



**City of Richmond
Human Rights
& Human Relations Commission
Meeting Minutes (Includes 11-page Addendum)**

**Monday, July 23, 2012 at 6:30 p.m.
City Council Chamber, Community Building, 1st Floor
440 Civic Center Plaza, Richmond CA 94804**

CALL TO ORDER

The Regular Meeting of the Human Rights & Human Relations Commission was called to order at approximately 6:40 p.m. by Chairperson Feyer.

ROLL CALL

Present: Chairperson Feyer, Vice-Chairperson Brown, Commissioners Burrus-Wright, Cummings, Harris, Sullivan, (and Commissioner Saunders arrived after roll call.)

Absent: Commissioner Gonzalez and Pareja

Guests Present: Contra Costa County Sheriff's Department: Assistant Sheriff Donny Gordon, Captain Mark Williams, and Lieutenant John Moreland; Richmond Police Department (RPD): Captain Anthony Williams, Captain Mark Gagan and Lieutenant Chuck Whitney; Interim Director of Project CeaseFire Lifelines to Healing, Pastor Henry Washington; Terrance Cheung, of Supervisor John Gioia's Office; Dr. Alvin Bernstine, Pastor of Bethlehem Missionary Baptist Church; Tom Kensok, Contra Costa County Senior Deputy District Attorney; Tracy Reed, Contra Costa Health Department

AGENDA REVIEW

Chairperson Vivien Feyer moved Commissioners and Chairpersons reports to the end of meeting.

APPROVAL OF MINUTES

No action.

OPEN FORUM #1

No public comments at this time.

CITY COUNCIL LIAISON REPORT

Councilperson Jovanka Beckles reported that there was one item at the last City Council meeting to address the issue of free speech—an item brought forth by Councilmember Boozé. After a lengthy, heated discussion, this agenda item/issue was then sent back to the City Attorney to come back with a report on it as it pertains to the public as well as Councilmembers. At tomorrow's City Council meeting, that item will be brought forth with the City Attorney's results.

Discussion

1. WELCOME NEW COMMISSIONER, COURTNEY CUMMINGS

Chairperson Feyer indicated she put this on the agenda because she would like to give a big, formal welcome to the newest member of the Commission, Courtney Cummings. Chairperson Feyer indicated that Commissioner Cummings was appointed early Wednesday morning at the last City Council meeting. She (Commissioner Cummings) jumped into action immediately. She attended the MAC meeting with Chairperson Feyer on Thursday night, along with Commissioner Harris, and early Friday morning was already with the HRHRC for the Commissioner's Retreat. Commissioner Cummings

provided a few introductory words, indicating her pleasure to serve on the Commission and to be of service to the community.

2. REPORT FROM CONTRA COSTA COUNTY SHERIFF'S OFFICE

Chairperson Feyer described the purpose of this agenda item/report. Receive update on violence prevention safety in North Richmond and participation in CeaseFire and other programs and build a partnership between law enforcement and community. Approximately 45 minutes is allotted for this agenda item. The HRHRC has been working much around building communication and strengthening the relationship between law enforcement and community. The Commission has heard concerns from the community about police transparency. The Richmond Police Department provides regular representation at the Commission meetings. Richmond's Office of Neighborhood Safety gives regular reports at HRHRC meetings. The HRHRC has formed committees dedicated to building a culture of peace and increasing trust between community and police. The HRHRC has recently expanded its purview to include not only human rights and relationships within the borders of the City of Richmond, but also concerns outside of those borders that may affect Richmond residents, as well. The Office of Neighborhood Safety provided an extensive report at the last HRHRC meeting. The Commission learned that there was a great deal of gun violence, in North Richmond in particular, during April and May, with residents of Central Richmond generally assumed to be responsible. More recent activity has been reported, as well. The Office of Neighborhood Safety is directing its own resources to North Richmond this summer. The HRHRC has learned about the very complicated issues around policing North Richmond and supporting the youth most at risk. Parts of the issues involve the fact that a large part of North Richmond is not governed by the City, but by the County. The Richmond Police Department and the County police—in different ways, and the community, have strong feelings around both. The HRHRC is very delighted that the County Sheriff's Office has accepted its invitation to begin a discussion around North Richmond. The Sheriff's Office will speak about their work in North Richmond, their philosophy around violent crime, and their approach to crime prevention. Chairperson Feyer also expressed her hope that Commissioners would hear something about the CASE (Criminal Antiviolence Support Effort) program, as well.

Chairperson Feyer indicated that first, the Sheriff's Office will present, after which the Commissioners will have an opportunity to ask clarifying questions, with their focus on what they can do to facilitate to an ongoing discussion. A number of people are in attendance at the meeting who are deeply involved in promoting peace in North Richmond. Chairperson Feyer has been in discussion with the Richmond Police Department, the County Supervisor's office, and the District Attorney's office, all of whom are in attendance. Also in attendance are the Interim Manager of the CeaseFire program, as well as members of the community, clergy, and service providers. After the Commissioners' questions, Chairperson Feyer will invite these attendees to make brief comments. Other audience members will then have an opportunity to make brief comments. All comments are limited to two minutes per person. The Commissioners will then have the opportunity to make short, final comments.

Chairperson Feyer expressed her knowledge that there is frustration and anger around the complex issue of law enforcement and community relations, and a great deal of history. She believes there is a healing process when people are heard. Beyond that, they (the Commission and all involved) want to focus on the solutions, trusting that building a strong ongoing connection between community and law enforcement can be part of that solution.

Chairperson Feyer introduced representatives from the Sheriff's Office: Assistant Sheriff Donny Gordon, Captain Mark Williams, and Lieutenant John Moreland. Assistant Sheriff Gordon indicated he is appearing at the Commission meeting on behalf of Sheriff David O. Livingston, who could not attend tonight's meeting. Sheriff Gordon indicated that Captain Mark Williams is the Patrol Division Commander. Lt. John Moreland is the Base Station Commander. Sheriff Gordon provided an overview of their operation, including their patrol function. They (Contra Costa County Sheriff's Department) serve approximately 750 square miles of real estate throughout the County—a million-plus population, with a swelling population that equals about 1.2 million. They patrol the unincorporated areas and the waterways. They have air support, patrolling air, land and sea. For West County, Base Station is under the command of Lt. Moreland. He is the Chief as it relates to North Richmond, also covering the unincorporated areas of San Pablo, Pinole, El Sobrante, East Richmond Heights, Rodeo

unincorporated, Hercules, Crockett, and Port Costa. He does this with a cadre of deputy sheriffs. Currently, the Sheriff's Department has 24-hour coverage in North Richmond, with one deputy sheriff assigned per shift at all times. In addition, there is enhanced policing supported by four additional resident deputies. Additional deployments that are utilized in North Richmond include the Sheriff's Justice Team, known as the "J-Team." This unit addresses the community's reactive needs. They take community input and deploy them (J-Team Deputies) based on what they receive, or they're reactive to certain situations, including acts of violence. They can do everything from removing old cars, to policing street-level narcotic sales or homicides. They ramp-up for homicides in collaboration with the Richmond Police Department. The J-Team can be used in weekly increments and can come on and off as necessary.

The Sheriff's Department has a proactive policing model that includes the Criminal Antiviolence Support Effort, known as CASE. The CASE task force was initiated by the Sheriff and the Department of Justice Firearms Bureau in 2011. CASE just recently became an official task force, in 2012. CASE members currently include the Sheriff's Department, Department of Justice Firearms Bureau, the Pittsburg Police Department, the California Highway Patrol, and a Deputy District Attorney, to review new cases. The CASE agents address illegal firearms and weapons, and attempts to reduce violent crime by collaborative policing efforts, including investigation by utilizing other entities within West County. They (CASE agents) also use an educational component to educate youth in the schools through the SRO program, on issues related to violence. CASE has recovered hundreds of weapons.

They (the Sheriff's Department) participate in the District Attorney's Metal Theft Taskforce, because metal theft – specifically copper—is a huge problem. They also collaborate with Richmond and San Pablo police gang units. They chair the property crime intelligence sharing meeting, which allows the detectives to exchange information and work with the city officers to deal with these problems.

Assistant Sheriff Gordon indicated that one of his objectives for attending tonight's meeting is to debunk some of the myths. The myths are things he has heard people say related to the Sheriff's Department. One myth is that the Sheriff's Department is not participating in CeaseFire, which is absolutely not true. Although CeaseFire is a City of Richmond-funded program, the Sheriff's Department has participated as much as its resources would allow. They have provided the "call-in" list to CeaseFire. They have constantly coordinated with the Richmond Police Department in their reactive responses to shootings and homicides. When the Richmond Police Department gets shot-spotter information, they exchange that information. The Sheriff's Department works very closely with the Richmond Police Department and works in both areas (North Richmond and the City). Assistant Sheriff Gordon expressed that he wants people to know that they (Sheriff's Department) support any effort or energy put forth to reduce violence in the community. They have always promoted a culture of peace in North Richmond for years. Assistant Sheriff Gordon remarked that he has been with the Sheriff's Department for 27 years and has spent 20 years in West County serving in a variety of positions—as one of the first resident deputies in North Richmond, to his current position as Assistant Sheriff, directly responsive to some of the needs of North Richmond. Assistant Sheriff Gordon cited examples of some of the side activities in which the Department has participated, including **Deputies for Better Community Relations**, **Camp Legit**, and **Cops for Kids**.

Assistant Sheriff Gordon cited another myth, that the Sheriff's Department does not adequately police North Richmond. He cited his disagreement, adding that using per-capita policing models currently used by similar cities, North Richmond gets more deputy sheriffs than any other unincorporated areas that the Sheriff's Department serves, including areas such as Bay Point and Alamo.

Lastly, Assistant Sheriff Gordon has heard that the Sheriff's Department does not care about North Richmond. He commented that in the worst of times and in the best of times, North Richmond has always received enhanced attention. County Supervisor John Gioia and Sheriff David Livingston have been "super-responsive" to the needs stated by North Richmond residents. It is the only County location (unincorporated) that has an officer assigned "by demand" just to deal with illegal dumping, because this was something that the citizens said was very important for the Sheriff's Department to address.

Assistant Sheriff Gordon emphasized that they (the Sheriff's Department) are willing to work

collaboratively to reduce violence and give the best police service that their resources allow them to provide. He thanked the HRHRC again for their invitation to attend tonight's meeting. He welcomes any questions.

Chairperson Feyer thanked Assistant Sheriff Gordon for his report, including answering some of the most difficult questions before they were asked. Chairperson Feyer asked if anyone else from the Sheriff's Department would like to say a few words before the Commission.

Chairperson Feyer asked the Commission for clarifying questions, starting with Commissioner Burrus-Wright.

Commissioner Burrus-Wright thanked members of the Sheriff's Department for attending tonight's meeting. She asked for clarification on the Justice-Team program. It was indicated that the Team gets information from the community in terms of their needs and desires.

Assistant Sheriff Gordon responded that, simply put, the Sheriff's Department receives information through the database, similar to the City's program. As the Sheriff's Department believes in direct-enforcement models, in other words, they would put the energy of the police model directly towards burglary. So the J-Team is a specialized unit wherein when they receive the data, they use it in an expanded role with part I crimes or very specific crimes, such as burglary, to address the crimes directly.

Commissioner Burrus-Wright remarked that the J-Team puts them at a limited amount of resources in terms of what the community is asking for. Assistant Sheriff Gordon responded that they have adequate resources, which they manage well, to deal with such crime.

Commissioner Burrus-Wright asked Assistant Sheriff Gordon if that is the consensus of the community groups, to which he responded that he did not know if it was appropriate for him to speak for the community. He indicated that if speaking about North Richmond, the community is ecstatic about the services that they currently provide.

Chairperson Feyer referred to Commissioner Cummings for her questions; she passed.

Chairperson Feyer referred to Commissioner Harris.

Commissioner Harris thanked the members of the Sheriff's Department for attending tonight's meeting. She asked for clarification on their SRO program, specifically regarding the educational component.

Assistant Sheriff Gordon indicated that SRO stands for a School Resource Office. He discussed the need to attack the issue at the youth level, referring to a brochure (they distribute at schools) that outlines things such as guns not being toys, speaking to parents, debunking 'no snitching.'

Commissioner Burrus-Wright asked if this means that the education component is in place in North Richmond and how often this (education) is done.

Assistant Sheriff Gordon responded that this is held at the Verde School and in West County. They have held hundreds of presentations.

Commissioner Burrus-Wright followed up by asking whether Verde School is the only elementary school in North Richmond, to which he replied in the affirmative, to the best of his knowledge. Commissioner Burrus-Wright thanked Assistant Sheriff Gordon and Chairperson Feyer.

Chairperson Feyer referred to Commissioner Sullivan.

Commissioner Sullivan thanked the Sheriff's Department for attending tonight's meeting. She referred to Assistant Sheriff Gordon's opening remarks indicating he wanted to respond to some questions and comments (at the outset) that he had heard in the community. She asked Assistant Sheriff Gordon for his thoughts as to why the community (and the Commission) has those comments.

Assistant Sheriff Gordon responded that they (the Sheriff's Department) probably did not do the best job of communicating their role. He reiterated that they are a culture of police officers and responders who "really don't make a lot of noise of what we're doing," but just get out there (not communicating well what they are doing).

Commissioner Sullivan responded that this is huge and can contribute to "a whole lot of mess" (bad communication), to which Assistant Sheriff Gordon concurred. She again expressed her appreciation for the Sheriff's Department attending tonight's meeting (to clear up the bad communication). Commissioner Sullivan asked Assistant Sheriff Gordon to describe their relationship in North Richmond with the other entities, including the Richmond Police Department and the Office of Neighborhood Safety, to support their effort.

Assistant Sheriff Gordon described their relationship with the Richmond Police Department as excellent. He commented that the Sheriff's Department and the Richmond Police Department do things collaboratively to the point of it almost being intrinsic of any conversations held by the two departments. Assistant Sheriff Gordon commented that the Sheriff's Department and the Office of Neighborhood Safety are learning to work with each other. He recently had a very productive conversation with Mr. Boggan (Office of Neighborhood Safety) related to how the two entities would work together, not to aggravate or irritate each other. One of the things Assistant Sheriff Gordon offered to the ONS was that he is not here to make any philosophical judgment on the role of the ONS, for anyone who is willing to stop violence, he supports. He added that ten people could be trying to reach the same objective differently, and sometimes that can cause quite a bit of confusion. Assistant Sheriff Gordon felt that as representatives of their respective organizations, both he and Mr. Boggan were satisfied with their conversation and discussion of their roles.

Commissioner Sullivan asked Assistant Sheriff Gordon regarding the aforementioned communications, how he would describe changes (regarding policing in North Richmond) that he sees the Sheriff's Department might need to make to accommodate the multiple community entities. Assistant Sheriff Gordon referred to CASE. He commented that the Sheriff's Department has no interest in shutting down the borders. Some of the youth are transient, and as such, they are going to other cities. If the entities do not work collaboratively, they would fail. The Department has tried to get out and communicate their role, including as it relates to ONS. In a recent incident the Sheriff's Department and ONS "bumped heads" procedurally, because of the inability to understand each other's role. Assistant Sheriff Gordon described how he has come up with a curriculum so the Department can work with ONS to describe what the Sheriff's Department does at a crime scene, and their expectations. And, what they suggest the ONS does, so they can collaborate and not bump heads. Bumping heads takes them off the point—to stop violence in this area. CASE officers do things such as attending gun shows and following guys that try to get guns, with a goal of keeping people that may have anger problems from having the ability to act on them with weaponry.

Commissioner Sullivan expressed that Assistant Sheriff Gordon communicated answers to her questions well. Commissioner Sullivan asked Assistant Sheriff Gordon, related to funding, whether the Sheriff's Department is working to the best of its ability related to its available resources.

Assistant Sheriff Gordon responded in the affirmative. She also asked Assistant Sheriff Gordon where the resources fall short in terms of what CeaseFire may look for the Department to do.

Assistant Sheriff Gordon replied that they do not have the resources to commit one person (officer) to CeaseFire, but they do have the ability to contribute resources to CeaseFire in ways that do not require a person, per se, dedicated to CeaseFire. The Department participates up to the call-in panels; they do not have a representative on the call-in panels, due to lack of resources. However, they do provide the list and other aforementioned things. When the City ramps up for CeaseFire, so does the Sheriff's Department.

Captain Mark Williams added that what probably is not out there—most recently—since 2007, the Department has taken a huge budget hit, which definitely affects staffing levels. For example, since 2007, they have had over a 25 percent reduction in their patrol staffing. Since last year, they are starting to gain a little footing. The Sheriff was able to add deputy sheriff positions, which are all going to be placed back into field operations. One of the tools the Department uses to get through the tough times has been the J-Team. The J-Team comprises six deputy sheriffs and a supervisor, which are all committed full-time to responding to the County's hot spots. Also, if there is an ongoing issue with persons-crimes, and property-crimes, then the Department will commit that team to that area for one or two weeks. As an example, approximately 10 months ago, there was a spike in violent crimes in the City of Richmond. Chief Magnus requested that the Sheriff's Department commit some resources to neutralize that, which they did. Within a week they were able to commit the entire J-Team to the City to combat those issues for an entire month.

Commissioner Sullivan and Chairperson Feyer thanked Assistant Sheriff Donny Gordon, Captain Mark

Williams, and Lieutenant John Moreland for their responses and discussion.

Chairperson Feyer referred to Vice-Chair Brown.

Vice-Chair Brown thanked members of the Sheriff's Department for attending tonight's meeting; it's a pleasure to have had you here. Vice-Chair Brown asked if there is a Neighborhood Council in North Richmond, to which Commissioner Cummings responded in the affirmative. Vice-Chair Brown discussed how he has grown up in Richmond, and probably the greatest change—which he is seeing now—is coming from the ground level. As an example, one thing that Chief Magnus has done since coming to Richmond, is attended neighborhood council meetings, say once a year. He described the benefits of some attendance and participation. Although the resources (staffing) may not be available, Vice-Chair Brown recommended the Sheriff's Department consider attending neighborhood council meetings so that issues get to the Department sooner. He recommended that North Richmond watch what Richmond neighborhood councils are doing, including disseminating monthly communications to leaders, such as the Police Chief. He asked Assistant Sheriff Gordon if this is something they would consider, to which Assistant

Sheriff Gordon indicated they practice this. Lt. Moreland sends reports to the Municipal Advisory Council on a monthly basis, and by-demand. Supervisor John Gioia also gets the information. Chairperson Feyer thanked Assistant Sheriff Gordon.

Commissioner Harris clarified for Vice-Chair Brown, that the North Richmond Neighborhood Council is called the MAC (Municipal Advisory Council). She indicated she attended the MAC meeting last Thursday. It is her understanding that a Sheriff's Department representative always attends the meetings. Lt Moreland commented further on the Department's involvement.

Chairperson Feyer thanked Lt. Moreland for his comments. She indicated that part of the confusion is that part of North Richmond is City, and this part has a neighborhood council (meets at the Shields-Reed Community Center on the fourth Tuesday). Then the County/unincorporated part has the MAC. Chairperson Feyer reiterated her delight that they (Sheriff's Department) took the time to attend tonight's meeting and to know that they are interacting with the neighborhoods (Councils) and making changes with ONS and other groups.

Chairperson Feyer noticed that the City of Richmond is not part of the CASE collaboration—confirmed by Assistant Sheriff Gordon—and asked if there is an opportunity for other cities to participate. Assistant Sheriff Gordon responded in the affirmative. He confirmed that he has a separate CASE presentation, in response to Chairperson Feyer's question. She asked if he might be willing to share that with the HRHRC at some point.

Assistant Sheriff Gordon indicated he appears tonight on behalf of Sheriff David O. Livingston, and if he is willing to put forth staff time, he is more than willing to come and make the presentation.

Chairperson Feyer asked Assistant Sheriff Gordon if a program such as CeaseFire was able to get additional grant funding, and the funds were disbursed (to the Sheriff's Department), if the Department could participate. Assistant Sheriff Gordon replied that he would feel more comfortable with the Sheriff answering that question directly, as that would be his choice.

Chairperson Feyer asked for the number of deputies who were on North Richmond before the J-Team arrived, and the number who will remain after the J-Team leaves.

Lt. Moreland indicated there is one deputy assigned to North Richmond at all times. This deputy is commonly referred to as a beat cop. As Assistant Sheriff Gordon mentioned, there are four additional resident deputies (community policing deputies) assigned to North Richmond through other funding. They recently lost two deputies (in North Richmond) who were part of the group of four resident deputies. The J-Team goes to North Richmond temporarily, as needed, as it is used County-wide, wherever there is a hot spot.

Chairperson Feyer referred to Assistant Sheriff Gordon's mention of 'police-talk' among the Sheriff's Department and the Richmond Police Department. She hears that there are some differences in philosophy between the Sheriff's Department, RPD, and ONS. She asked Assistant Sheriff Gordon to discuss any differences in underlying philosophy.

Assistant Sheriff Gordon indicated that he does not feel comfortable speaking on behalf of the City. He added that the Sheriff's Office chooses to be a transparent agency. They are not close-minded enough to believe that they can work without anyone. He re-emphasized that violence is the issue—it seems they are only interested in stopping the violence—not in the things that would cause them to go off-point. This is the reason why it was important to communicate with ONS. He referred to his previous description of the Sheriff's Department collaborations with the Richmond Police Department and Office of Neighborhood Safety. Chairperson Feyer thanked Assistant Sheriff Gordon.

Councilmember Beckles indicated that Commissioner Sullivan asked many of the questions she planned to ask, and these were answered clearly. Councilmember Beckles referred to Assistant Sheriff Gordon's mention of the communication in terms of being able to build on any successes of the CeaseFire project. He described the excellent relationship/communication with the City's Police Chief and a good relationship with the ONS. She asked what needs to happen for the latter to go from good to excellent, as well.

Assistant Sheriff Gordon restated that this involves better understanding of their respective roles. Both he and Mr. Boggan are going to work on educating their staff to help them better understand what the police are attempting to do—to avoid future confusion. Councilmember Beckles thanked Assistant Sheriff Gordon.

Next, Chairperson Feyer invited the next three speakers: Interim Director of Project CeaseFire Lifelines to Healing, Pastor Henry Washington; a representative from Supervisor John Gioia's Office, Terrance Cheung; from the clergy and community, Dr. Alvin Bernstine.

Pastor Washington thanked members of the Sheriff's Department for their attendance and for clarifying some of the misconceptions pertaining to the Department. He expressed his appreciation for Assistant Sheriff Gordon sharing with attendees that they are committed to their CeaseFire efforts, including their research around CeaseFire s. Pastor Washington described that each city's CeaseFire is customizable. As Unincorporated North Richmond has one of the worst homicide rates per capita in the U.S., they (the CeaseFire Project members) have very much enjoyed a collaborative partnership with law enforcement. He commented that it seems there will always be enmity between the community and law enforcement. However, for more than a year those involved (community and law enforcement) have held discussions on how to help one another. The North Richmond community tends not to see the invisible line between incorporated and unincorporated Richmond. He looks forward to how CASE and CeaseFire can overlap. The second rounds of call-ins are coming up. They seek the Sheriff's Department's input to help understand that they could put together the same type of policing, consistently. The MAC and North Richmond Neighborhood Council (incorporated) cannot be as consistent as is liked without lines of communication open (with law enforcement). He hopes this is the beginning of more consistent dialogue.

Mr. Cheung indicated that he has worked with Assistant Sheriff Gordon, Lt. Moreland, and Captain Williams, and they are great guys who are really committed to the community. Mr. Cheung indicated that Supervisor Gioia requested he make a couple of comments. One is that he (Supervisor Gioia) supports existing partnerships between the Sheriff's Department and RPD. He also supports the Sheriff's Department's partnerships with the community and any additional partnerships that can be made. Mr. Cheung described things their (Supervisor Gioia's/the County) Office has done in North Richmond. Their office worked with the Sheriff's Department to identify additional funding, which provided the six additional deputies. This was combined funding with the Sheriff's Department, Housing Authority, Redevelopment Agency, North Richmond Mitigation Fund, Health Services, and Employment and Human Services. Supervisor Gioia's Office is concerned that the end of Redevelopment has resulted in too few sheriff's deputies in the community. Supervisor Gioia also established the North Richmond Young Adult Empowerment Center, with funding from the Housing Authority, Redevelopment, and County Workforce Development Board. They are also working with several violence-prevention non-profit organizations to try to make vacant Housing Authority properties available for their efforts. They are working with on a North Richmond urban agriculture project on County-owned property. In addition, they are continuing efforts in North Richmond with the service integration team, North Richmond MAC, and other North Richmond community groups, to establish a stronger neighborhood-watch effort.

Dr. Bernstine expressed that he was deeply troubled by comments from Assistant Sheriff Gordon about the Sheriff's Department participating in CeaseFire. Dr. Bernstine indicated that he, along with several other people, met with Sheriff Livingston on July 9th. At that time he handed Sheriff Livingston a letter signed by 40 clergy across the County, representing 30,000 families. Dr. Bernstine asked Sheriff Livingston if he would participate in the CeaseFire working group, to which he responded in the negative, adding that he was unwilling to do so because of a report he received indicating the CeaseFire effort from the community was not effective. Dr. Bernstine indicated that he had then heard Sheriff Livingston say on July 13th, at the CCP (Community Corrections Partnership) meeting, that he was participating in CeaseFire. Dr. Bernstine reiterated that these discrepancies in the Sheriff's references to his department's participation in the CeaseFire program are very troubling to him.

Chairperson Feyer then introduced Tom Kensok from the DA's Office. Mr. Kensok indicated that he did not prepare any remarks, but in listening to the comments, he does have to echo what the Sheriff's Department has said in terms of their collaboration with the Richmond Police Department. Mr. Kensok cited, for example, that today he was going over cases with a couple of detectives from the Sheriff's Department. They weren't in his office to discuss ways that they collaborated with the Richmond Police Department, but it came up in their investigation of the cases in which they had been working very closely with the RPD. Mr. Kensok speaks for the District Attorney, as Assistant Sheriff Gordon speaks for the Sheriff here. The District Attorney's Office is behind CeaseFire, and often three or four members from the DA's Office have been involved in CeaseFire meetings and discussions. He indicated that these have been successful, citing data comparing the four months since the call-ins to the four months a year ago (the same months, April through June) which show considerable improvement. The improvement is not all attributable to CeaseFire, but there are some promising signs. Mr. Kensok indicated that he cannot speak to the Sheriff's Department's in relationship with the community, except to say that the Sheriff's Department, though not every deputy, has been deeply embedded in North Richmond, and has many good relationships with the community.

Chairperson Feyer introduced Tracy Reed from the Contra Costa Health Department. Ms. Reed expressed her hope that with this dialogue, there will be some change in how all parties interact with each other for the "betterment" of the City, thinking "one Richmond." Currently, the City is quite divided.

Chairperson Feyer introduced, and welcomed three members of the RPD, Captain Anthony Williams, Captain Mark Gagan and Lieutenant Chuck Whitney. Captain Williams indicated that he was present to speak on behalf of the RPD. First, he echoed Assistant Sheriff Gordon's discussion; the RPD and the Sheriff's Department have an excellent working relationship. He also echoed that it is a quiet working relationship, one that is not overtly advertised nor one that many people would know about unless they were directly affected by it. He cited an example, in the late 1990's, when the J-Team went to the RPD for three months, just to focus on violent crime in Richmond. The RPD Investigative, Special Investigations Bureau, and other units regularly meet with the units from the Sheriff's Department, to share information. The two departments have had a really good working relationship for many years. The Sheriff's Department has supplied the RPD with a number of names for potential call-in participants from North Richmond. Captain Williams further cited examples of the departments' collaborations, including in the CeaseFire program. One collaboration involved a violence breakout in April of this year, in North Richmond. RPD officers teamed up with County officers, including the J-Teams, one officer from each in the same car, to patrol for violence suppression. Chairperson Feyer thanked the officers for taking the time to attend tonight's meeting.

Chairperson Feyer indicated that two additional audience members would like to speak. Also, Adam Kruggel, the director of CCISCO is present at the meeting, as well as representation from the Office of Neighborhood Safety (ONS).

The Chair invited Juana Janie Anker to speak, then Marilyn Langlois, both from the City (residents).

Ms. Anker implored Sheriff Livingston not to expand or enlarge the jails, but instead to use all available money inside the jails and for resources for re-entry (into the community), such as transitional housing, general housing, job training, life skills, family re-unification, expand the probation budget. Regarding the call-ins, Ms. Anker asked that less money (be used) for policing and more money toward the alternatives to crime. She asked that the jails not be filled with ICE holds. She expressed that the way

the money is (currently) distributed is unfair and is not helping the City, but hurting the City. Ms. Anker indicated that when people are "called in," and not given an alternative to jails, there is a big problem; a lack of viable, usable resources for people. She expressed that the recidivism rate is horrendous, because there are no resources and the money is not distributed where there is the most need. Ms. Anker reiterated the need not to expand jails, adding that she is speaking about human beings. Every human being has the right to have a clean place to live.

Ms. Langlois introduced herself, indicating she is a member of the Richmond Progressive Alliance. She has also participated in many of the CeaseFire Lifelines to Healing night walks, as well as day walks with Pastor Washington and Pastor Bernstine. Also, Commissioner Cummings and her husband attended a recent night walk in North Richmond. Ms. Langlois thanked all speakers (at tonight's meeting). She emphasized the need to keep people out of jail and prison, stopping violent crimes before they start. It is her understanding that one of the components of CeaseFire is to find ways to access more funding to provide prevention services. Ms. Langlois also discussed her involvement in a large community coalition that researched the AB 109 re-alignment funding to see if that can be put into prevention services. The coalition includes members of CCISCO, the RPA, many faith groups, the Safe Return project, and Building Bridges Between the Black and Brown Community. The coalition attended the CCP meeting on July 9th and 13th, also attended by Commissioner Sullivan. The message from the community group was they would not like to see any of the re-alignment funds being used to add jail beds. Members (of the coalition) think too many people are in jail that have not been (convicted) of a crime. They would like to see bail reform, as well as reduction in the ICE holds of immigrants. She re-emphasized Ms. Anker's expression that they would like to see those funds used for housing, employment, intensive case management, which would keep people out of jail and reduce violent crimes.

Chairperson Feyer asked the Commission for closing remarks.

Vice-Chairperson Brown discussed, briefly, that it was great to have everyone attend tonight. As there are different opinions and directions as to where they (the City and those involved) should go, this is it, ground level, the Human Rights Commission. He indicated that he thinks they are on the right page.

Commissioner Sullivan thanked (all attendees and speakers). She indicated that has been a fruitful dialogue, including hearing from the Sheriff's Department. She hoped that the Sheriff's Department heard some of the messages expressed by community members (present at tonight's meeting). Commissioner Sullivan discussed that that members of the community who spoke tonight are very powerful, and that they really resonate the message from a lot of the Richmond residents. She asked that the Sheriff's Department really "put their hearts into what is being said." She is (most) concerned about the dialogue between law enforcement and the community. Commissioner Sullivan said that they (the community) no longer want to be a "police state," a City that is locking up more people than it is providing financial intervention to save. She asked (law enforcement) for their help in doing so.

Commissioner Saunders apologized for arriving late. She has been extremely sick for the past week or so. Commissioner Saunders discussed how, behind the scenes she has been instrumental in trying to get the Sheriff's Department and the Police Department (to attend tonight's meeting). Commissioner Saunders expressed that she definitely wants to be a part of future dialogue. She thanked (law enforcement) for attending tonight's meeting.

Commissioner Harris had no comment.

Commissioner Cummings again thanked (law enforcement attendees) for attending tonight's meeting. She appreciates their time to come to the table and listen to the community and to Commission.

Commissioner Burrus-Wright expressed her realization, and belief that a number of studies have been done as to the cause(s) of violence. She knows that they (attendees) are working as agents of social change. She agrees with Assistant Sheriff Gordon that they are all working with the same goal, so it comes back to the communication. How do they educate each other in terms of where they are, what they need, and how to do that. Commissioner Burrus-Wright also expressed that some of the crime is (committed) out of a sense of hopelessness, and if (residents) had jobs, she thinks that would build self-

esteem and they would see a little less violence in some people. She asked law enforcement to consider working with the Commission and communicating to commissioners how they can be instrumental in this effort. She asked that (law enforcement) come up with one or two specific goals and meet with the Commission at least once every six or eight months regularly, so that they can feel like they are on the same team. Commissioner Burrus-Wright commented that she likes the idea of helping (them) to police (themselves). The policing in and of itself has a negative psychological term, so she asked that (law enforcement) help them (the community) with what they can do to help police themselves. Commissioner Burrus-Wright discussed, with regards to deputies, how working in certain environments predisposes one to certain kinds of images, which can predict one's behavior. She asked for ongoing training (of deputies) about the way kids look; it is not always necessary for law enforcement to approach them (based on how they look).

Councilperson Beckles has no further comments.

Attorney Jenkins has no further comments.

Chairperson Feyer again echoed everyone's thanks to (law enforcement) for attending tonight's meeting. All of tonight's comments were recorded and will be posted on the City's website. She expressed her hope that the Commission can do what they can to enhance ongoing communication between the Sheriff's Department and the community. She invited the Sheriff's Department to attend meetings regularly, along with representation from the community, to continue to build that dialogue.

Action: Chairperson Feyer will follow up on inviting Assistant Sheriff Gordon to make a CASE presentation to the HRHRC in the future.

3. EDUCATION AND OUTREACH COMMITTEE REPORT

Commissioner Burrus-Wright indicated the Committee has no report at this time. Many of the principals and teachers are on holiday break. They will have a report for the next Commission meeting.

4. SHOWCASING THE HUMAN RIGHTS AND HUMAN RELATIONS COMMISSION

Chairperson Feyer indicated this is a "quick item" she put on the agenda (discuss posting of HRHRC documents and student essays). There are two vertical showcases mounted on the walls directly outside the entryway to the building in which the Commission meets. She discussed that in those two showcases (one on each side of the door), one contains only a notice of a special meeting of the HRHRC from back in 2009; the other is completely empty. The showcases are labeled something like "City Calendar" and "Community Calendar" on the other side. Chairperson Feyer indicated that these showcases are quite visible to visitors. She expressed that she finds the contents of the showcases (or lack thereof) to be an embarrassing introduction to the City. The most recent HRHRC announcement should be posted. In addition, Chairperson Feyer thinks that the showcases are a great place to post some of the student papers on human rights, perhaps rotating (the essays) monthly or annually. This would be an opportunity for students to proudly display their work and to keep an important symbolic link between them and the City government. She suggested creating a heading such as "Richmond, California, a Human Rights City," and adding artwork or photos of students whose writing is displayed. She asked commissioners for their comments. Chairperson Feyer was asked if she has checked whether or not the HRHRC is able to (display in the showcases). She responded that her sense is that no one is attached to using the display for any other purpose.

The Commission further discussed ideas for displaying (essays, artwork, etc.) in the showcases, including the length of time of each rotation, such as once every two months, and who is responsible for the rotations.

Action: Commissioner Sullivan motioned that the HRHRC pursue the idea of their displaying a message that they are a human rights city and that they display the young people's work and photographs and art in the showcases, at the direction of the Education Committee. Commissioner

Burris-Wright seconded the motion. All commissioners voted in favor. Chairperson Feyer indicated that she will pursue how to get a key to the showcases and will discuss further with the Education Committee on what to display.

5. COMMUNITY-POLICE RELATIONS REPORT

Chairperson Feyer discussed that she and Commissioner Sullivan have continued to meet with Pastor Henry Washington and Captain Mark Gagan around community-police relations. Part of what made the earlier agenda item possible is their work. Commissioner Sullivan briefly discussed how they had to have much discussion on how to navigate this conversation with the Sheriff's Department. The goal of this committee is to dialogue about how to navigate and work closer with law enforcement.

6. CULTURE OF PEACE REPORT/PLANNING SECOND ANNUAL FORUM ON HUMAN RIGHTS AND HUMAN RELATIONS

(CeaseFire, Re-Entry, and violence prevention in Richmond.)

Chairperson Feyer mentioned there is one attachment (to the meeting packet), an invitation to attend the Re-Entry Solutions group meeting on the last Tuesday of the month (July 31st). She has attended the meetings, and Commissioner Sullivan attended the last meeting. Chairperson Feyer and Commissioner Sullivan briefly mentioned their learning about AB 109 and expungement of criminal records. They have also continued to meet with Mr. Boggan, Director of the Office of Neighborhood Safety.

Chairperson Feyer indicated the second part of this agenda item is planning the Commission's second annual forum on Human Rights and Human Relation: Collaborating to Eliminate Gun Violence in Richmond. This forum is tentatively scheduled for September 24th. She asked commissioners if they still want to hold a big forum, inviting community members (and it was inferred, law enforcement who spoke at tonight's meeting), and serving food, similar to the previous forum. Chairperson Feyer indicated that in the invitation she sent to the Sheriff's Department, (she invited them to tonight's meeting and to the September 24th forum). Commissioner Sullivan discussed that inviting the Sheriff's Department would not be too much of a stretch, with two months' advance notice. She suggested that the Commission put forth effort in getting people to attend the forum. She asked which attendees and entities the Commission would invite. Chairperson Feyer responded that they would invite those entities (who attended last year) and those who have joined CeaseFire since last year.

Commissioner Saunders discussed a recent forum that she feels was really effective. As part of the annual forum, there was an accountability piece. When attendees returned a year later, they had updates on what happened. Also, community members/leaders told forum attendees things they would like to see (in the community) and these members held forum attendees responsible for meeting certain objectives before the next forum. Forum attendees received much community support. They were able to review whether they met those objectives and how they could be helped to meet the objectives. Commissioner Saunders suggested the HRHRC build something similar into this year's forum. Commissioner Sullivan agreed. Commissioners discussed how they would start this year, building objectives and holding people accountable, rather than just holding discussions at the forum.

Chairperson Feyer noted the title of this agenda item relating to the forum, "Collaborating to Eliminate Gun Violence in Richmond," used last year as part of introducing the CeaseFire program. She asked whether they should use this again this year. Commissioners discussed how they do not have to focus on CeaseFire, but an update of it is appropriate, as well as a plan for eliminating gun violence over the next year. The Commission agreed that CeaseFire is one component (of the forum), noting that the grant funding for CeaseFire ends in December. Commissioners agreed they need to have a plan beyond that point (when CeaseFire funding runs out), along with City-County collaboration. Commissioner Sullivan also recommended they also add to the forum ONS and their outcomes over the last year, and what to look for over the next year. Commissioner Saunders specified that looking over the next year would involve the group, the body, as an organization or department. Forum attendees

should (again) include Probation Department, Sheriff's Department, and the District Attorney—all of whom contribute to the (above-mentioned) outcomes. Commissioner Sullivan cited, for example, the issue about bail reform to include discussion with community members. She recommended that, the HRHRC ask that over the next year, there be movement in the area of bail reform. Commissioner Saunders added that they hold (attendees) to something more specific, for example, asking them what is something they (personally) can do in regards to bail reform. Something that when they return (to next year's forum), they can show what they did, something that can be evaluated; for example, they sent five people to a training instead of sitting in jail. The Commission discussed whether or not to give up their seats to programs that are doing the work (forum facilitation). They recommended that the Culture of Peace Committee work out the details of the forum.

Commissioner Burrus-Wright discussed presentations by the groups (it was inferred, at last year's forum), that specifically a lack of communication, and how to address this in this year's forum. The Commission discussed further ways to improve communication among forum attendees. Commissioner Burrus-Wright indicated that there is no way (HRHRC commissioners) can perform human rights' work without education (to improve communication). Commissioner Harris asked commissioners if they want to have as many attendees at this year's forum as last year's (25). The Commission discussed whether each attendee was a spokesperson for each attendee/department, and ultimately, deferred to the Culture of Peace Committee to further plan these details. Chairperson Feyer mentioned that, at the moment, the Commission is not in a very good position with (City) staff support and as such, commissioners may need to volunteer at the last minute to do things such as picking up food.

Action: Commissioner Sullivan motioned that the HRHRC hold the (Second Annual Forum on Human Rights and Human Relations) on September 24th. She added to the motion that the HRHRC add the outcome (objectives)-driven component proposed by Commissioner Saunders. Also included is that the Culture of Peace Committee pursue the planning and development of the forum. Commissioner Burrus-Wright seconded the motion. Commissioners agreed that, if necessary, in the absence of, or if there is limited staff support, they will volunteer as needed to assist in the forum, to include things such as picking up food, etc. The Commission voted unanimously in favor.

7. AUGUST COMMISSION MEETING DISCUSSION

Chairperson Feyer asked commissioners to consider planning for the August Commission meeting, as well as the September 24th forum. She also asked commissioners to find a date in August for the next meeting so they will have a quorum, whether commissioners will be in town at the next meeting, scheduled August 27th. Commissioners indicated that (August 27) does not pose a problem. Commissioner Saunders indicated that she does not know whether or not she could attend.

8. COMMUNITY CONCERNS AND EMERGENCY ISSUES REPORT

This agenda item concerns an update to a racist email allegedly sent by WCCUSD athletic director to other District employees. Commissioner Sullivan indicated that she does not have an update.

9. READER OF CODE OF ETHICS AT CITY COUNCIL MEETINGS

This agenda item involves discussion of Commission participation, designate volunteers for July 24th and July 31st Council meetings.

Chairperson Feyer indicated that she put this on the agenda because commissioners discussed it at their retreat. It is her understanding that the Council has voted that they do want a reader of the Code of Ethics at each Council meeting. This will be done by Diane Holmes unless someone else volunteers from the HRHRC. Chairperson Feyer asked commissioners if they want to take on responsibility around that (reading the Code of Ethics). Commissioners responded in the negative.

Commissioner Harris expressed that she thinks Chairperson Feyer is asking the wrong question, as it was already agreed that it will get done. Commissioner Harris already signed up for two or three times.

The question is who is going to do it. Chairperson Feyer reframed her questions. She asked commissioners whether they still want to continue having this item on every agenda, whether they want to designate specific commissioners as volunteers, and whether they want to disengage from this process (reading the code of ethics).

Commissioner Sullivan reviewed previous discussion regarding this at the HRHRC retreat (dismantling this particular committee). She does not see the need to put this on the agenda for every monthly HRHRC meeting, nor does she see a need for commissioners to volunteer for every Council meeting. Commissioner Sullivan discussed that Rochelle Monk is responsible for volunteer services corps for the City of Richmond. She has been really successful at recruiting a number of City residents (for various volunteer opportunities). Commissioner Sullivan suggested that a volunteer corps entity is more appropriate. We could reach out and ask them to manage this volunteer effort, rather than the HRHRC, and add this to the meeting agenda (and recruit volunteers themselves). Commissioners took on the role of discussing what to do, successfully re-activating the Code of Ethics piece. Commissioner Sullivan does not feel it is appropriate, however, for HRHRC commissioners to provide administrative staff (to Council). Until Rochelle, the volunteer corps coordinator picks up this responsibility, commissioners agreed to volunteer as follows: Commissioner Sullivan for the July 24th Council meeting, and Commissioner Harris for the July 31st meeting. Commissioner Harris expressed her willingness to volunteer, because she briefly reads the Code of Ethics, at 6:30 p.m., and does not introduce herself. If people are speaking while she is reading, she stops reading.

Action: Commissioner Sullivan made the following motion: she agreed that she would call Rochelle to ask that she handle coordinating volunteers to read the Code of Ethics at each City Council meeting, starting after the July 31st meeting. Commissioner Saunders seconded the motion. The HRHRC voted unanimously in favor of this motion.

10. HRHRC RETREAT FOLLOWUP

Review and discuss next step/re-organization of committees. Chairperson Feyer asked for a brief one or two-sentence comment from commissioners as to what they took from the retreat.

Commissioner Harris indicated that to her, the retreat was powerful. The retreat moderator, Mutima Imani, discussed that commissioners cannot dictate or tell another grownup how to act; because that is a sure sign it is going to fail—instead, find something positive on which to complement a person. Commissioner Harris found this as a powerful bridge because it would build a bridge (for communication). She also found powerful, the questions that were asked when commissioners broke into groups, such as who their parents were, who made a difference in their lives, whose shoulders they stood on. Commissioner Harris noted that this gave her a chance to really listen and understand others. She felt that the retreat was very successful.

Commissioner Cummings expressed that she, too, got much out of the retreat, including learning about the commissioners. She also remembers the discussion about how they are all diverse and that what works for one person may not work for the next, and to remember that at all times.

Commissioner Burrus-Wright liked the idea that the commissioners all had an opportunity to accept the fact that they each come with different philosophies—something on which to focus. Also, she enjoyed discussing how a difference in relationships happens when you are eye-to-eye with a person. She expressed that she had a wonderful opportunity to make this connection with Commissioner Sullivan. Commissioner Burrus-Wright also commented that she would like to see the Commission collapse the committees, vis-à-vis email to each other (if it does not violate the Brown act). Vice-Chairperson Brown asked that they confine such discussions to commission meetings, unless each person emails reports to the Chair, and not to other commissioners or staff.

Attorney Jenkins expressed that it was good for the Commission to have held a retreat. City Council used to have retreats as well, but no longer holds them. Sr. Assistant City Attorney Jenkins discussed the importance of understanding an individual from a different perspective. Chairperson Feyer recommended Mutima Imani as a facilitator. The Commission asked why Council no longer holds

retreats and whether or not they could recommend that Council hold retreats.

Vice-Chairperson Brown indicated that Commissioner Harris did a great job of elaborating on the retreat. He added that he, too, thought Mutima did a wonderful job facilitating. The fact that she has experience with Richmond from the beginning, etc. made him feel comfortable. Vice-Chairperson Brown also enjoyed learning about the various backgrounds of commissioners. He also enjoyed how Mutima got everyone to think outside the box, looking at things from a different perspective. Vice-Chairperson Brown added that he felt this (a similar retreat) would also be good for City Council.

Chairperson Feyer thanked Commissioner Sullivan for making the connection with Mutima Imani and arranging for her facilitation.

Commissioner Sullivan expressed her appreciation for her time with Commissioner Burrus-Wright during the retreat, as well. Commissioner Sullivan echoed Commissioner Harris' thoughts about how Mutima said commissioners should not waste their time with a committee in trying to change bad behaviors. Related to the Code of Ethics piece, Commissioner Sullivan has had two people ask about this since the retreat. But now that she has the language, she has found it very easy to describe the situation; that it is not the HRHRC's role to figure out how to regulate bad behavior. But they will continue to role-model positive and encouraging behavior to Council members.

Commissioner Saunders apologized for not attending the retreat, as she was very sick and did not go to work that entire week of the retreat.

Chairperson Feyer expressed her appreciation for the retreat, including obtaining a very skilled facilitator and obtaining finances to do so. She found important Mutima's discussion of seeking funding for the Commission's work, especially given the City's status as a Human Rights City. Chairperson Feyer indicated that Mutima emphasized the importance of building relationships with Council persons and community members. The Commission has not had a chance to discuss how to bring more community members into the committees, but she is re-energized about doing so.

Commissioner Burrus-Wright discussed the suggestion that the HRHRC reach out to other commissions. One commission they reached out to was the chair of the Parks and Recreation Commission, who graciously agreed to work with the HRHRC. She felt this is a good way to involve other people with the Commission. Chairperson Feyer asked that if commissioners have recommendations for people who might sit on the committees, please forward them to her.

Chairperson Feyer indicated she did not put a committee report from a Council Conduct Committee on tonight's agenda, as commissioners decided at the retreat to disband that committee.

Due to time limitations, Commissioner Sullivan suggested the Commission decide which agenda items they will address tonight. In response, Chairperson Feyer indicated she would like Commissioner Burrus-Wright to speak briefly about agenda items K-11 and K-12, she (Commissioner Feyer would speak about K-13), but left discussion of the remaining items is up to the Commission. Commissioner Sullivan asked that the Commission address K-15.

11. CONFERENCES – 2012/2013

Chairperson Feyer indicated that items K-11 and K-12 were both items suggested for the retreat, but they moved them to the agenda for tonight's meeting.

The report combined with K-12, as indicated by Commissioner Burrus-Wright.

12. RECOMMENDATION AND ORIENTATION OF NEW COMMISSIONERS

Commissioner Burrus-Wright suggested the HRHRC think about, and have a set of standards, in terms of selection of delegates to different conferences. She also recommended that, regarding new commissioner orientation, when the Mayor's designee interviews prospective commissioners, someone from the HRHRC sit in and have some input into the process (of joining the HRHRC).

Action: Commissioners will think about a set of standards in terms of selection of delegates to different conferences.

Action: Also, when the Mayor's designee interviews perspective commissioners, someone from the HRHRC will sit in and have some input into the process (of joining the HRHRC). Commissioners will bring their thoughts on these two processes to the next Commission meeting.

13. EXPANDING THE HRHRC

Chairperson Feyer indicated that she added this to the agenda because, as she looked at the work of the HRHRC, including time and involvement, the Commission could address (these issues) by expanding the number of commissioners. She contacted Sr. Assistant Attorney Jenkins regarding this. He indicated this would require a change in the Commission ordinance. This would involve the Commission writing something, presenting it to Council, Council voting on it, and if agreed, then the Mayor would then appoint additional members. Commissioner Harris recommended that the number of members should be an odd number of commissioners, to which Sr. Assistant Attorney Jenkins concurred.

Commissioner Sullivan asked about the number of members on other (City) commissions. Sr. Assistant City Attorney Jenkins cited for example that the Economic Development Commission had 15 members at one time. The Commission discussed logistics with having more committee members. Commissioner Burrus-Wright inquired as to the benefit of having 11 commissioners. Chairperson Feyer responded that this would provide more capacity to do work in the community and more commission representation on the various committees. Also, there have been suggestions that the HRHRC is missing a representation of an African-American male on the Commission. Several commissioners have suggested members from ONS or from Re-Entry, to represent those populations.

Commissioner Harris expressed her concerns about expanding the number of Commission members. She recommended instead that community people garner up with more energy and diversity, rather than trying to get a consensus of 11 people.

Commissioner Harris inquired of Chairperson Feyer, who is responsible for commissioners who miss meetings. It was clarified that commissioners can miss up to three meetings per calendar year. Commissioner Harris indicated the HRHRC would be more effective if they consistently had 9 or 11 attendees, rather than just focusing on only having a quorum. The Commission further discussed attendance standards and the need for City staff to track and enforce attendance. Commissioner Burrus-Wright reiterated the need for Commission orientation, because some people do not realize the amount of investment (of time). Sr. Assistant City Attorney Jenkins commented that in the past, it was the staffperson assigned to the Commission (who was responsible for enforcing attendance standards). Chairperson Feyer indicated that she has been working on this issue. To assist her in doing so, having the Commission meeting minutes transcribed will help to see who has attended the last six meetings.

Chairperson Feyer referred back to comments made by Commissioners Harris and Burrus-Wright. Chairperson Feyer noted that many of the commissions have more seats than actual commissioners.

Action: Commissioner Sullivan motioned that the HRHRC draft a modification ordinance to increase the number of commissioners to 11, and bring it back to the August meeting for discussion. Commissioner Burrus-Wright seconded the motion. The HRHRC voted unanimously in favor

Action: Vice Chair Brown motioned to extend tonight's meeting by 15 minutes. Commissioner Burrus-Wright seconded the motion. The Commission voted unanimously in favor.

14. BUILDING BRIDGES COMMUNITY WORKSHOP HELD ON JUNE 30, 2012

Discussion deferred to August meeting.

15. RICHMOND PERSONNEL BOARD

Commissioner Sullivan indicated that she has been contacted by residents and City employees many times with concerns about the Richmond Personnel Board. As part of this Board, City Employees vote, elect and appoint individuals to the Board. The Board has oversight responsibility over concerns and issues of City employees. Sr. Assistant City Attorney Jenkins concurred with Commissioner Sullivan's description of the Board. Commissioner Sullivan described that this election happened approximately seven months ago. However, this particular committee has not yet met and has lost one member, who left (the Board) due to concerns about non-movement of the Board. Now the complaints from employees are mounting.

Commissioner Sullivan indicated she attended a City Council meeting a couple of weeks ago, wherein the Mayor brought up the question to the City Manager about what was going on with the Board. The City Manager's response was that they (the Board) do not have any issues to address. The Mayor responded that the Board does not have a Chair and has not convened to appoint one. The City Manager indicated, in response, that when they have issues, then they will appoint a Chair. There was further dialogue between the Mayor and City Manager, and Commissioner Sullivan felt that the City Manager did a "pushback."

Commissioner Sullivan indicated that union representatives and rank-and-file employees have contacted her. This Board is not the same as the HRHRC. This Board involves a voting process that is administered through the City Clerk's Office. There are more than 5 members serving on the Board. Commissioner Sullivan indicated that she agreed to bring the issue to the Commission because they asked that the Human Rights Commission understand that City employees are feeling unfair treatment in this situation. There is a disagreement that there are no issues from City employees. There is also disagreement that the Board should convene for no other reason than to elect a Chair. In addition, there is concern that with one Board member having left, the Mayor has an option to appoint someone to fill that seat. They (it was inferred, Board members) ask that this appointment be the person who received the next highest number of votes. Those involved do not feel they have a voice to make these things happen. Employees are concerned about speaking up too vocally about these issues. Commissioner Sullivan asked for the Commission's feedback as to what direction to take.

Commissioner Burrus-Wright asked for the timeframe that members serve on the Richmond Personnel Board. The Commission and Sr. Assistant City Attorney Jenkins were uncertain. The Board is in place as part of the (City) Charter. Commissioner Burrus-Wright recommended that they, as the HRHRC, give more firm feedback about this Board. Commissioner Sullivan confirmed that Board members were elected, but they never convened. Commissioner Burrus-Wright asked why they (Board members) never convened. The City Manager indicated (in response to the Mayor at a recent Council meeting) that the Board has not met because they have no issues to address. When they have issues to address, they will meet and at that time appoint a Chair.

Commissioner Burrus-Wright asked for the City Manager's role on the Board, to which Commissioner Sullivan indicated that the HR Department falls under his jurisdiction, including the Personnel Board. The Board looks at issues that have not been addressed; issues that City employees are not satisfied that the City has addressed.

Commissioner Burrus-Wright interjected and suggested that since the HRHRC is a neutral commission, they want to hear both sides of the story, so ask them to present their complaint at a HRHRC meeting. Commissioner Saunders asked if the HRHRC is a safe place for City employees to come address their concerns, or whether there is an anonymous way for them to address their concerns. Sr. Assistant City Attorney Jenkins discussed that members of the Personnel Board themselves may be able to provide a report to the HRHRC, which would not involve employees. Commissioner Sullivan clarified that in the past the HRHRC has taken on, discussed and addressed issues wherein a person did not have to present the issue to the Commission. One such example is hate crime-related issues wherein the HRHRC merely received information about them, and the person related to the hate crime never showed his/her face to the Commission.

Commissioner Burris-Wright reiterated the need as a Commission, to hear both sides of the issue, as educating and communicating. Commissioner Sullivan suggested inviting members from the Board and from the City Manager's Office to speak to the HRHRC. She expressed that she knows the people who brought this information to her would not publicly attend such a meeting for fear of reprisal.

Action: Vice-Chairperson Brown motioned that the Commission extend the meeting for an additional 10 minutes (beyond the initial 15-minute extension). Commissioner Sullivan seconded the motion. Chairperson Feyer, Commissioners Burrus-Wright, Harris and Saunders voted in favor. Commissioner Cummings

Action: Chairperson Feyer motioned to have Commissioner Sullivan invite a member(s) from the Personnel Board and from the City Manager's office, as designated, to the August HRHRC meeting. Commissioner Cummings seconded the motion. The Commission voted unanimously.

16. EMPLOYMENT COMMISSION APPOINTMENTS AND CRIMINAL RECORDS

Report deferred until August meeting.

17. BUDGET COMMITTEE REPORT

(Review HRHRC budget for fiscal years 2011-2012, 2012-2013.)

Commissioner Sullivan indicated the Commission has already approved the 2011-2012 budget. They have not yet put together the 2012-2013 budget. They have revised the committee to add Chairperson Feyer, but the committee has not convened. Commissioner Sullivan commented that she is pretty sure that Commissioner Pareja is not going to continue on this committee; he has not been responsive. Commissioner Sullivan hopes to have a proposed budget by the August HRHRC meeting. She asks that any committee that has a budget to submit to the Budget Committee for the 2012-2013 budget, please email it to her, no later than August 3rd.

18. HUMAN RIGHTS ALLIANCES COMMITTEE REPORT

Chairperson Feyer referred commissioners to documents relating to this (in the meeting packet).

19. EMPLOYMENT COMMITTEE REPORT

Report deferred to the August meeting.

20. BOARDS AND COMMISSIONS OF THE CITY OF RICHMOND: ESTABLISHING BETTER COMMUNICATION

Report deferred to the August meeting.

CALL FOR AGENDA ITEMS

Chairperson Feyer asked commissioners if there are any other agenda items to add to the August agenda, other than what is being carried forward. None were mentioned.

FOR THE GOOD OF THE COMMISSION

Chairperson Feyer expressed that she is very concerned about staff support. There is a possibility that Ana Cortez might be assigned as ongoing staff support, if her workload is shifted so she can take on this responsibility. She might work with staff in her department (Community Housing) who could give her some support.

COMMISSIONERS REPORTS

Commissioner Sullivan encouraged any commissioners who can, attend the July 31st Re-Entry Solutions Group meeting. August 9 is the date of the next major budget meeting in Martinez. The discussions within (the Re-Entry Group) are tied to a \$19-million budget that Contra Costa County has to spend on re-entry/re-alignment issues around those who are returning to the community from jails and institutions. Commissioner Sullivan commented that there is much controversy about how that money is spent. As such, she emphasized the need for as many commissioners that can to attend and listen to the discussion. (Commissioner Sullivan asked Sr. Assistant City Attorney Jenkins whether she can email the flyer for the August 9th meeting to the Chair for circulation; he concurred.)

Commissioner Saunders announced that the African-American Community Baby Shower was a huge success. She also announced that HEAL (Healthy Eating Active Living) is holding an event on August 3rd at the Lillie Mae Jones Community Garden. Commissioner Saunders will email commissioners a flyer.

Action: Chairperson Feyer motioned that the Commission extend the meeting by one minute. Vice-Chairperson Brown seconded the motion. The Commission voted unanimously in favor.

STAFF REPORTS

No Report.

ADJOURNMENT

The meeting was adjourned at 10:00 p.m.

PLEASE SEE NEXT 11 PAGES FOR CHAIR, VIVIEN FEYER'S NOTES ON:

2012 INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES (IAOHRA) CONFERENCE
(ADDENDUM TO JULY 23, 2012 MEETING MINUTES).

NOTES by Vivien Feyer, Chair
Human Rights and Human Relations Commission-Richmond, California

Quick impressions:

IAOHRA is an odd smattering of state, country, city and regional agencies with vastly different structures and missions. Some members are human rights agencies and some are human relations organizations; the differences between the two categories are in no way consistent. Many agencies are involved specifically in the implementation of federal regulations around housing and/or employment.

Many of the people at the conference are paid employees of these agencies.

Only a small number of the states, counties and cities in the US are represented at the conference. "International" involves one Canadian representative. It is unclear how many agencies might exist that are not represented, but it IS clear that everyone is struggling with cuts in funding and staffing. The organization itself seems to be struggling to survive.

Strong language was used throughout the conference about human rights and human rights organizations being "under siege" in this country at this time. Adversaries are strong, funding is threatened and energy is low. "They want to shut us down."

Agencies represented at the conference with which we may have the most in common, in terms of being proactive, assuming an educational role, and responding to concerns that exist in the community, include Eugene (OR), the county of Los Angeles (CA), San Francisco (CA), Olympia (WA) and Philadelphia (PA).

We are not voting members of IAOHRA at this time.

CONFERENCE AGENDA (as published) with "NOTES" (VMF observations):

Sunday, August 5, 2012

1:30 PM - 5:00 PM COMMISSIONER/DIRECTOR'S FORUM

"SUCCESSION PLANNING: STRENGTHENING THE NEXT GENERATION OF LEADERS"

Forum Chair: Bobbie Wanzo **Moderator:** Alisa Warren

Speakers: Leon Russell, Immediate Past President of IAOHRA & Vice
Chair of the NAACP

Hilary Shelton, NAACP Washington Bureau Director and Senior Vice
President for Advocacy

NOTES: Shelton (NAACP): "The federal government is trying to change the game; change the rules - making moves to weaken HRi organizations at a time when budgets are lower than ever before. Saving money on the backs of the most needy."

Chris Kobach (who played a significant role in the drafting of Arizona SBI070) has been writing legislation for various states re requirements for state issued voter IDs.

In order to vote in Tennessee, you can't use a student ID from a state university or college, but you can use a gun permit, even an expired one.

Twenty-five percent of African Americans in the US don't have the photo IDs that could be required to vote. ("A poll tax by any other name is still a poll tax.")

A very high percentage of women and youth will also be disenfranchised by this requirement.

Many states have lifetime disenfranchisement w/ felony offense on record. This disproportionately affects African American men.

Several states, e.g. VT, never take the eligibility to register away.
(Less recidivism when people participate in the electoral process – feel involved.)

Two federal programs have budgets on which we rely heavily for HRi enforcement: FHAP -Fair Housing Assistance Program, and FEPA – Federal Employment Practices Agencies

US COMMISSION ON CIVIL RIGHTS – created to provide civil rights protection throughout US; now stacked with people opposed to civil rights

Budget is causing protections to be dropped and undermined. "A treacherous game"
Attorney General is under attack, preventing him from investigating important issues, such as racial profiling.

"People need to understand how all of this falls into place."

Increase in hate groups and militia groups at this time. "Although Jim Crow is dead, James Crow, Esq., is alive and well." – More high-tech.

Not just disagreement in conversations, but disrespect- including screaming by Congressmen at Obama.

WE NEED TO CALL FOR CIVILITY IN THE POLITICAL PROCESS.

At the same time, there has been a loosening of gun control laws.

****"IS THIS A CALL TO ACTION? DO WE WANT OUR NATION TO MOVE IN THE DIRECTION OF CIVILITY – OR GUN EXCHANGE, WHERE SOMEONE ENDS UP DEAD?"

Russell (IAORHA; NAACP):

All of us need to look at the statutory language of what we do. Know our structure.

We understand the nexus between a national assn. that advocates for HRi and the maintenance of our agencies at the local level.

Many agencies were created as a way of putting out a fire, in many instances to control the folks who started the fire. Now the fire is over, and many in the community don't see the need for our existence.

ARE WE CONVEYING TO THE COMMUNITY THE IMPORTANCE OF WHAT WE ARE DOING? Most of us are not.

What is the RICHMOND Commission doing?

What answers would we get from Community? From the Mayor? (Council?)

Are we talking to the folks who are most impacted by our work?

Do we know who they are?

Are people informed about the services we deliver on their behalf?

Sometimes we don't explore our missions within our own agencies.

How do we prevent political appointments? By making this an embarrassment.

We need to understand our missions and responsibilities and reach out into our communities.

This is important for reassuring that:

- Community knows us
- Local government supports us

- We need people who really “get” the work.
- Consider internships for law students. Issue certificate for 6-month fellowship.
- How do we make it SEXY?

“FHAP” (Fair Housing Assistance Program) agencies don’t need to pay for courses; may expand to do Commissioner training.

Relationship building in community important:

Form alliances and partnership with immigrant groups in the community.

Reach out to defense attorneys.

Build relationships with those in business community who value our presence.

Encourage others to participate.

Interns.

Grow movement.

Identify viable candidates.

Build relationships between Commissioners and staff.

Form alliances with young Republicans.

Be certain we understand where politics come in.

Monday, August 6, 2012 - International Human & Civil Rights Day

AM - 9:30 AM OPENING CEREMONY

Master of Ceremonies: Beverly Watts, Planning Committee Chair & Executive Director of the Tennessee Human Rights Commission

Greetings & Acknowledgements:

Shawn Martel Moore, IAOHRA President

Tamara K. Jacobson, Esq., Chairwoman Louisiana Commission on Human Rights

Walt Leger, Speaker Pro Tem House of Representatives

Walter Kimbrough, President of Dillard University

Recognition of Conference Planning Committee & Local Host Committee

Introduction: Loyce Pierce Wright, Executive Director, Louisiana Commission on Human Rights & Local Host Committee Chair

Keynote Speaker: Congressman Cedric Richmond, Third Congressional District

NOTES: IAOHRA is a resource suffering from budget constraints

“We, (Human Rights Organizations) are definitely under attack”... those of us who stand for the disenfranchised, etc..

Conference theme: Strengthening our network for Human Rights

*CHANGING IMAGING FOR HRi orgs: not so much only about race, but also disability, gender, age, sexual orientation, criminal records, etc.

Enforcement around housing discrimination brings in money to many of the agencies.

9:30 AM - 10:30 AM PLENARY SESSION

“CRIMINAL RECORDS AND EMPLOYMENT - PHILADELPHIA'S BAN THE BOX LAW”

Speaker: Rue Landau, Esq., Executive Director, Philadelphia Commission on Human Relations/Fair Housing

This presentation will feature a 25-minute video titled "Boxed Out" Criminal Records and the "Ban the Box" Movement in Philadelphia, as well as an explanation of Philadelphia's coordinated educational outreach on the new law and the Philadelphia Human Relations Commission's enforcement procedures.

NOTES: "More than one in four U.S. adults -- roughly 65 million people -- have an arrest or conviction that shows up in a routine criminal background check." Disproportionately people of color.

We are completely losing sight of any concept of forgiveness.
Commission's job is to change the behavior of the employer.

(Philadelphia Commission was asked to create an enforcement process. Described in great detail.)

10:45 AM - 11:45 AM **PLENARY SESSION**

"FINDING UNCOMMON GROUND: RACE & AMERICA'S FUTURE"

Introduction: Lonnie Douglas

Speaker: Professor Manuel Pastor, University of Southern California

Recent data from the U.S. Census Bureau reveals a milestone in U.S. history: slightly more than half of the nation's newborns are Latino, Black, Asian, and Native American or of mixed race. The United States can glimpse its future, and it is in the eyes of a 5-year-old Latina, the smile of a 12-year-old black boy, the laugh of a 16-year-old Asian girl. Will the nation see that future as positive? Dr. Pastor will help us understand what the racial generation gap is, and what we need to do as a nation to close it and advance racial equity.

NOTES: (Wonderful speaker!)

Detailed statistics re growth rates for US population by race/ethnicity:

Huge growth in Asian and Latino populations, not accounted for by Immigration. Less growth in black populations, very little in white.

DRAMATIC change in youth population 2000-2012:

Huge increase in number of Latinos; huge decrease in number of whites.

Eventually, majority of US population will be people of color. CA leads the national trend. "We are majority minority."

Asymmetry: African Americans are not moving into Latino areas, but the reverse is happening.

Most interesting statistic from last census: Median age by race/ethnicity:

African Americans: 42

Latinos: 27

A generation gap of 15 years!

Think about: What state in the US has the brownest young and the whitest old?

THERE ARE TWO KINDS OF LEADERS IN THE WORLD. THOSE WHO PLAY A GAME OF CHESS, AND THOSE WHO PLAY A JIGSAW PUZZLE.

Do you lead by sacrificing pawns, and winning? Or do you make progress by linking, where the object is not to win, but to complete the tapestry?

11:45 AM - 1:45 PM **LUNCHEON**

Keynote Speaker: CONGRESSMAN CEDRIC RICHMOND

Special Presentation: Michael H. Posner, Assistant U.S. Secretary of State, Bureau of Democracy, Human Rights and Labor

NOTES: Posner: Eleanor Roosevelt quote: "Where, after all, do universal human rights begin? In small places, close to home - so close and so small that they cannot be seen on any maps of the world. Yet they are the world of the individual person; the neighborhood he lives in; the school or college he attends; the factory, farm, or office where he works. Such are the places where every man, woman, and child seeks equal justice, equal opportunity, equal dignity without discrimination. Unless these rights have meaning there, they have little meaning anywhere. Without concerted citizen action to uphold them close to home, we shall look in vain for progress in the larger world."

Rights-based approach to national security. If our country lives up to its own HRi commitments, it seems more possible to lead others.

What we can do: Educate Americans @ HR.

Find creative ways to participate in international meetings

Congressman Richmond:

There are more cell phones than people in the US. We have a need to communicate – to connect. US kids spend 6 to 8 hours daily on devices, playing games. Who owns the airwaves? Only a tiny percentage owned by women or people of color.

1:45 PM - 3:40 PM PLENARY PANEL SESSION

“OPPORTUNITIES TO BUILD A HUMAN RIGHTS NETWORK BETWEEN THE FEDERAL & STATE/LOCAL LEVELS”

Moderator: Robin Toma, Los Angeles County Human Relations

Commission **Panelists:**

Vicki Schultz, Civil Rights, U.S. Department of Justice

Nina Schou, U.S. State Department

Ejim Dike, U.S. Human Rights Network

JoAnn Kamuf Ward, Columbia Human Rights Institute

Ken Neubeck, Eugene Human Rights Commission

The Obama Administration has recognized that actions by state and local governments and communities are required to fulfill our commitment to human rights. Issues such as discrimination in employment and housing, the discriminatory application of the death penalty, and racial profiling by local police, to name a few, are covered by the international treaties the U.S. has signed, and are under the control of state, county and city governments. This panel will discuss what role IAOHRA member agencies play in making real a national **network to advance human rights and what leadership and coordination role of our federal agencies** is required.

NOTES:

Toma: What happens when you whittle away at HRi & HRi budgets and staffing? (Race riots in LA)

Important to link to community based organizations.

Shou (DOJ):

Our agencies remind federal agencies of US treaty obligations: The US has ratified three UN Human Rights treaties: the International Covenant on Civil and Political Rights (ICCPR), the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) and the Convention Against Torture and Other Forms of Cruel, Inhuman and Degrading Treatment (CAT). Ratification makes the treaties part of U.S. law and imposes an international legal obligation that the U.S. implement the treaty's provisions through its laws and policies. It also requires the U.S. to periodically

report to U.N. committees charged with monitoring the government's progress in meeting its human rights obligations. (Also two optional protocols around child labor and child prostitution.)

Shultz (State Department):

Periodic review of US laws to make sure that they meet our treaty obligations.

Ward (Columbia University):

The role of official state and local HR agencies is monitoring and implementing these treaties and standards. Federal government needs to take a leadership role in this.

Duke: U.S. Human Rights Network: national network working together to hold US Government accountable to HR obligations, or perhaps working with government to hold itself accountable. 3,000 members now. People understand intrinsically that they have rights and we know when they have been violated. We see ourselves as protecting the most vulnerable (women, LGBT, undocumented, older...)

***Neubeck (Eugene): Recently revised ordinance, which was a civil rights ordinance. Mandate to be proactive, to do HRi education and awareness building. Involve people who are most directly affected in both defining the problem and finding solutions. We advocate not for them but with them. "Have you consulted with those who will be most affected?"

Hold higher standards than the Federal Government

Eugene Commission has four working groups:

- 1) IMMIGRATION: Includes community/police relations
How to make that population more welcome
- 2) YOUTH: Includes schools, bullying, youth/police tensions
- 3) HOMELESSNESS
- 4) RACISM, HATE and BIAS

**TRIPLE BOTTOM LINE FOR POLICY DECISIONS:

FISCAL IMPACT

ENVIRONMENTAL IMPACT/ STEWARDSHIP

SOCIAL IMPACT

City council likes proposals to be complete with all three!

We are looking at a cultural shift into using HRi language.

There is hammer banging time and work to be done to get people in the community to bang hammers. There is also time to be nurturing and inviting, integrating HRi lens into the community.

How do we nurture relationships at the federal level? What are resources to support our agency?

US Civil Rights Commission needs to be more robust; needs to be a civil and HRi Commission.

3:50 PM - 4:50 PM **PLENARY SESSION**

"SUMMARY OF THE FAIR LENDING PROVISIONS OF THE DODD-FRANK WALL STREET REFORM AND CONSUMER PROTECTION ACT OF 2010"

Speaker: Stella Adams, S J Adams Consulting

This workshop is a summary of the fair lending provisions of the Dodd-Frank bill and its creation of an office of fair lending and equal opportunity. This workshop discusses how IA OHRA can play a vital role in guiding and shaping how this new agency will carry out its duties to ensure the protection of vulnerable minority borrowers and communities.

5:00 PM - 5:45 PM **IAOHRA REGIONAL CAUCUS MEETINGS**

Atlantic Region
Southern Region
Midwest Region
**Western Region

NOTES: Contact sheet for our region should be coming.
Reps attended the meeting from Seattle, SF, LA County, Eugene, Washington State, Utah, Olympia—and Richmond
Statewide convening in LA on November 16, 2012. California Association of Human Rights Organizations (CAHRO)

Not just enforcing of anti-discrimination law, but putting forward of a social justice agenda.

9:30 PM - 11:00 PM **FILM VIEWING: DEADLINE**

The story of the murder of an African American youth in rural Alabama gone uninvestigated, unsolved and unpunished for almost twenty years. *Deadline* is a story of murder, family, race, and of redemption for a small Southern town and for Matt Harper. Inspired by a true story, adapted from Mark Ethridge's novel *Grievances*.

Tuesday, August 7, 2012 - Housing Day

8:30 AM - 11:00 AM **PANEL DISCUSSION**
“FAIR HOUSING LITIGATION, A PUBLIC & PRIVATE PERSPECTIVE”

Panelists:

Steven Rosenbaum, U.S. Department of Justice
James Perry, Greater New Orleans Fair Housing Action Center
David Berenbaum, National Community Reinvestment Coalition
Michael Seng, John Marshall Law School

Fair housing litigation and settlements are reshaping fair housing and fair lending policy across the country. This panel of experts will provide the latest updates regarding how fair housing litigation by the public and private sector impact us all and provide information critical to developing strategies that will help in developing policy to ensure equal opportunity and access. They will provide details regarding the recent State's Attorney General and the Wells Fargo mortgage settlements.

NOTES: Berenbaum:

“Why are people poor?” Individual issues or systemic problems?
How are we challenging systems that perpetuate poverty while we work on individual issues?

Seng: Country will be more segregated at the end of this housing crisis.
Additional classes not federally protected:

- 1) Source of income discrimination (e.g. Section 8 vouchers)
- 2) Ex-offenders
- 3) Aliens
- 4) Sexual orientation
- 5) Disabilities

11:15 AM - 12:15 PM **PLENARY SESSION**
“UNDERSTANDING THE NATIONAL NEIGHBORS PROGRAM”

Moderator: Beverly Watts, Tennessee Human Rights Commission

Speaker: Michael Mitchell, National Community Reinvestment Coalition

The National Community Reinvestment Coalition (NCRC) serves as advocates around the country by providing training, technical assistance, research, policy analyses and other resources to more than 600 community-based member organizations. NCRC assists them as they expand access to basic banking services including credit and savings, to create and sustain affordable housing, job development for low- and moderate-income communities. This session provides an overview of their many fair housing and advocacy strategies including the National Neighbors Program and Understanding Predatory Lending Training Program.

NOTES: Three paths to further fair housing:

- 1) Litigation
- 2) Education
- 3) Collaborative Initiatives

We need to teach our children to be social entrepreneurs – to prepare a new generation to invest in community. “Supporting government on tax dollars alone is an outdated paradigm.” We need to create new revenue streams.

12:15 PM - 2:15 PM **PAST PRESIDENT’S LUNCHEON**

Moderators: Jim Stowe, Director of the Montgomery County Maryland Office of Human Rights

Leon Russell, Immediate Past President of IAOHRA & Vice Chair of NAACP

Keynote Speaker: John D. Trasviña, Assistant Secretary for Fair Housing & Equal Opportunity, U.S. Department of Housing & Urban Development

NOTES: Russell: Crises that helped to create these agencies may not be there any more, but devastation in the community is even greater.

General vision: Strong effective civil rights advocacy and enforcement.

“Where is your heart totally committed about the work of HRI?”

Beverly Watts: “Somebody else” has died. The “somebody else” who will do this work for us.

2:15 PM - 3:15 PM **PLENARY SESSION**

“POLICY UPDATES FROM U.S. DEPT. OF HOUSING & URBAN DEVELOPMENT”

Speaker: Kenneth Carroll, U.S. Department of Housing & Urban Development

Mr. Carroll will discuss FHAP successes, requirements enumerated in the FY2012 FHAP Guidance, FHAP partnership funds & FHAP budget prospects for 2013 & 2014. There will also be new and upcoming HUD Fair Housing Regulations, including HUD’s recently published Final Rule, Equal Access to Housing in HUD Programs Regardless of Sexual Orientation or Gender Identity.

NOTES: 41% of US population lives in areas with protection for LGBT population. Marital status, gender identity and sexual preference should all be protected by HUD. Public officials need to do the work so that people in areas where there is not such strong community support don’t suffer discrimination.

HUD established in 1968 as nation’s response to the killing of MLK.

We need to be relevant to the 21st century.

We need to be reminded of why our agencies exist, how they came into being, what we do and what needs to be done at this time.

3:15 PM - 5:00 PM IAOHRA Corporate Meeting

6:00 PM - 8:30 PM **EVENING RECEPTION & EXHIBIT TOUR**

Hosted by Louisiana Commission on Human Rights - Off-Site

PANEL DISCUSSION RELATED TO THE PLESSY V. FERGUSON DECISION

The Cabildo

Moderator: Turry Miguel Flucker, Visual Art Historian

Keith M. Plessy, Plessy and Ferguson Foundation

Keith Weldon Medley, Author of *We as Freeman – Plessy v. Ferguson – The Fight against Legal Segregation*

Brenda Billips Square, New Orleans Historian

WEDNESDAY, AUGUST 8, 2012 - EMPLOYMENT DAY

8:30 AM - 10:00 AM **PLENARY PANEL SESSION**

“AGE-BASED EMPLOYMENT DISCRIMINATION”

Moderator: Jean Kelleher Niebauer, Office of Human Rights, City of Alexandria, Virginia

Panelists:

Elizabeth Owens Bille, Society for Human Resources Management

R. Scott Oswald, The Employment Law Group

P. David Lopez, Equal Employment Opportunity Commission

Panelists will present a legal update on important age discrimination cases and discuss the impact of the Supreme Court's 2009 decision in *Gross v. FBL Financial Services*, and legislative efforts in response to that case. They will provide the latest from the EEOC; tips for attorneys, program directors and investigators on enforcement of the ADEA; important guidance for businesses and employers from the Society for Human Resource Management; and an opportunity to ask questions of the experts.

NOTES: (presenters are all lawyers from DC area)

Ageist stereotypes are very deeply entrenched.

We now have five generations in the workplace at the same time, ¾ of workplaces have intergenerational conflict. Many have implemented intergenerational conflict training.

Suggestion: Adopt “code of conduct” to set tone.

(Very detailed suggestions around litigation process.)

10:15 AM - 11:15 AM **PLENARY SESSION**

“IMMIGRATION - BASED EMPLOYMENT DISCRIMINATION: NATIONAL ORIGIN VERSUS CITIZENSHIP STATUS AND WHAT IS E-VERIFY?”

Introduction: Julie Nelson, Seattle Office for Civil Rights

Speaker: Seema Nanda, Office of Special Counsel for Immigration Related Unfair Employment Practices

Ms. Nanda will explain the work of OSC and distinguish it from that of the EEOC. She will discuss citizenship status vs. national origin discrimination, discrimination in

employment eligibility verification, document abuse and E-Verify.

NOTES: “Document abuse” (requesting additional or different docs for I-9 for employment), “Citizen status discrimination” and “National origin discrimination” are all quite different – cases argued differently.

There is a history of outreach to Latino community; we need to reach out to other communities as well.

11:15 AM - 12:15 AM **PLENARY SESSION**
“RETALIATION IN THE WORKPLACE”

Moderator: Estrus Tucker, Fort Worth Human Relations Commission

Speakers:

Keith Hill, EEOC-New Orleans Office

Debra Leo, EEOC-Birmingham District Office

Winston G. Decuir, Jr., Esq., DeCuir, Clark & Adams, L.L.P ?

NOTES: Retaliation is on the rise.

(Difference in treatment after a complaint, an illness, etc.) How far can we go to protect individuals?

12:15 PM - 1:45 PM **CONFERENCE LUNCHEON & CLOSING CEREMONY**

Master of Ceremonies: Shawn Martel Moore, IAOHRA President

Greetings: Executive Director, Louisiana Commission on Human Rights

Keynote Speaker: Justice Bernette Johnson, Louisiana Supreme Court

NOTES: NIHRO (?) – Sister organization. We need to look at relationship, and consider merging conferences, etc.

A few additional notes from discussion with Robin Toma, LA County:

LA County (very unlike SF) contains 88 cities, and unincorporated areas as well.

County Human Relations Commission partners with cities. (See CA state enabling statute.)

Ideal: Create something with some degree of independence and autonomy – both budgetary and political.

Set the stage as an organization to get support from state and other entities.

Philanthropy. Darrell Steinberg in CA state senate – sensitive to our issues.

Find some sort of dedicated funding stream, so as not to be so vulnerable.

Extend term limits (political insulation)

Robin’s Commission raises funding from foundations, mental health funding, government funding. Government should have commitment to fund at some minimal level—over police, fire, etc.

CAHRO (California Association of Human Relations Organizations)–is meeting in Los Angeles on November 16th.