



Human Relations Commission Agenda

The Human Relations Commission 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 5Brown Act may be obtained from the City Clerk's office at 3300 Capitol Avenue (phone 284-4060).

General Order of Business

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|-------------------------------|---------------------------|--------------------------|
| 1. Secretary Check for Quorum | 6. Written Communications | 11. Commission Referrals |
| 2. Call to order – 7:15 p.m. | 7. Announcements | 12. Commission 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 will 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

Regular scheduled meetings of the Human Relations Commission are conducted at 3300 Capitol Avenue in City Council Chambers. Meetings are held at 7:15 on the third Monday of the month. Meetings may be tape recorded at the discretion of the Chair.

Copies of the Agenda are available at the Human Services Department at 3300 Capitol Avenue three days preceding the regularly scheduled meeting.

Assistance will be provided to those requiring accommodations for disabilities in compliance with the American Disabilities Act of 1990. Interested persons must request the accommodation at least 2 working days in advance of the meeting by contacting Human Services Department at (510) 574-2050.



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	City Staff
Dharminder Dewan – Vice Chair	Suzanne Shenfil, Human Services Director
Tejinder Dhami	Arquimides Caldera, Deputy Human Services Director
Beth Hoffman	
Paddy Iyer	MaryLou Johnson, Recording Secretary
Lance Kwan	
John Nguyen-Cleary - Chair	
John Smith	
Veeru Vuppala	
Debra Watanuki	

Mission Statement

The City of Fremont's Human Relations Commission promotes and helps create a community environment in which all men, women and children, regardless of race, religion, national origin, gender, disability or sexual orientation, may live, learn, work and play in harmony.

AGENDA
HUMAN RELATIONS COMMISSION
REGULAR MEETING
MONDAY, MARCH 16, 2015
TRAINING ROOM
3300 CAPITOL AVE., BUILDING B
FREMONT, CALIFORNIA
7:15 P.M.

1. **SECRETARY CALL FOR QUORUM**

2. **CALL TO ORDER**

3. **ROLL CALL**

4. **APPROVAL OF MINUTES** of February 9, 2015

5. **ORAL COMMUNICATIONS**

6. **WRITTEN COMMUNICATIONS**

Invitation to attend regional CAHRO meeting

7. **ANNOUNCEMENTS**

8. **CONSENT ITEMS** (Routine items requiring no discussion; any Commissioner or member of the public can ask for a consent item to be moved to the regular agenda to allow for discussion)

9. **OLD BUSINESS**

9.1 Affordable Housing

BACKGROUND: The City is working with stakeholders to update its Affordable Housing Ordinance, which sets forth policies and programs to address the City's Regional Housing Needs Allocation. The HRC has provided several recommendations to the City Council regarding the draft Affordable Housing Plan, including:

- *An overall commendation to the staff of the Fremont Planning Division, Housing Division, and Human Services Department for their development of an Affordable Housing Ordinance that supports opportunity for all Fremont residents and continues Fremont's regional leadership in affordable housing development.*

- *The adoption of all structural elements of the ordinance while establishing an implementation timeline ensuring full implementation of the proposed on-site inclusion and in lieu fees by January 1, 2017, as presented at the September 16, 2014 Stakeholder Meeting.*
- *A rental construction in-lieu fee of \$19.50 a square foot, and an in-lieu fee of \$10.00 for rental units under 700 square feet.*
- *That in no case should onsite total affordable housing development fall below 15% of the planned market rate units, while maintaining a proportionate distribution of component affordability levels.*
- *That in no case may a provision allowing for developer negotiation result in fewer affordable housing units than otherwise provided for in other sections of the ordinance.*

On March 3, 2015, the City Council held a public hearing and passed a motion accepting the staff's recommendations regarding the ordinance, which did not include any recommended changes or amendments from the Planning Commission meeting of February 12th, which largely mirrored the HRC recommendations noted above.

RECOMMENDATIONS: Receive update

9.2 Human Rights Campaign – Municipal Equality Index

BACKGROUND: The Human Rights Campaign, an advocacy organization dedicated to lesbian, gay, bisexual and transgender (LGBT) rights, released its 2014 Municipal Equality Index (MEI), which examines the laws, policies, and services of 353 U.S. cities and rates them on the basis of their inclusivity of LGBT people who live and work there.

For the last two years, the City of Fremont has been selected to participate in the MEI, and achieved a score of 84/100 in 2014, which places it roughly in the top 25% of all cities surveyed.

Chair Nguyen-Cleary and Deputy Director Arquimides Caldera have reviewed the lower scores, specific criteria for those scores and are making progress toward providing recommendations on how they could be improved.

Enclosure: 9.2.1 - City of Fremont Municipal Equality Index Score (see also <http://www.hrc.org/apps/mei/profile.php?id=35#.VGUDITTF98E>)
9.2.2 – Municipal Equality Index Scoring Criteria

RECOMMENDATIONS: Table to next meeting to allow more time for staff research.

9.3 **Film Screening: Matthew Shepard is a Friend of Mine**

BACKGROUND: On December 15, 2013, the Commission held a special meeting to screen the film Matthew Shepard is a Friend of Mine, and unanimously voted to direct staff and commissioners to carry out actions necessary to sponsor the film screening and dialogue. Matthew Shepard was a young gay man who was kidnapped, tortured and left for dead in a Wyoming field in 1998. The film depicts the journey of director Michele Josue, as she tries to connect with other friends and family of Mr. Shepard, in hopes of better understanding his life.

The Commission has set a tentative screening date of May 22nd at 7:00PM. Washington Hospital is unable to host the film in its auditorium, so the Commission will ask the school district about other possible venues, including Valhalla Theatre. The film maker, Run Rabbit Run Media, is requesting a \$500 fee for a one-time public screening and digital promotional materials.

Enclosure: None

RECOMMENDATIONS: Discuss whether to move forward with this project.

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

10.1 **Human Relations Commission Strategic Directions**

BACKGROUND: At the January HRC meeting, Chair Nguyen-Cleary requested staff agendaize the HRC's Strategic Directions plan for the following meeting.

Enclosure: 10.1.1 – HRC Strategic Directions Plan

RECOMMENDATIONS: Review and update work plan as necessary.

10.2 **San Francisco Pride Parade**

BACKGROUND: The next San Francisco Pride Parade is scheduled for Sunday, June 28, 2015, and will have the theme "Equality Without Exception." Last year, the City's contingent included a 14 foot flatbed truck, which required extensive setup, decoration and coordination. Monitors are needed to attend trainings prior to the parade.

In order to participate this year, avoid late fees, staff would need to submit an application and pay an entrance fee before April 3, 2015. The size of the City's contingent would determine the cost of application submitted to the parade.

Enclosure: None

RECOMMENDATION: Receive staff update on Pride Parade. Decide whether or not the Commission will participate in this year's parade. If yes, decide on the how big of a presence the Commission would like to make, including whether it wants to include a vehicle. Lastly, commit to raising funds, attending planning meetings, become trained parade monitors, float building, and/or attending the parade itself.

10.3 Brown Act Update

BACKGROUND: The Ralph M. Brown Act (Act) is a law that prevents public officials from having secret meetings and provides the public with an opportunity to monitor and participate in the decision-making process of legislative bodies, including advisory bodies, like the HRC.

Staff recently attended a training on the Act and have enclosed a copy of the presentation slides from the training.

One of the key take-aways from the training was that standing committees, like the committees of the HRC, are subject to the Act, due to their continuing subject matter, and therefore should be publicly noticed, regardless of the number of HRC members on the Committee. Staff would like to get direction from the Commission regarding how this additional administrative step affects the overall efficiency of the Committees and whether it makes sense to continue them.

Enclosure: Enc. 10.3.1 – Ralph M Brown Act Training.

RECOMMENDATION: Discuss the Brown Act

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

12. **COMMITTEE REPORTS**

Committee members are receiving a copy of the HRC's current work plan. Chair Nguyen-Cleary has asked that each committee provide a midyear update on progress of their respective goals and any successful outcomes.

12.1 Promoting Economic Security and Success

COMMITTEE BACKGROUND: Commissioners Hoffman, Chair Nguyen-Cleary and Vice-Chair Dewan, work to promote economic security and success, by implementing the following strategies:

- a. Bridging the Economic Gap
- c. Providing Affordable Housing

RECOMMENDATION: Receive committee report on any non-action items.

12.2 Celebrating Diversity and Promoting Civic Engagement of the Community and Youth

COMMITTEE BACKGROUND: Commissioners Watanuki, Iyer and Smith work to celebrate diversity and promote civic engagement of the community and youth, by implementing the following strategies:

- a. Engaging Youth
- b. Advocating and Educating the Community and Youth about the RHC
- c. Supporting and Promoting the Diversity of Fremont

12.2.1 Racial Equity/ Social Justice Dialogue

BACKGROUND: On December 15, 2014, Commissioner Smith reported his assessment of the seminar “Cross-Racial Organizing: the Opportunity to Achieve Racial Equity” which was organized by the California of Human Rights Organizations.

The seminar suggested racial inequities exist across all indicators for success - education, jobs, housing, neighborhoods, criminal justice, health and more. It also suggested that as citizens, we need to proactively work for racial equity or we may continue to face the status quo.

At the December meeting, former Chair Watanuki referred this issue to this Committee, which has convened with staff and is developing a framework for an initial meeting with a diverse group of community leaders, to decide what direction to take, which might include a forum.

Enclosure: None

RECOMMENDATIONS: Receive Committee report on any non-action items.

12.3 Providing Safety-Net Services for At-Risk Populations

COMMITTEE BACKGROUND: Commissioners Kwan, Dhami, and Vuppala work to provide safety net Services for at-risk populations, by implementing the following strategies:

RECOMMENDATION: Receive committee report on any non-action items.

12.4 Financial Resources Committee

COMMITTEE BACKGROUND: Commissioners Smith, Dewan, Watanuki and Chair Nguyen Cleary work to create and implement a sustainable fundraising strategy.

RECOMMENDATION: Receive committee report on any non-action items.

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 HIP Housing 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