



City Hall
3300 Capitol Ave, PO Box 5006, Fremont, CA 94537-5006
www.fremont.gov

Human Relations Commission Agenda

The Human Relations Commission (HRC) is a citizen commission appointed by the Fremont City Council. Human Relations Commission business is conducted in a public forum and operates within the provisions of the Brown Act. Information on the Brown Act may be obtained from the City Clerk's office at 3300 Capitol Avenue (phone 284-4060).

Pursuant to State of California Executive Order N-29-20 dated March 17, 2020, regarding the COVID-19 pandemic, the Human Resources Conference Room will not be open for the July 20, 2020 meeting of the Human Relations Commission. The meeting will be conducted remotely via Zoom.

The Public may watch and/or participate in the public meeting by joining the meeting through the Zoom Videoconference link provided below. The public may also join the meeting by calling the below listed teleconference phone number. Further instructions on how to make public comments throughout the videoconference or teleconference will be provided at the meeting.

If you are an individual with a disability and need a reasonable modification or accommodation pursuant to the Americans with Disabilities Act (ADA), please contact the Recording Secretary at sjeyakumar@fremont.gov or 510-574-2061 at least 24 hours prior to this meeting for assistance.

HOW TO JOIN OR MAKE A PUBLIC COMMENT ONLINE OR BY PHONE: The meeting will begin at 7:00pm PST. Whether you participate online or by phone, you may wish to "arrive" early so that you can address any technology questions prior to the start of the meeting.

ONLINE: <https://zoom.us/j/96188811600?pwd=aHRleWNxeWVXZzdqWGZqMjgrYzdIdz09>

Password: 056875

When prompted, download and run the Zoom software on your computer. If you have not used Zoom on your computer before you may want to join the call 15 minutes early to test your configuration. Someone will be in the conference at that time to help you.

BY PHONE: US: +1 669 900 9128 Webinar ID: 961 8881 1600

Password: 056875,

International numbers available: <https://zoom.us/u/ajOq16k1e>

General Order of Business

- | | | |
|-------------------------------|---------------------------|--------------------------|
| 1. Secretary Check for Quorum | 6. Written Communications | 11. Commission Referrals |
| 2. Call to order – 7:00 p.m. | 7. Announcements | 12. Committee Reports |
| 3. Roll call | 8. Consent Items | 13. Staff Reports |
| 4. Approval of Minutes | 9. Old Business | 14. Referral to Staff |
| 5. Oral Communications | 10. New Business | 15. Adjournment |

Order of Discussion

Generally, the order of discussion after introduction of an item by the Chair will include comments and information by staff followed by Human Relations Commissions questions, inquiries or discussion. The applicant, authorized representative, or interested citizens may then speak on the item. At the close of public discussion, the item will be considered by the Commission and action taken.

Oral Communications

Any person desiring to speak on a matter which is not scheduled on this agenda may do so under Oral Communications. The Human Relations Commission will take no action on an item which does not appear on the agenda. The item may be agendaized for the next regular meeting or at a special meeting called in accordance with the terms of the Brown Act. The Human Relations Commission may establish time limits of presentations.

Information about the City or items scheduled on the Agenda may be referred to:



Suzanne Shenfil, Director
Human Services Department
3300 Capitol Ave
Fremont, CA 94538
(510) 574-2051

Arquimides Caldera, Deputy Director
Human Services Department
3300 Capitol Ave.
Fremont, CA 94538
(510) 574-2056

Your interest in the conduct of your City's business is appreciated.

Human Relations Commission

Feda Almaliti
Dharminder Dewan - Vice Chair
Tejinder Dhani
Dr. Sonia Khan
Lance Kwan
Patricia Montejano
Julie Moore - Chair
Shobana Ramamurthi
Cullen Tiernan

City Staff

Suzanne Shenfil, Human Services Director
Arquimides Caldera, Deputy Human Services
Director
Shanti Jeyakumar, Recording Secretary

Mission Statement

The City of Fremont's Human Relations Commission (HRC) strives to prevent discrimination and ensure that the rights of all individuals and groups in Fremont are protected under the law. The HRC promotes, supports, and helps create a compassionate community environment where diversity is honored and respected, neighbors reach out and support each other, and the most vulnerable receive services; to allow all a high quality of life in a community where we live, learn, work, and play in peace and harmony.

AGENDA
HUMAN RELATIONS COMMISSION
REGULAR MEETING
MONDAY, JULY 20, 2020
7:00 P.M.

1. **SECRETARY CALL FOR QUORUM**

2. **CALL TO ORDER**

3. **ROLL CALL and**

4. **APPROVAL OF MINUTES**

Approve June 15, 2020 Minutes (**Enclosure 4.1**)

5. **ORAL COMMUNICATIONS**

6. **WRITTEN COMMUNICATIONS**

6.1 Email communications regarding “Native Lives Matter” Graffiti in Mission San Jose.

7. **ANNOUNCEMENTS**

8. **CONSENT ITEMS**

8.1 **Attendance Summary (Enclosure 8.1.1)**

8.2 **Calendar of HRC regular/special meetings and events. (Enclosure 8.2.1)**

8.3 **HRC August Recess**

BACKGROUND: In alignment with the City Council’s schedule, the HRC typically goes on recess for the month of August. Staff is requesting the Commission confirm the cancellation of its August meeting.

Enclosure: None.

RECOMMENDATION: Adopt a motion for the HRC to recess for the month of August 2020.

9. **OLD BUSINESS**

9.1 **Further Consideration of City of Fremont Participation in the Local Government Alliance on Race and Equity (GARE)**

BACKGROUND: According to the GARE’s website, its membership network is composed of over 80 jurisdictions at the forefront of local and regional government’s work to advance racial equity. The organization provides training, examples of best practices and tools for Racial Equity. Information and training can be applied across a city government organization. GARE also provides tools to increase the capacity of people of color to strengthen their communities and determine their own future and that of their neighborhoods.

At the June 15, 2020 HRC meeting, Commissioners Khan, Dewan, Moore and Dhami volunteered to sign up for GARE orientation sessions and report back to the Commission.

RECOMMENDATION: Receive report out from Commissioners on their assessment if GARE could help the City of Fremont address racial equity issues. Discuss and, if agreed, make a recommendation to the City about joining and participating in this organization.

10 **NEW BUSINESS** (Items on which the Commission has not yet had an agendized discussion or taken action)

10.1 HRC Retreat

BACKGROUND: Past commissions have had held retreats to assist with strategic planning and team building. Current commissioners have expressed interest in holding a retreat that would focus on some of the salient topics of the day currently related to diversity, discrimination, institutional racism and implicit bias, and how an understanding of these topics might help inform the work of Commission in carrying out its mission.

Staff is recommending CircleUp Education (CircleUp), a consulting group that has previously trained Human Services Department staff on Restorative Justice Circles and worked with Fremont Unified School District on similar issues.

CircleUp proposed three possible retreat training/discussion modules for the Commission to consider:

- A. Team Building Mutual Respect and Empathy Building
- B. Diversity Uncovered and Implicit Bias Training
- C. Discussion Retreat on Addressing Bias and Becoming Changemakers

Staff has asked each Commissioner to read the module descriptions, which are also enclosed in the packet, and rank them as a 1st, 2nd, and 3rd priority. Based on average ranking, option B was the highest rank topic.

	B.	C.	A.
Name	Diversity Uncovered & Implicit Bias	Addressing Bias & Becoming a Change maker	Team Building, Mutual Respect & Empathy
Dewan	1	2	3
Moore	1	2	3
Tiernan	2	3	1
Kwan	2	1	3
Montejano	2	3	1
Ramamurthi	2	1	3
Khan*			
Almaliti	2	1	3
Tejinder	1		
Avg. Rank:	1.63	1.86	2.43

* Preferred to have a more didactic overview of Institutional Racism, its historic context, and ways it has permeated housing, healthcare, criminal justice, education and employment as a solid ground of understanding by HRC members before retreat topics are undertaken.

Commissioner Availability

Name	Wkday AM (A)	Wkday PM (B)	Wkday late Afternoon Early evening (C)	Sat. AM (D)	Sat. PM (E)	Sunday PM (F)
Dewan			x	x		
Moore*	x	x	x	x	x	x
Tiernan				x	x	x
Kwan			x	x	x	x
Montejano			x	x		
Ramamurthi						
Khan						
Amaliti	x	x	x			
Tejinder						

* Moore conflict: 8/14 to 8/15 & 8/29

Kwan conflict : cannot do even dated Saturday

ENCLOSURE: 10.1.1 Proposed CircleUp Retreat Modules

RECOMMENDATION: Given the time commitment for this retreat which is 4 hours, staff is suggesting that the Commission start with one training

module, and based on this experience a second module could be offered at a later time. It is suggested that the Commission discuss the workshop options, comment on expectations for the retreat and share any topic modifications they would like to see. Once a module is selected, by motion the Commission is next asked to review the survey of preferred times for conducting the retreat. The preferred times seem to be Saturday morning or a weekday, late afternoon to early evening. Some Commissioners have indicated specific prior commitments or other constraints.

10.2 Delivery of Medical Marijuana in Fremont

BACKGROUND: At the June HRC meeting, the HRC passed a referral for staff to update the HRC on the City's rules and regulations related to cannabis dispensaries and delivery.

Section 18.190.307 of the Fremont Municipal Code bans marijuana delivery. Last year, California changed state law to prohibit jurisdictions from banning delivery of marijuana. The state law supersedes local ordinances. Currently, a lawsuit by approximately 25 cities (Santa Cruz County et al v. Bureau of Cannabis Control) is challenging the state's authority to impose the ban prohibition. Fremont is not a party in the case.

The City staff have indicated they will likely leave the ban in place, albeit unenforced by the City, pending resolution of the lawsuit and the next scheduled municipal code update in early Spring 2021. There is no way for the City of Fremont to generate revenue from the delivery of marijuana into the city.

ENCLOSURE: None

RECOMMENDATION: Receive staff update

10.3 Education Equity Coordinator Discussion

BACKGROUND: At the June HRC meeting, the HRC passed a staff referral to include agenda item discussing the recent elimination of the Education Equity Coordinator position at Fremont Unified School District (FUSD).

The FUSD school board selected Christopher 'CJ' Cammack as its next superintendent, starting August 1, 2020.

ENCLOSURE: None

RECOMMENDATION: Receive update from Commissioners and/or staff and take action as appropriate.

11. **COMMISSION REFERRALS** (Referrals from the City Council to the Commission)

12. **COMMITTEE REPORTS**

12.1 **Financial Resources Committee to fund HRC sponsored events**

COMMITTEE BACKGROUND: Chair Moore, Vice-Chair Dewan, and Commissioner Ramamurthi work to create and implement a sustainable fundraising strategy for HRC sponsored events.

RECOMMENDATION: Receive update and take action as needed.

12.2 **LGBTQ Committee**

COMMITTEE BACKGROUND: The LGBTQ Committee includes Commissioners Kwan, Montejano, Almaliti, and Dhami.

RECOMMENDATION: Receive updates from Committee and take action as needed.

12.3 **Ad Hoc Committee Reports**

12.4 **Liaison Reports**

12.4.1 **Union City HRC:** Commissioner Tiernan is the HRC's liaison for the Union City HRC.

RECOMMENDATION: Receive update

12.4.2 **FRC CAEB:** Vice-Chair Dewan is the HRC's liaison for the FRC CAEB.

RECOMMENDATION: Receive update

12.4.3 **FUSD:** Commissioner Khan is the HRC's liaison for FUSD.

RECOMMENDATION: Receive update

13 **STAFF REPORTS**

13.1 **Follow up on June 15, 2020 Commission Recommendation on MET team.**

RECOMMENDATION: Receive update

13.2 Stakeholder Meetings to Discuss Fremont Police Department and Race

The City is holding a series of 6 community stakeholder meetings to talk about police and race issues in Fremont. All of the Commissioners should have received an invitation to participate in these discussions. The first meeting was held on July 16, 2020. The next meetings, offered at different times will be on July 20, July 22, July 23, August 3 and August 4. A public meeting where the outcome and recommendations from the Stakeholder Groups will be presented to Council will held on August 11 from 6:00-9:00 pm. Commissioners are encouraged to participate and to also complete the **Engage Fremont – Policing and Race Survey**, currently on the City Website : <https://stories.opengov.com/fremontca/published/j-mFNSPA>.

RECOMMENDATION: Receive update

14. **REFERRALS TO STAFF** (a request to have items placed on a future Commission agenda as an item of new business. A vote against means it will be dropped without consideration).
15. **ADJOURNMENT**

City Hall

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MINUTES
HUMAN RELATIONS COMMISSION
REGULAR MEETING
MONDAY, JUNE 15, 2020
VIRTUAL ZOOM MEETING
7:00 P.M.

1. **SECRETARY CALL FOR QUORUM**
2. **CALL TO ORDER**
3. **ROLL CALL**

Present: Chair Moore, Vice Chair Dewan, Commissioners, Dhami, Khan, Kwan, Montejano, Ramamurthi, and Tiernan
Commissioner Almaliti joined the meeting at 7:20 p.m. and left at 9:00 p.m.

Staff Present: Director Shenfil, Dpty. Director Caldera, Dpty. City Attorney Lacey, Management Analyst Flores, Sr. Accounting Specialist Jeyakumar

4. **APPROVAL OF MINUTES**

May 18, 2020 Minutes: A motion was made by Commissioner Kwan, and seconded by Commissioner Tiernan, to approve the May minutes as corrected (Item 4: replacing “May 18” with “February.” The motion passed as follows:

Yes	No	Abstain	Absent
Dewan			Almaliti
Dhami			
Khan			
Kwan			
Montejano			
Moore			
Ramamurthi			
Tiernan			

5. **ORAL COMMUNICATIONS**
6. **WRITTEN COMMUNICATIONS**
7. **ANNOUNCEMENTS**

8. **CONSENT ITEMS**

9. **OLD BUSINESS**

10. **NEW BUSINESS** (Items on which the Commission has not yet had an agendaized discussion or taken action)

10.1 Black Lives Matter Demonstrations and Protests Against Institutional Racism

Dpty. Director Caldera commenced the discussion by providing a recap of the two retreats conducted in 2015 and 2017 as part of the Racial Equity Emerging Leaders Program. Director Shenfil explained that the intent of the first retreat was to build a level of trust and understanding amongst a diverse set of Fremont community members. The second retreat expanded the group to include a cohort of Police Department officers. The retreats confirmed that such discussions require an experienced facilitator.

Chairperson Moore clarified that the two retreats under the Racial Equity Emerging Leaders Program were conducted in 2015 and 2017, when there was a different Police Chief and City Manager. She suggested sending the Dialogue report to the current Police Chief, City Manager and Mayor. All Commission Members concurred.

Commissioner Khan stated that Black Lives do matter and Black Lives are loved and cherished by Fremont and suggested having a board retreat to better understand and educate the Commission on racial equity and intentional racism.

10.2 Consider Exploration of City of Fremont Participation in the Local Government Alliance on Race and Equity (GARE)

Commissioners Khan, Dewan, Moore and Dhami volunteered to sign up for GARE orientation sessions and report back to the Commission.

10.3 Encourage continuation and potential expansion of the Fremont Mobile Evaluation Team (MET) serving both Mentally Ill and Homeless residents of Fremont.

A motion was made by Commissioner Kwan, and seconded by Commissioner Khan: HRC recommends that the City fund a second Crisis Intervention Specialist in Human Services Department to work collaboratively with the Police Department, to address issues related to mentally ill and homeless persons, with the MET team. The motion passed unanimously as follows:

Yes	No	Abstain	Absent
Almaliti			
Dewan			
Dhami			

Khan			
Kwan			
Montejano			
Moore			
Ramamurthi			
Tiernan			

11. COMMISSION REFERRALS (Referrals from the City Council to the Commission)

12. COMMITTEE REPORTS

12.1 Financial Resources Committee to fund HRC sponsored events

A motion was made by Commissioner Kwan, and seconded by Commissioner Ramamurthi: The HRC will sponsor a \$500 planter for the Housing Navigation Center. The motion passed unanimously as follows:

Yes	No	Abstain	Absent
Almaliti			
Dewan			
Dhami			
Khan			
Kwan			
Montejano			
Moore			
Ramamurthi			
Tiernan			

12.2 LGBTQ Committee

Commissioner Kwan reported that the San Francisco Pride Parade has been cancelled this year due to the COVID-19. However, certain events have been scheduled, which can be viewed live online.

The 4th of July Parade has also been cancelled this year.

12.3 Ad Hoc Committee Reports

12.4 Liaison Reports

12.4.1 Union City HRC

Commissioner Tiernan reported that Union City has established an ad hoc sub-committee consisting of 2 council members and 3 HRC members to focus on George Floyd’s murder.

12.4.2 FRC CAEB

Vice Chair Dewan reported that FRC provided the following two presentations:

- Kinship Support Services Program (KSSP)
- Human Services Presentation provided by Director Shenfil

12.4.3 FUSD

Commissioner Khan reported that the Equity Coordinator position had been eliminated. In view of devastating budget cuts, FUSD is figuring out how to carry on in the next academic year.

13 STAFF REPORTS

13.1 Attendance Summary (Attachment 13.1)

13.2 Calendar (Attachment 13.2) of HRC regular/special meetings and events.

13.3 Human Services Department’s Updates during the Shelter in Place, in response to the COVID-19 Pandemic

Staff provided an update on services provided by, and donations raised for, the Human Services Department, during the COVID-19 pandemic.

14. REFERRALS TO STAFF (a request to have items placed on a future Commission agenda as an item of new business. A vote against means it will be dropped without consideration).

A motion was made by Commissioner Khan, and seconded by Commissioner Tiernan: Referral to Staff to come back to HRC in the next meeting with an update on the City’s rules and regulations related to Cannabis dispensaries and delivery. The motion passed as follows:

Yes	No	Abstain	Absent
Almaliti			
Dewan			
Dhami			
Khan			
Kwan			

Montejano			
Moore			
Ramamurthi			
Tiernan			

Commissioner Khan motioned to add to the following item to the next agenda: Discussion on the Education Equity Coordinator position. The motion was seconded by Commissioner Kwan. The motion passed as follows:

Yes	No	Abstain	Absent
			Almaliti
Dewan			
Dhami			
Khan			
Kwan			
Montejano			
Moore			
Ramamurthi			
Tiernan			

15. ADJOURNMENT

Commissioner Kwan motioned to adjourn. Commissioner Tiernan seconded the motion. The motion passed as follows and the meeting adjourned at 9:23PM.

Yes	No	Abstain	Absent
			Almaliti
Dewan			
Dhami			
Khan			
Kwan			
Montejano			
Moore			
Ramamurthi			
Tiernan			

Subject: Written Communication Re: Graffiti

HRC Written Communication:

From: Barbara H
Sent: Monday, July 6, 2020 8:18 AM
To: HRC <HRC@fremont.gov>
Subject: Graffiti

Hello,

I am very upset that the Fremont police are investigating the "Native Lives" graffiti on Mission San Jose as a hate crime. I just read the official definition of a hate crime, and I cannot see, by any stretch of my imagination, that this fits the definition.

To me, treating this as a hate crime would be like saying it's a hate crime for a Jewish person to put graffiti on a monument to the Nazis or for a black person to write Black Lives Matter on a monument to the Klan.

I'm glad that Mission San Jose is located in our community, but for me, part of the significance is that it is a reminder that our California history is complex, and that we can learn from it.

Thanks for your attention to my concern.
Barbara H.

CITY OF FREMONT

8.1.1 Attendance Summary

Boards, Commissions, and Committees Attendance Record

HUMAN RELATIONS COMMISSION

Suzanne Shenfil

Member	Meeting Dates						
	01/27/2020	02/24/2020	03/16/2020	04/20/2020	05/18/2020	06/15/2020	
MEETING TYPE	R	R	R	R	R	R	
Feda Almaliti	E	P	C	C	P	P	
Dr. Sonia Khan	P	E	C	C	P	P	
Dharminder Dewan	P	P	C	C	P	P	
Shobana Ramamurthi	P	A	C	C	P	P	
Lance Kwan	P	P	C	C	P	P	
Patricia Montejano	P	P	C	C	A	P	
Tejinder "TJ" Dhani	P	P	C	C	P	P	
Julie Moore	P	P	C	C	P	P	
Cullen Tiernan	P	A	C	C	P	P	

Attendance Codes

P - Present **A** - Absent **E** - Excused Absence

Meeting Codes

R - Regular Meeting **S** - Special Meeting **L** - Lack of Quorum **C** - Cancelled Meeting for lack of business

* **Due to lack of Quorum, absence does not affect eligibility.**

Commissioners can not have two unexcused meetings in a row in a one year time frame AND

Commissioners can not have three unexcused meetings in a 6 month time period. Jan - June and July - December

Attachment 13.1

2020 HRC Calendar

January 27, 2020	Regular Meeting	7:00 PM – HR Training Room
February 24, 2020	Regular Meeting	7:00 PM – HR Training Room
March 16, 2020	Cancelled	
April 20, 2020	Cancelled	
May 18, 2020	Regular Meeting	ZOOM
June 15, 2020	Regular Meeting	ZOOM
June 27 – 28, 2020	SF Pride Virtual Celebrations	Virtual
July 20, 2020	Regular Meeting	7:00 PM – HR Training Room
August 17, 2020	Regular Meeting	7:00 PM – HR Training Room
September 21, 2020	Regular Meeting	7:00 PM – HR Training Room
October 19, 2020	Regular Meeting	7:00 PM – HR Training Room
November 16, 2020	Regular Meeting	7:00 PM – HR Training Room
December 21, 2020	Regular Meeting	7:00 PM – HR Training Room



Proposal I City of Fremont

Human Relations Commission Training & Facilitation Services

Prepared For:
Suzanne Shenfil
Human Services Director
City of Fremont

Prepared By
Tiffany Hoang
Executive Synergist & Founder
CircleUp Education
www.circleuped.org

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About Us

We're Trusted & Proven To Make A Difference

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About Us



Our Mission is to cultivate **HAPPY, THRIVING**, and **STRESS-FREE** schools, cities and organizations through designing and facilitating custom tailored training and consulting solutions on Conflict Resolution, Diversity and Equity, Restorative Practices and Professional Development.

We're Trusted & Proven To Make A Difference



City of Oakland



City of Fremont
Human Services &
Police Department



City of San Francisco
Adult Probation
Department



City of Union City



Municipal Management
Association of
Northern California



San Mateo County
Office of Education



Alameda County
Oakland Community
Action Partnership



Our Family Coalition



University of
California, Berkeley



University of Arizona



East Bay Agency for
Children



City of Hayward



Oakland Metropolitan
Chamber of
Commerce



Reading Partners



Camps in Common



We Customize Everything For YOU

Your organization is unique. You deserve specialized consulting, training, keynote presentations and curriculum services that reflect your diverse community. We work intimately with you to understand the roots of your needs to produce laser-focused outcomes that make a lasting impact.

We Dive Deep Beyond The Surface

Change requires looking critically and compassionately at our values, identity, behaviors and cultural norms. CircleUp Education's trainers and presenters take time to create safe and engaging training spaces that allow for courageous conversations while using innovative approaches to help



you identify and process the challenges impacting your
community.



We Use Proven Strategies

We weave experiential learning, lecture presentations and small group learning strategies into all of our services. All of our content is research-based, field-tested and reflects the most recent advancements in our field.

About Us

[Learn more about CircleUp Education and our trainers HERE](#)



Proposed Cost For Services

Want to explore different pricing options?

1. **Click the boxes of the services** you would like to approve.
2. **Adjust the quantity** you would like to purchase.

Name	Price	QTY	Subtotal
<p><input checked="" type="checkbox"/> Team Building Retreat - Mutual Respect & Empathy Building A retreat that helps new and established teams strengthen team dynamics</p> <p>Issues Addressed</p> <ol style="list-style-type: none"> 1. Stress experienced by HRC members who are working in demanding environments or industries 2. Lack of close bonds causing increased work pressures and transactional interactions 3. Physical barriers that make it difficult to build personal relationships with team members <p>Learning Outcomes</p> <ol style="list-style-type: none"> 1. Team Bonding <ul style="list-style-type: none"> • Be led through engaging group activities that will allow you to discover new qualities about your colleagues you never knew before 2. Reflecting on Team Dynamics <ul style="list-style-type: none"> • Participate in group simulations that launch into invigorating conversations about what makes your team unique and separate from others and each other 3. Explore New Strategies <ul style="list-style-type: none"> • Reflect on new strategies you can use to improve how you move forward as a team based on the new knowledge you have uncovered about one another in the retreat <p>Course Description The Team Building Retreat will guide your team on a group journey to reflect on team dynamics, engage in activities to strengthen professional bonds, and develop new strategies to tackle barriers that may be holding the team back. Participate in fun new virtual simulations to explore solutions to build trust, enhance effectiveness, and increase support for one another during challenging times. Your team will walk away feeling closer than ever with new memories to make you laugh out loud, and new insights on how to work together as a cohesive unit.</p> <p>Customization & Logistics</p> <ul style="list-style-type: none"> • 12 People • 3-4 hours 	\$3,895.00	1	\$3,895.00
<p><input checked="" type="checkbox"/> Diversity Uncovered™ Online Training - Implicit Bias Training An awareness building training to uncover conscious and unconscious discrimination and learn tools to interrupt stereotypes, microaggressions, and implicit bias.</p> <p>Issues Addressed</p> <ol style="list-style-type: none"> 1. Discomfort around talking about discrimination issues in your community 2. Confusion around how to address colleagues that make inappropriate comments 	\$3,895.00	1	\$3,895.00

- 3. Difficulties with building awareness and common understanding of implicit bias and microaggressions

Learning Outcomes

1. Tools to Address Stereotypes
 - Identify what stereotypes are, the complexities around addressing them, and strategies to discuss them when they occur.
2. Axis of Discrimination
 - Learn a clear and simple framework to identify the differences between conscious and unconscious bias and discrimination and how they differ from each other
3. Tools to personally interrupt Microaggressions
 - Identify hidden bias by learning self-awareness skills that will reduce the likelihood of unintentionally causing harm to another person with a microaggression.

Course Description

Implicit Bias and Microaggressions are terms that often trigger fear, anxiety, and defensiveness from participants as they try to make sense of what these terms mean and do everything in their power to not not be associated with them. Diversity Uncovered Online was designed to help HRC members deconstruct these terms and build a framework to talk about both conscious, intentional discrimination and unconscious, unintentional discrimination. Diversity Uncovered will take m on a journey of self-awareness and empathy building that starts by addressing fears and concerns that exist around talking about discrimination. Participants will then learn the difference between unconscious and conscious discrimination and explore challenges with identifying and interrupting them. HRC members will walk away with common knowledge of diversity terms, practice talking about discrimination and challenges with one another, and helpful tools and tips to address discrimination in the Fremont community.

Customization & Logistics

- 12 People
- 3-4 hours
- This session will highlight examples of implicit bias that City of Fremont residents face related to cultural norms and traditions, race, religion, and gender. HRC will be prompted to reflect on how implicit biases of these social identities are woven into institutionalized policies and practices that reinforce racism and inequity.

Discussion Retreat Online - Addressing Bias & Becoming Changemakers

\$2,690.00

1

\$2,690.00

A HRC retreat to further deepen trust by engaging in facilitated discussions on racism and implicit bias that impacts the City of Fremont and what the HRC can do to dismantle systems of bias and inequity.

Issues Addressed

1. Teams that just went through internal change and valuable learning experiences

- 2. External events causing extended stress and a demand for swift action
- 3. Scarcity of Intentional Time to Develop Authentic Relationships and Ideas with Colleagues

Learning Outcomes

- 1. Establish Discussion Norms
 - Explore norms and agreements to create a safe space for engaging in a guided discussion about the topic or theme of the retreat
- 2. Vulnerable Sharing Opportunities
 - Go deep with your colleagues as you open up about shared experiences and transformative ideas
- 3. Group Processing and Empathy Building
 - Listen as colleagues share their own lived experiences, creating deep bonds of empathy and understanding

Course Description

Deepen your bond as HRC as you are led through facilitated online discussions on topics and experiences that impact you as a team. The “Discussion Retreat” allows you to dive into deep conversations with your colleagues in a safe, open and intentional way that will help you realize how profound your relationships are as a team, and how truly rare it is for a group to be as open and authentic as this! You will use open communication skills to share reflections, brainstorm ideas, and work towards collective action as HRC members.

Customization & Logistics

- 12 People
- 2.5 hours
- This Discussion Session will be focused on the theme of Racism and becoming changemakers. HRC Staff will reflect on how racism impacts their lives, their communities, and what the HRC can do to address racial injustice using their power, privilege, and influence as resident volunteers for the City of Fremont.

Subtotal \$10,480.00

Total \$10,480.00