

A Look at the Accomplishments and History of

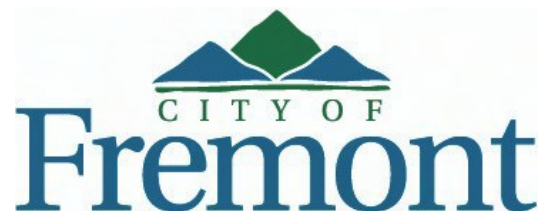
HUMAN RELATIONS COMMISSION

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Human Relations Commission 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.

Updated January 22, 2018

PRIDE AND 4TH OF JULY PARADE

The HRC, with the help of the community, have designed and entered floats in both the City of Fremont Fourth of July Parades and San Francisco Pride Parades.

In acknowledgment that members of the lesbian, gay, bisexual and transgender community greatly contribute to the prosperity and success of Fremont and enrich its diversity, the HRC has spearheaded a contingent of marchers in the San Francisco Gay Pride Parade. They have received an enthusiastic response from the thousands of parade goers, with many in the audience shouting, "Way to Go, Fremont!"

The Commission has also participated in Fremont's annual Fourth of July Parade. Their previous floats were blanketed in rainbow City of Fremont banners, complimented by patriotic red white and blue adornments. Every year the HRC encourages community groups, City staff, and residents to participate in planning, decorating, and marching in the parades.

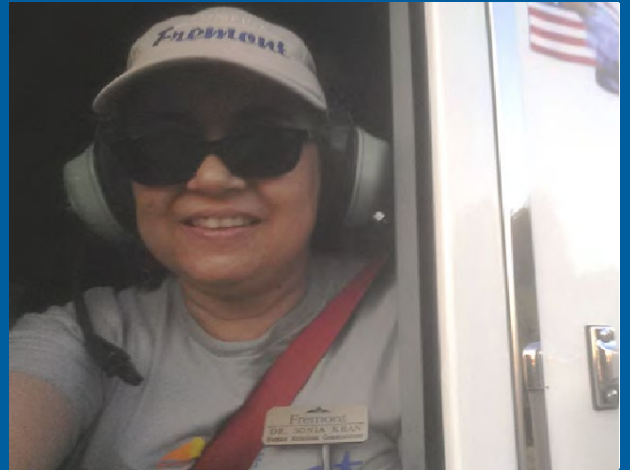


Commissioners, Staff and Fremont residents ready to take off down the Market Street Parade Route

COMMUNITY CONNECTIONS

National Night Out

Every year the Commissioners participate in National Night Out. The event is held on August 1st and is celebrated through block parties and safe spaces where public safety agencies go out into neighborhoods to meet with community members. Pictured to the right is Commissioner Khan riding shotgun in a Fremont Fire Engine.



Make a Difference Day

Make a Difference Day, is a HRC sponsored event focused on “Celebrating Unity and Diversity through Community Service.” Commissioners have sought community and corporate sponsorship for this event and have raised thousands of dollars from local Fremont businesses. On this national day of volunteering, over 2,000 volunteers, donned Make a Difference Day t-shirts and participated in 87 projects, ranging from school and park clean-up to helping a senior homeowner with roof replacement, and donation collections for those experiencing homelessness.

In 2017, Newark projects were first incorporated into Make A Difference Day. It is the goal of the HRC to continue this and hopefully open the event for all of Tri- City to participate together. Make a Difference Day would not be possible without the energy, coordination, and dedication of Compassion Network, CityServe Ministries.



Volunteers painting a mural, one of many projects at Patterson Elementary

HUMAN SERVICES GRANTS

The City of Fremont funds an array of local non-profit agencies through Social Service grants funded by the general fund, Community Development Block Grant (CDBG) fund and Paratransit (Measure B) fund. Funding is provided on a three-year cycle. The Human Relations Commission (HRC) is responsible for reviewing and recommending funding of human services proposals to the City Council.

15
Agencies
Supported

\$ 683,000 +
In Grant
Funds

FREMONT SCORES IN 25TH PERCENTILE ON MUNICIPAL EQUALITY INDEX

Each year the Human Rights Campaign conducts a nationwide evaluation of over 500 jurisdictions, looking at local protections for LGBTQ persons. Utilizing 5 broad categories which include: non-discrimination laws, inclusiveness of city services, law enforcement (including hate crimes responses) and municipal leadership on equity and municipal employment policies.

With the support and leadership of the HRC, Fremont received yearly MEI scores that placed the city in the 25th percentile of all cities, for three years in a row. Most notably, Fremont obtained full points in the categories of Non-Discrimination Laws and Municipal Services, and bonus points for LGBTQ elected or appointed leaders. The full report can be viewed at <https://www.hrc.org/resources/mei-2020-see-your-citys-score> .

HRC IN THE COMMUNITY

Throughout the years, the HRC has created many committees to commit more time and care to a variety of issues and topics that matter to Fremont’s diverse residents. Below is a list and description of these committees:

- *Emerging Leaders/Racial Equity* — determine next steps with Emerging Leaders concept and how to address community understanding of “racial equity”
- *Youth Advisory* — identify way to partner with youth in Fremont
- *Finding Common Ground Speaker Series* — informational series with the community to identify how the HRC can best support, sponsor, and coordinate the series
- *Municipal Equality Index (MEI)* — identify ways Fremont can improve its score
- *Statement & Municipal Code Update* — revise language of mission and code
- *Priorities* — prioritize/articulate issues relevant to HRC’s purview and forward to Council



Commissioners served as liaisons and made goodwill visits to fellow boards and commission such as the Fremont Family Resource Center’s Community Advisory & Engagement Board (CAEB) and the Union City HRC, to build a stronger connection and partnership.

We also monitor school issues and have worked collaboratively with the Senior Citizens Commission.

Commissioners have also served as judges in community events such as the annual Children’s Art Competition and Exhibition in honor of National Children’s Mental Health Awareness Day.

COMMUNITY EDUCATION

FINDING COMMON GROUND

The Finding Common Ground series started in 2017, through a partnership between the Fremont Library, HRC, and Compassionate Fremont. The aim of this series is to foster community engagements and celebrate Fremont's rich diversity and cooperative spirit. Each quarter, Finding Common Ground hosts panelists to speak on social topics which included: Homelessness - Causes and Solutions, Breaking the Cycle of Hunger, Fremont United Against Hate, and Immigration: Meet Your Neighbor.



Commissioners organized the event series and participated as subject matter experts on a variety of social topics.

COMMUNITY EDUCATION

RACIAL EQUITY EMERGING LEADERS

In 2015, HRC began the Emerging Racial Equity Leaders Group. Eleven individuals were selected as the first cohort. In the process of getting to know one another and understanding different perspectives on racial equity in Fremont, one topic that arose was the perception of law enforcement within the community. On May 2nd and 16th, a dialogue was facilitated between the Emerging Leaders and Fremont Police Department. The dialogue focused on relationship building and implicit bias awareness. The recommendations from the dialogue include: develop common language to discuss diversity and equity issues, enhance communication skills before engaging in dialogue, allocate *more* time for dialogue. The dialogue was made possible with a grant from the East Bay Community Foundation, and was facilitated by CircleUp. The HRC continues to work to better understanding the local climate of equity through the perspectives of diverse Emerging Leaders.



HUMAN RELATIONS COMMISSION

RECENT RESOLUTIONS & PROCLAMATIONS



COMPASSIONATE CITY VALUE STATEMENT

March 7, 2017

PRIDE MONTH, JUNE 2021

June 1, 2021

PROCLAMATION: MAKE A DIFFERENCE DAY

October 27, 2018

**PROCLAMATION HONORING THE
TRANSGENDER DAY OF REMEMBRANCE**

November 20, 2020

**FREMONT STAND UNITED AGAINST HATE
POSTER LANGUAGE & DISTRIBUTION**

February 13, 2018

**BAY AREA STAND UNITED AGAINST HATE
WEEK**

November 30 - December 6, 2020

*RESOLUTIONS & PROCLAMATIONS SUPPORTED
OR RECOMMENDED BY THE HUMAN RELATIONS
COMMISSION*

THE HISTORY OF HUMAN RELATIONS COMMISSION (HRC)

Created in 1964 with the charge of promoting and helping to create a community environment in which all men, women and children regardless of race, religion or national origin, may live, learn, work and play in harmony and brotherhood.

1969

Action by HRC to recommend Council support appeal of the Title Two of the Internal Security Act (Emergency Detention Act)

HRC weighs in on Development plan to permit commercial, multi-family, attached and detached single family homes located on both sides of Fremont Blvd. at its intersection with Darwin Ave. and extending from the Nimitz Freeway to 1250 NE of Fremont Blvd

1976

Revenue Sharing appropriated by Feds to Cities HRC mandate broadened to include the development of policy recommendations on human service programs and services in the Fremont community

1986

First Annual Awards Recognition Luncheon. To honor those who have contributed toward improving the quality of life in the Fremont Community

1991 - 1993

Continued HRC Support to move towards the development of a permanent Homeless Shelter in Fremont

Awards Recognition Luncheon in Conjunction with Martin Luther King Day

1998 - 1999

Unity Day and Multi-Cultural Celebration
Town Meeting Changing Fremont Forever Understanding and Responding to Hate Crimes

2001 - 2002

HRC and FUSD present *"Confronting Hate on the Internet: Building Community"*

HRC holds series of discussions related to the Patriot Act and introduces a resolution to condemn the federal law and call for the end to any form of invasion of privacy without probable cause as well as for an end to use of secret evidence that is not publicly disclosed in legal proceedings

1970

Report of the Human Relations Commission Regarding the Establishment of an Affirmative Action Program

1978 - 1979

First Human Services Coordinator hired

Begin issuance of grants to social services non-profits, based on community pressure to distribute portion of Revenue Sharing in the Community. Revenue sharing funds eventually moved to general funds and Community Development Block Grants. Social services grants continued for over 40 years

1988- 1990

Award Dinner Celebrating Service to Fremont

Community Forum Sponsored by HRC and the Tri-City Ministerial Alliance on the Issue of Homelessness

HRC urges council adoption of Resolution No 7512 "Zero Tolerance for acts of racism, violence or bigotry"

Series of HRC Hearings on Rental Discrimination Against Families

1997

HRC organizes Town Hall Meetings after racist and anti-Semitic slurs were discovered in more than 30 books in the Fremont Main Library. Movie showing of *Not in Our Town* and community discussion regarding how to discourage hate crimes

2000

HRC responds immediately to anti-Semitic graffiti incident at Jewish Synagogue, Temple Beth Torah and Washington High School

HRC holds Town Hall meeting with Anti-Defamation League and Police Chief

Community Forum ("*Understanding and Confronting Hate - Building Community*") and workshop with keynote from a former "skin head" member of a white supremacy hate group



2006

HRC Begins Make a Difference Day "Celebrating Unity in Diversity through Community Service" (event continues to be conducted every October)

2008

HRC hosts Forum on Understanding and Preventing Youth Violence

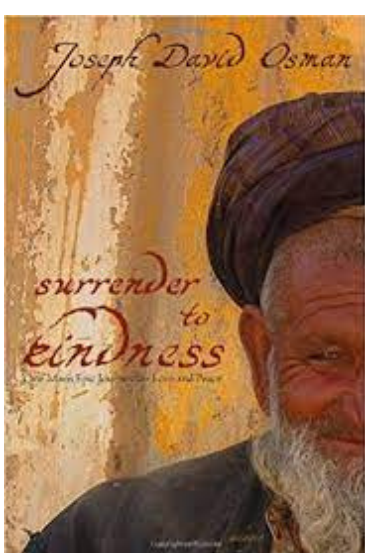


2009

HRC endorses and supports Family Resource Center's 10th Year Anniversary

2010

HRC hosts a Resource Fair for laid-off NUMMI workers provides access to local health and social services agencies



2011

HRC hosted an Afternoon Tea with 40 local leaders from the Afghan community to seek their interest and support for hosting a book talk by Afghan American Joseph David Osman on *Surrender to Kindness: One Man's Epic Journey for Love and Peace*. Presentation was well received and helped bridge the gap within the community

HRC in collaboration with the Fremont Education Foundation and the Fremont Unified District Teachers Association sponsored *Race to Nowhere "The Dark Side of America's Achievement Culture"*. This provocative film about the American educational system, takes a look at how high stakes testing has replaced meaningful teaching and learning

In acknowledgement that members of the lesbian, gay, bisexual and transgender community greatly contribute to the prosperity and success of Fremont and enrich its diversity, the Human Relations Commission spearheaded a contingent of marchers in the San Francisco Gay Pride Parade. They were joined by Senator Mike Honda, and Assemblymember Bob Wieckowski



2012

HRC joined the City Council and other City staff in meeting with neighborhood groups as part of *National Night Out* sponsored by the Fremont Police Department

2013

HRC, with the help of the Fremont community, constructed it's own float for the San Francisco Gay Pride parade. HRC continued to participate in Pride events yearly

Newman's Own honors the HRC's Make a Difference Day efforts and rewards Commission with a \$10,000 national award



2015

Emerging Racial equity Leaders Group started. Leaders focused on the process of getting to know one another and understand different perspectives on racial equity in Fremont

Fremont Scores In 25th Percentile on the Municipal Equality Index. Each year the Human Rights Campaign conducts a Nationwide evaluation of over 400 jurisdictions, looking at local protections for LGBT persons. Utilizing 41 criteria that fall into 5 broad categories which include: non-discrimination laws, inclusiveness of city services, law enforcement, including hate crimes responses, municipal leadership on matters of equity and municipal employment policies. In 2015, with the support and leadership of the HRC the city improved its equality score from 84 to 92, far above the city score of 56

Adoption of a Resolution to Supporting Action Against Human Trafficking and Encouraging Local Businesses and the General Public to Take a Stand Against Human Trafficking

HRC partnered with Niles Discovery Church in hosting a public screening of *Matt Shepard is a Friend of Mine*. The film is an intimate portrait of Matthew Shepard, the gay young man murdered in one of the most notorious hate crimes in U.S. history.



2017

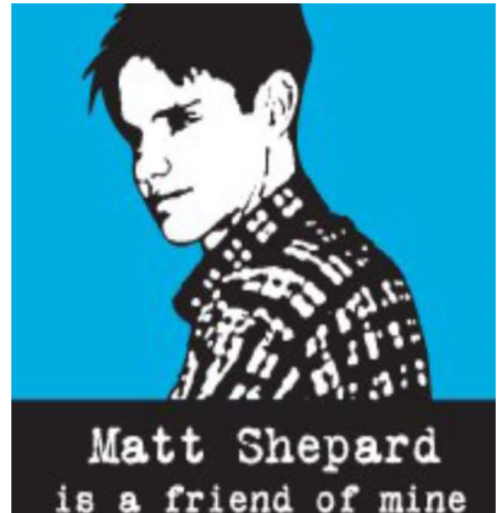
Adoption of a resolution to reaffirm values of Compassion City Charter and proclaiming the City of Fremont as a Compassionate Sanctuary City

Newark projects were first incorporated into Make A Difference Day. It is the goal of the HRC to continue this and hopefully open the event for all of Tri-City to participate together

Proclamation honoring the Transgender Day of Remembrance

The Finding Common Ground series started in 2017, through a partnership between the Fremont Library, HRC, and Compassionate Fremont. The aim of this series is to foster community engagements and celebrate Fremont's rich diversity and cooperative spirit. Each quarter, Finding Common Ground hosts panelists to speak on social topics, this year the topics included: Homelessness - Causes and Solutions, Breaking the Cycle of Hunger, Fremont United Against Hate, and Immigration: Meet Your Neighbor

Presentation with Lee Hilling on his book, *A Place of Miracles*. His book shares the unusual, but successful partnership created with the French Medical Institute for Children and the Aga Khan Development Network



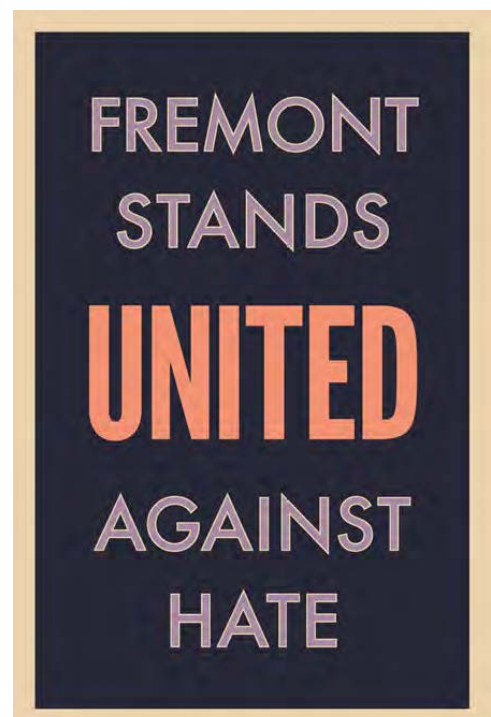
2016

Adoption of a resolution to adopt a Compassionate City Charter and designated Fremont as a Compassionate City

HRC and City of Fremont's Human Services Department hosted 2-day retreat with an ethnically and racially diverse group of leaders on the topic of Racial Equity and Social Justice

The HRC took a position on the City's Affordable Housing Ordinance with recommendations to encourage more affordable housing units

Provided advocacy and support to bring a home share program to Fremont in partnership with HIP Housing of San Mateo County



2018

Adoption of a resolution to adopt a the "Fremont Stands United Against hate" campaign. Posters distributed throughout community

HRC took a position regarding changes to Minimum Wage. Commission recommended Option 2 (direct staff to conduct public outreach and community meetings to receive resident and local business feedback regarding a local minimum wage ordinance) at the 7/17/18 City Council meeting. Recommendation was approved

2019

Housing Navigation Center development approved for final site behind City Hall

HRC and the City of Fremont's Human Services Department presented to City Council a new Tobacco Retail License Ordinance with intent to address the public health epidemic of vaping amongst youth and disproportionately impacted LGBTQ+ youth and youth of color, by deterring youth access to any tobacco products in an effort to prevent future generations from nicotine addiction. Ordinance was approved by City Council on 10/8/19



2020

HRC moved monthly meetings to Zoom during COVID-19 Shelter-in-Place

2021

HRC Commissioners served as judges in the annual art competition in honor of Youth Mental Health Day. This year's theme Coming Together with Hope



The Human Relations Commission was established in 1964.

The role of the Commissions is:

- To foster mutual understanding and respect among the diverse populations that make up the city of Fremont in an effort to eliminate prejudice and discrimination.
- Serve in an advisory capacity to the City Council on Human Service issues in the city.
- Encourage coordination and advocate for Human Services, public and private, and to work to improve the quality and availability of those services.

Human Relations Commission	Human Services Department	City Council
Dharminder Dewan, Chair	Suzanne Shenfil, Director	Lily Mei, Mayor
Patricia Montejano, Vice Chair	Arquimides Caldera, Deputy Director	Yang Shao, Vice Mayor
Tejinder Dhami	Noelle Tolentino, Secretary	Teresa Keng
Dyesha Gardner		Rick Jones
Dr. Sonia Khan		Jenny Kassin
Martin H. Kludjian		Raj Salwan
Julie Moore		Teresa Cox
Shobana Ramamurthi		
Anna Wang		

HRC meets the 3rd Monday of each month at 7:00 PM

In Person - HR Training Rm.- 3300 Capitol Ave. Room Bldg. B, Fremont, CA
Virtual - Meetings are conducted through Zoom