be cognizant, you're going to have exciting ideas that come up. Some of them are just exciting ideas that are pretty similar to what you have here. You're going to have ideas that are time sensitive or didn't occur to you or wasn't a need in the community that are going to come up but whatever you decide is your ongoing Work Plan. When we're having monthly agenda planning, I don't want at the end of the year that what you all accomplished were these things that came up every agenda and the Work Plan got forgotten. That's just an observation.

Commissioner Lee: I think the Work Plan could just be a bit more specific right? If we overlay the Work Plan maybe with this step as opposed to saying we're going to do this by Quarter 4. Maybe we say that first stage is key one, the next stage is key two...

Ms. van der Zwaag: A lot of your first agendas could be Stage One.

Chair Kralik: So, Work Plan is really projects, is that right or?

Commissioner Regehr: (inaudible)

Commissioner Lee: Well maybe you start with the issue and then as you go through that process you figure out what the project would be.

Ms. van der Zwaag: Yes, meeting number one may be, for the complex issues, maybe just be flushing out a little bit more of a general title like loneliness. Then you could all feel on the same page and then the projects and initiatives could come out of that. Now, what I don't want to happen is you spend the whole year just every agenda item working through having a grand discussion on each of these topics. Then by next July, you get to the projects and then you have all these other ideas. So, there are some nuances on how you all think you want to do that and my job and Mary's job as your staff liaison is just to help facilitate that. That's just an observation.

Commissioner Regehr: I'm going to get to my point but I think when I was applying for the Human Relations and it asked what your goals and stuff where. Part of my goal and I didn't really know was I just wanted to be a support team and do the projects that hadn't been finished. I think when I was coming on board, I didn't really know what had been finished so as a new person I think that would be helpful of – I mean is the next Commissioner gone? When is the next or when is the next?

Commissioner Lee: Next May.

Ms. van der Zwaag: What do you mean May?

Commissioner Regehr: Well, next May, so I was thinking part of the process of the questions that we put on this is what we're working on, how would you add to it? Maybe when the City Council Members are asking how would you add onto this? So as a new person coming on, we're not reinventing the wheels, we're kind of – you know what I mean? I know what I need to work on and also what my goals are but I don't want to come in and just toot my own horn but, in some ways, that's what you feel like you're doing when you're interviewing. I also wanted to
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help with the process but if I don't know what the projects are and I'm thinking that if we just redo the questions on the new Commissioner...

Ms. Ragey: You're talking about as new Commissioners come on?

Commissioner Regehr: Yes so like for May, if we think of what our goals are this year, what we're working on and figure out from May on what the new Commissioners are going to be taking – helping. It would...

Ms. Ragey: So, you got continuity...

Commissioner Regehr: Continuity.

Ms. Ragey: ...as opposed to now we've got a new Commissioner (crosstalk). We're going to go this way. (crosstalk)

Commissioner Regehr: Right, right. Yes, that's all I'm saying is I think that would help the flow.

Ms. Ragey: So, that's on the process. Gabe, you had your hand up.

Chair Kralik: Well, I just wanted to talk a little bit about Minka's comment and be very brief. When I interact with people and I say that I'm on this Commission and they say what kind of stuff are you doing? I think the Work Plan is a great thing to have for us internally as a document, as a guidepost, but I do think there's something to be said for sort of the public sphere; the website issue; identifying initiatives and goals. That was one of the items but that makes it a lot easier the question, what kind of stuff is you doing? It gives you an idea and I think Patti, you mentioned to me does your website tell people what it is you're working on? So, what kind of stuff are you doing and we should answer that question for the public. So, that's a good idea.

Ms. Ragey: So, if you put the Work Plan up their people can go like oh, ok.

Chair Kralik: It might not be the Work Plan; it would just be like a statement of initiatives and goals. Something...

Commissioner Smith: It would describe like LA.

Chair Kralik: Yes, kind of, if you look at LA you'll see what they do. Sometimes they have two goals under each initiative but I mean they identify the need and kind of what we did as an exercise here, right?

Commissioner Regehr: (inaudible)(crosstalk)

Commissioner Smith: So, where's the next opportunity for us because we got 21-minutes -- I mean 18, 18 I'm sorry, 18-minutes left, where is the time and place that we come up with that list? I think we got a lot of good starts but I think to your point where's the place that we make

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that list? I'm willing to say I think we do an impromptu meeting sometime in July or something where we say --- staff is going to kill me for this. Even if we meet at City Hall on a Saturday or something and spend 2-hours and just hammer out the final list before we dive into the year. I think that would be helpful.

Chair Kralik: Yes, I think diving into it is tough. Also, I think there's some kind of upcoming connection with City Council, right?

Commissioner Smith: September.

Ms. van der Zwaag: Yes.

Commissioner Smith: I say in September though.

Ms. van der Zwaag: A study session, Yes.

Chair Kralik: Yes and I'd look at it as a prep for that by saying here's the kind of stuff we're thinking of working on because it's a way in which we communicate directly with Council that says this is the stuff we're thinking about; initiatives; goals and maybe even Work Plan.

Commissioner Savage: Is there a date?

Ms. van der Zwaag: There's no date yet, I'm waiting for a date from the Clerk's Office.

Ms. Ragey: So, this is brilliant, thank you for this because I do want to move us to next steps.

Commissioner Smith: I know.

Ms. Ragey: A+.

Commissioner Smith: I told you (inaudible)(crosstalk)

Ms. Ragey: So, I just want to play back that generally, this feels right. I may add an extra box that says initial exploratory conversation or something like that. Then you're good to go on this. It's going to take some work; I don't want to kid you. It looks really pretty on paper and the implementation can be challenging but at least now you've got a shared understanding of how we're going to move things through right? I will do my best to add a little box, we'll see if my graphics skills are wanting help so we'll do that. I want to move you onto sort of next steps and agreements and that sort of thing if I can. What I just heard is that you would like to have some sort of convening in July to take the work that we did today, the identification of the initiatives and some preliminary goals, and sort of flush those out. Maybe make some decisions about what you're actually going to take on. I would also imagine part of that is who's going to do it, right? So, what I'll commit to is I'll get your notes out to you, you can take a look at it, and I'll leave boxes for you to say I wish to lead that thing or I wish to support that thing. It is actually on this document that I gave you. You identify that I want to lead that thing or I want to support that thing. So, you can do that and come with that already done and then once you've got some

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clarity on that, it feels like you could talk about projects and stuff.

Chair Kralik: Timelines.

Commissioner Regehr: But Minka, you're going to be gone most of July.

Ms. van der Zwaag: Right, the vote was to have a regular July meeting so it will be...

Commissioner Smith: What day?

Ms. van der Zwaag: The second Thursday in July, whatever that is.

Commissioner Smith: You know I'm not, here right?

Ms. van der Zwaag: Yes, I...

Commissioner Smith: Oh, no, no, no, actually I leave on the 12th. I can make that one.

Ms. van der Zwaag: Ok so our Director, my Supervisor Kristen O'Kane and Mary will be at that meeting.

Commissioner Smith: So maybe we can use that meeting to be...

Ms. van der Zwaag: You can...

Commissioner Smith: Can we just make the agenda...

Ms. van der Zwaag: That's up to you all.

Commissioner Smith: ... item? Item, one, singular, to finish this work? I think if we start adding more onto the agenda it will confuse the matter maybe?

Commissioner Regehr: But also, we have an on the agenda question...(crosstalk)

Ms. Ragey: (inaudible)

[many people started talking at once]

Chair Kralik: Absolutely.

Ms. van der Zwaag: There's a whole list of things.

Commissioner Regehr: But we had a whole – so...

Ms. Ragey: Awe, but there's already a list?

Chair Kralik: Well, we'll work on it. I mean I think it's important to have a good session. I don't

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know does it need to be facilitated? Probably a little bit, doesn't it?

Commissioner Smith: You're our Chair.

Ms. van der Zwaag: That's up to you all.

Commissioner Smith: You have to do it. I'm glad I said (inaudible).

Vice Chair Qifeng: (inaudible)

Commissioner Lee: You could get sick and it would be Qifeng's problem.

Ms. van der Zwaag: If you wanted it facilitated, I'd have to see if we have the resources...

Chair Kralik: Sure, let's ask.

Ms. van der Zwaag: ...and ask if (crosstalk) (inaudible) the capability to come back.

Chair Kralik: Yes, well let's ask about that.

Ms. Ragey: There's a huge assumption in there that they want me back.

[many people started talking at once]

Chair Kralik: We've gained ground today.

Commissioner Smith: It's worth its weight in gold. That right there is worth its weight in gold.

Ms. Ragey: Is it – remind – say the date again?

Commissioner Smith: 11th.

Council Member Kou: 11th.

Ms. Constantino: I think it's the 11th.

Chair Kralik: I thought it was the 13th but maybe I'm wrong.

Commissioner Smith: 13th's a Saturday.

Chair Kralik: This month so it's the 11th.

Ms. Ragey: So, the 11th? Are we sure?

Commissioner Lee: 11th.

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Ms. Ragey: I'll just show up in your notes. (crosstalk)

Ms. van der Zwaag: 11th.

Ms. Ragey: Ok so my commitment to you is that I'll make sense out of all these chart pages and you'll set the table that looks like this. Your task is to figure out which of the things you want to lead or support. Also, on this list, there are the liaison work assignments and the core responsibilities so that will also just be on the list. So, you can come with, here's what I want to do and then you can talk amongst yourselves.

Chair Kralik: I'd like to differ to staff on the liaisons because last year there was some kind of a process. Mary, do you have the liaison process?

Ms. van der Zwaag: We had the...

Commissioner Stinger: I did that. Looking at new and old...

Chair Kralik: No, recent – reinvented, it was lovely or maybe...

Ms. van der Zwaag: No, what we did is we hand these out.

Chair Kralik: Circulated.

Ms. van der Zwaag: People can put their names and then if there was multiple then there was a decision-making process by leadership on how to best honor people's choices. So, maybe what would be helpful on here because some of you might be interested in several things but if you say this I really, really what I want to do or if you need someone on that one, I have an interest in it. I think leadership wouldn't want to put someone as the liaison to Senior and Dementia Friendly when they said I'll do it as a service and there's another person who really wanted to do it. So, I think in that decision-making process I think that would be helpful.

Chair Kralik: Is there any objection to doing that now? I mean we could just hand it in or is it something we need...

Commissioner Regehr: Well, no because we haven't heard about our projects so I would object.

Commissioner Stinger: We are talking about liaisons.

Chair Kralik: We're talking about liaisons.

Vice Chair Qifeng: Liaisons, not the projects.

Commissioner Regehr: Well...

Chair Kralik: What groups you would like -- you feel an infinity too.

Commissioner Smith: They're very different from projects.

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Commissioner Lee: But if we're working on a particular project, it may make sense to be a liaison to that specific group.

Commissioner Regehr: That's the

Commissioner Smith: I guess I see what you're saying. So, if your project is public safety...

Commissioner Lee: Public safety.

Commissioner Smith: ... it would make sense that you are the liaison with the PAPD. It would remove a layer of confusion.

Commissioner Regehr: Right.

Commissioner Lee: I mean maybe if folks can come up with their tentative plan and then as we flush this out at the meeting, these things may change.

Chair Kralik: Sure. No, it doesn't have to be written in stone.

Commissioner Lee: Yes.

Ms. van der Zwaag: So, would you like me to hand that out...(crosstalk)

Chair Kralik: Get initial input, Yes.

Ms. van der Zwaag: Ok.

Commissioner Regehr: Before...

Ms. van der Zwaag: I can say what they all are...

Commissioner Regehr: Ok.

Ms. van der Zwaag: ... because some of you all may not know that.

Commissioner Regehr: Because I was wondering at the meeting that we had on Thursday, I was asking Councilwomen if she could talk about what she thinks our role is for housing. Remember I was asking about vehicular...

Commissioner Lee: RV?

Commissioner Regehr: Oh, the vehicular – the housing...

Ms. van der Zwaag: Right?

Commissioner Regehr: ... and so I'm thinking that if she thought that that was a role that we should have or whatever you had thought of, some thoughts then...

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Ms. van der Zwaag: I think.

Commissioner Regehr: ...are we doing Council Members too right now?

Ms. van der Zwaag: I just want to address what I think you're saying. So, Council Member Kou and Council Member DuBois are your liaisons. Also, when you have your joint study session with Council, they're going to give you their feedback. The work of this Commission to actually start working on something is when you are actually authorized or the Council votes on you to do something. So, Council Member Kou might have a hundred things she'd love for you all to do but it's when the Council votes on something and directs a project to the HRC. That's when you start working on it. So, she is the conduit for information during the meetings from the Council but what you won't find her or Council Member DuBois do is I want you to work on this. That's not her role and that's a role Council Members play on Commissions. It's when the Council votes to have someone do so; she's just a conduit of information. Did I say that right?

Council Member Kou: You did so basically the whole Council has to vote on and approve if there's direction to HRC to do something. I can't as liaison; I can't come and give you instructions on what to do unless I'm relying...

Ms. van der Zwaag: Right.

Council Member Kou: ...a Council directive. Did I...

Commissioner Smith: That makes perfect sense.

Vice Chair Qifeng: Yes, very good.

Ms. van der Zwaag: Yes. So, let me just quickly, Palo Alto Police Department so historically there's been a liaison to the Police Department that meets with them once or twice a year to say hey, what's going on in the Police Department? Is there anything you'd like the HRC's input on? Anything you'd like me to pass on or what are big issues that are happening in the community or the department through the lens of the Police Department?

Commissioner Smith: I did that last year. I think I met with them five times though.

Ms. van der Zwaag: Ok, well more than two times. Yes, I leave this to you all. Avenidas...

Vice Chair Qifeng: Quick question? I mean for the Council Members I think we need to have the new (inaudible)(crosstalk)

Ms. van der Zwaag: Ok, Yes, that's only from last year. That's not even here...

Vice Chair Qifeng: Oh, ok.

Ms. van der Zwaag: ...so we'll ask for that another time but that's a very good point. I appreciate that. Avenidas is the largest senior service provider in the community. They are our senior center, the City gives over a half a million dollars to support the services that they provide for

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seniors and seniors are the largest growing demographic in the community. We thought it would be important for the HRC to have a liaison to that group. Project Safety Net, youth suicide prevention and youth well-being task force and that was also a major issue that the HRC has historically been involved with. Palo Alto Mediation Program, we talked about that other. Healthy Cities, that's what I talked about, Healthy Cities, Healthy Communities.

Commissioner Smith: Steven, you should do that one.

Ms. van der Zwaag: They are working on social connectedness in the community. We'll have to see whoever signs up for that would have to be willing to maybe live through a reiteration of what that group looks like if it continues in its present form. Senior and Dementia Friendly, that's a group of service providers that get together on a monthly basis to work out projects and initiatives to make Palo Alto more senior friendly. That's actually a World Health Organization designation to be senior friendly so it means being friendly to older adults on a whole spectrum of issues.

Council Member Kou: Can I ask a question? La Comida it's a program that does healthy meals for low-income seniors and it's supported by the county. Its \$3 for every senior and they don't specify that you have to pay and the whole idea is to draw out seniors. So, it fits into your isolation and loneliness category. I don't know...

Ms. van der Zwaag: I think they visited...

Commissioner Smith: I visited them last year.

Ms. van der Zwaag: ...they're a HSRAP grantee so then they're visited on an annual basis as a HSRAP grantee.

Council Member Kou: Ok.

Ms. van der Zwaag: So, they are covered with the 16 organizations through HSRAP and that they are covered under that one. So, I feel a little funny if we had a special liaison to one HSRAP...

Council Member Kou: To one – ok.

Ms. van der Zwaag: ...and not the others but they are visited minimally at least annually by one or more of the Commissioners.

Commissioner Lee: I was going to ask...

Commissioner Smith: That's the one at Stevenson House, right?

Council Member Kou: Now it's at Stevenson but they also opened up a second location over at the Masonic Temple in downtown.

Commissioner Smith: I visited them at Stevenson last year.

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Council Member Kou: Oh, ok.

Commissioner Lee: I was going to ask, has the Commission ever had liaisons to all of the HSRAP or CDBG agencies?

Commissioner Smith: Oh, let's not do that.

Commissioner Lee: I know every year we, first of all, visit them (crosstalk) but like...

Ms. van der Zwaag: Well you can talk to them when you visit them (crosstalk) but that's 16 agencies, that's (crosstalk)

Commissioner Lee: No, I mean if we divided them up by (crosstalk) by.

[many people started talking at once]

Chair Kralik: That's not you Steve.

Commissioner Lee: Oh, ok.

[many people were talking at once]

Ms. van der Zwaag: Put your name on this when you turn it in please or just put your name next to (crosstalk)

Ms. Ragey: So, before we have a complete meltdown and many side conversations, I want to say I think we're asking you to do this before you leave today. If you're not comfortable doing that if you need to have a conversation with Minka, fine. Don't worry about it; you can do it some other time.

Commissioner Regehr: I just have a question on how did we pick these?

Ms. Ragey: So, I would like to suggest that maybe you have that offline conversation with leadership.

Commissioner Regehr: But do we have to be (inaudible)(crosstalk)

[many people were talking at once]

Ms. van der Zwaag: You don't have to do this.

Commissioner Regehr: No, I'm not saying do we have to do this, I'm just saying why are we limiting it to these?

Ms. Ragey: So, what I'd like to suggest is that we have an offline conversation about that because I'm mindful of time and I think it's an important question.

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Commissioner Regehr: Because I (inaudible)

Ms. Ragey: It probably could take a while to dig into that.

Ms. van der Zwaag: Can we just give...

Ms. Ragey: So, again, I just want to reiterate what's going to happen. I'm going to type up your notes. I do want to point out that there were a number of action items and agreements. Those will be at the very top of the notes so you can pay attention to those. There are things like always regularly invite members of the public ahead of this meeting, design a robust process for getting public input, get the HRC on Next Door, clarify your authority related to decisions that you're making; for example, mediation. Clarify the role of the liaison, that's something that you'll want to agendaize I suspect. Then ensure that you have open transparent communication and that we're just talking to each other and there are no side conversations and emails and all of that and that we just agree that there be open and communicative with each other. Those were just things that I captured as you were going along, notes will come out, they will hopefully make sense, you're going to hand this in, and your next step is on June 11th to do a deeper dive...

Commissioner Smith: July.

Ms. Ragey: ...to prioritize the things that you're going to do and begin to think about projects. You adopted a workflow, A+, and with that, I just want to say thank you very much. I know it was a really full day but appreciate it.

Commissioner Lee: Can you share this document in case we want to play around it?

Chair Kralik: I don't have it. I think...

Commissioner Lee: Would you share a digital copy of this in case we tweak it a bit or ...

Ms. Ragey: Of course, happily.

Commissioner Lee: ...try to insert, I don't know.

Ms. Ragey: Yes.

Commissioner Lee: Thank you.

Ms. Ragey: No problem.

V. ADJOURNMENT

Meeting adjourned at 3:00 p.m.