Human Relations Commission
Special Meeting Minutes
October 4, 2019, 9:00 AM to 2:00 PM
200 North Main Street, Room 351
Called by President Morgan-Greene

I. Call to Order & Roll Call

The meeting was called to order at 9:10 am.

Commissioners Present: Courtney Morgan-Greene, Angelica Solis-Montero, Irma Beserra Núñez, Melany Dela Cruz-Viesca, Anthony Mack, Mark Rothman, Irene Tovar

Commissioners Absent: Nirinjan Singh Khalsa, Herpsima Khatchadorian, Dr. Amna Qazi, Rosa Russell; City Attorney: Gretchen Smith

II. Public Comment on Items not listed on the Agenda

There was no public comment.

III. Introductions & Icebreaker (9:00-9:30 am)

Commissioners each received three fun facts about someone and had to guess whose facts they were. Commissioners also shared what they learned from reading through HRC minutes from the 1960s, 70s, and 80s.

IV. Developing a shared HRC Vision (9:30-11:00 am)

With the guidance of an external facilitator, Commissioners discussed their visions for the HRC’s work, and some of their frustrations with barriers to the work. They discussed the need to get on the same page regarding the Commission’s purpose, and the need to act and stay true to the HRC mission. They discussed a possible visit to the border as a potential concrete action individual Commissioners could take in the realm of immigration. Further discussion and reevaluation may be needed.

V. Break (11:00-11:10 am)

VI. Getting to the vision: Group Agreements & Personal Commitments (11:10 am-12:00 pm)

Commitments to each other included discussion on the following:

- Open and honest communication with each other (even and especially when feelings are hurt)
- Asking follow up questions: “What did you mean by that?”
- Assume good intention
- Be efficient (and equitable) with each Commissioners’ time taken, and avoid repetition
- Define purpose and guidelines of Ad Hoc Committees clearly ahead of time to get on the same page
When making comments at meetings, ask ourselves how the conversation will move things forward (given the difficulties getting through the HRC’s regularly packed agendas)

- Assume questions are asked in good faith
- Clear and equitable processes (selections of committee chairs; full, robust, and timely minutes, and speaking processes)
- Either: less agenda items OR more time to meet and discuss – perhaps find a mechanism to continue important conversations
- Brainstorm processes to stay up to date if you miss a meeting (this includes checking in with Maia before meetings to be up to date; minutes should be sent with more time)

Commitments to the work included the following discussion:

- Get clear answers about scope of work (HCID, City Attorney, Mayor’s Office)
- If we are convinced (morally, ethically, mission of the HRC) – then we should take (specific) action. Don’t wait for permission (Communications Protocol)
- Take strategic, efficient, long-term thinking and goals into account (focus energy strategically)
- Follow the HRC Ordinance and Executive Directive 4
- In situations where an unintentional or disproportionate impact of a policy is apparent, HRC should raise these concerns with City leaders
- Base “advisory” on data and information gathering
- Focus on Goal first, and “How”/Action second, and incorporate social media/publicity third

**VII. Lunch** (12:00 pm-12:30 pm)

1. Break
2. Quick Review of Upcoming 2019-2020 Calendar

Maia Ferdman reviewed the various events and programs the HRC has scheduled or discussed for the remainder of 2019 and the first half of 2020.

**VIII. Programmatic Goals & Budget Committee Presentation** (12:30-2:00 pm)

Commissioner Rothman shared the draft budget that the Budget Ad Hoc Committee compiled for all Commissioners’ review and comments. He said he spoke with Deputy Mayor Greg Good about fundraising, and that it seemed like Commissioners will not be able to privately fundraise for their programs. While HCIDLA has submitted a formal budget request for FY 2020-21, that still leaves a financial gap for the remainder of this fiscal year. Commissioners agreed that they would develop a budget for the remainder of this fiscal year (using the budget document and calendar presented here), to submit to the Mayor’s Office for review and their suggestions for funding. They can no longer hold the Angel Awards fundraisers due to policy changes around Commissioner fundraising.

**IX. Next Steps & Adjournment**

*The meeting was adjourned at 2 pm.*