




# HUMAN RELATIONS COMMISSION

# ANNUAL REPORT 2017

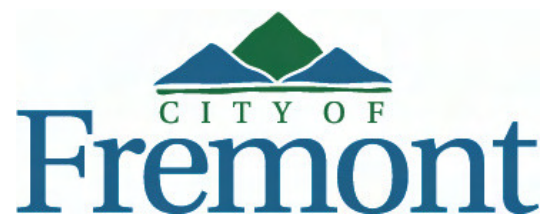
A YEAR OF ACCOMPLISHMENTS

 (510) 574-2050

 [www.fremont.gov/hrc](http://www.fremont.gov/hrc)

 3300 Capitol Ave. Bldg B

 [hrc@fremont.gov](mailto:hrc@fremont.gov)





# HRC 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

For the fifth consecutive year, the HRC, with the help of the community, designed and entered a float in both the City of Fremont Fourth of July Parade and San Francisco Pride Parade.

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 HRC spearheaded a contingent of marchers in the San Francisco Gay Pride Parade on June 24, 2017. Enthusiastic participants from Fremont, sporting rainbow regalia in keeping with the day, gathered early in the morning near the San Francisco Embarcadero. They received an enthusiastic response from the thousands of parade goers, with many in the audience shouting “Way to Go, Fremont!”

On July 4th, the Commission also participated in Fremont's annual Fourth of July Parade. The float was 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

For the 19th year, the HRC sponsored Make a Difference Day, “Celebrating Unity and Diversity through Community Service.” This year, Commissioners sought community and corporate sponsorship for the day and raised over \$16,000 from, Cargill, Fremont Bank, and Kaiser. On this national day of volunteering, 2,908 volunteers, donned gray 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.

2017, was the first year that Newark projects were 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, which ends June 30, 2019. The Human Relations Commission (HRC) is responsible for reviewing and recommending funding of human services proposals to the City Council.

**15**

Agencies  
Supported

**\$619,717**

In Grant  
Funds

## FREMONT SCORES 86/100 ON MUNICIPAL EQUALITY INDEX

Each year the Human Rights Campaign conducts a Nationwide evaluation of over 500 jurisdictions, looking at local protections for LGBT 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.

In 2017, with the support and leadership of the HRC the city received an MEI score of 86, which placed it in the 25th percentile of all cities, for the 3rd year 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 below:

[HTTPS://WWW.HRC.ORG/RESOURCES/MEI-2017-SEE-YOUR-CITYS-SCORE](https://www.hrc.org/resources/mei-2017-see-your-citys-score)

# HRC IN THE COMMUNITY

Throughout the year, 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— identify how the HRC can best support, sponsor, and coordinate the series
- Municipal Equality Index (MEI)— identify ways Fremont can improve it's score
- Missions Statement & Municipal Code Update— revise language of mission and code
- Legislative 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 commissions. Commissioner Dhami attends the Fremont Family Resource Center's Community Advisory & Engagement Board (CAEB).

Commissioner Iyer attends the Union City HRC meeting quarterly, to build a stronger connection and partnership.

Other partnerships include one with FUSD's Student Support Services Department, that Commissioner Khan has cultivated over the year, and one with Fremont's Senior Citizen Commission (SCC) that Vice Chair Moore has taken the lead on. The partnership with the SCC resulted in a joint allocation of \$11,000 to the Warming Center for medical services. The funds were allocated from the Social Service Grant pool that both the HRC and SCC share portions of.

HUMAN RELATIONS COMMISSION

# RESOLUTIONS & PROCLAMATIONS



**COMPASSIONATE CITY VALUE STATEMENT**

March 7, 2017

**PRIDE MONTH, JUNE 2017**

June 20, 2017

**PROCLAMATION: MAKE A DIFFERENCE DAY,  
OCTOBER 28, 2017**

October 3, 2017

**PROCLAMATION HONORING THE  
TRANSGENDER DAY OF REMEMBRANCE**

November 21, 2017

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

February 13, 2018

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

# 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, this year the topics included: Homelessness - Causes and Solutions, Breaking the Cycle of Hunger, Fremont United Against Hate, and Immigration: Meet Your Neighbor.



Commissioners have participated throughout the series. Commissioner Iyer talked about his work as a food gleaner with his organization, Daily Bowl, during the topic of food insecurity. Commissioner Montejano talked about her experience as an immigrant. Chair Smith has been an advocate of the series through promoting the events, planning sessions and attending all events.



# 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.



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.

<b><u>HRC</u></b>	<b><u>Human Services Dept</u></b>	<b><u>City Council</u></b>
<b>John Smith, Chair</b>	<b>Suzanne Shenfil, Director</b>	<b>Lily Mei, Mayor</b>
<b>Julie Moore, Vice Chair</b>	<b>Arquimides Caldera, Deputy Director</b>	<b>Vinnie Bacon, Vice Mayor</b>
<b>Cullen Tiernan</b>	<b>Laurie Flores, Secretary</b>	<b>Rick Jones</b>
<b>Dharminder Dewan</b>		<b>Raj Salwan</b>
<b>Lance Kwan</b>		<b>David Bonaccorsi</b>
<b>Paddy Iyer</b>		
<b>Patricia Montejano</b>		
<b>Dr. Sonia Khan</b>		
<b>Tejinder Dhami</b>		

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

HR Training Room  
Bldg. B  
3300 Capitol Ave  
Fremont, CA