



## **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**

- |                               |                           |                          |
|-------------------------------|---------------------------|--------------------------|
| 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.*

<b>Human Relations Commission</b>	<b>City Staff</b>
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, APRIL 20, 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 March 16, 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 Brown Act Update**

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

On March 16, 2015, staff updated the Commission on a recent staff Brown Act training and provided a copy of the presentation slides from the training. The Commission agreed that it would benefit from receiving the same training directly from the City Attorney's office staff.

Bronwen Lacy, Deputy City Attorney, will provide the training and emphasize issues directly related to the Commission, such as noticing requirements for standing committees and attendance requirements.

**Enclosure:** Enc. 9.1.1 – Ralph M Brown Act Training.

**RECOMMENDATION:** Receive Training and allow time for Questions and Answers.

## 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 have decided to focus on five specific areas where the City could reasonably improve its score.

### **II.C. Transgender-Inclusive Health Care Benefits. (0/4 points awarded in 2014)**

The municipality must provide at least one health insurance plan that provides coverage for transgender healthcare needs (sex reassignment surgeries, hormone replacement therapy, and other gender-affirming care). The policy must affirmatively include gender-affirming care.

**Update:** The City contracts health plans through CalPERS, which negotiates guidelines and coverages with individual health plans. As of January 1, 2014, CalPERS mandates plans to include transgender transition-related care in all of their health plans, including Anthem Blue Cross Select which “includes, but is not limited to, medically necessary services related to gender transition such as transgender surgery, hormone therapy, psychotherapy, and vocal training.”

### **II.F. City Contractor Non-Discrimination Ordinance or Policy. (1/4 points awarded in 2014)**

Policy can be established through municipal ordinances or policies that mandate all city contractors to have non-discrimination policies based on sexual orientation and gender identity.

**Update:** Staff has identified language that is missing from current contracting documents

### **II.G. City Contractor Equal Benefits Ordinance or Policy. (1/4 points awarded in 2014)**

The municipality requires contractors, by written policy or by ordinance, to provide equal benefits to LGBT employees. Generalized language stating that benefits will be applied equally and which does not specifically enumerate sexual orientation or gender identity will not suffice for credit.

**Update:** Staff has identified language that is missing from current contracting documents

**IV.B. LGBT Liaison in the Chief Executive Office.  
(0/4 points awarded in 2014)**

This category requires an officially designated liaison to the LGBT community. The function of a liaison is not simply to be a resource for the mayor, but also to be a resource for the public. The liaison's contact information must be made available to the public through the city's website or where other city officials' contact information is published. Liaisons may have additional job functions unrelated to LGBT issues.

**Update:** Staff is exploring the possibility of designating a liaison.

**V.A. LGBT Police Liaison or Task Force.  
(4/8 points awarded in 2014)**

This category requires an officially designated liaison to the LGBT community or task force charged with addressing LGBT issues. The liaison's contact information must be made available to the public through the city's website or where other police contact information is published. Partial credit will be given in this category where the entire police force is trained on LGBT issues.

**Update:** Staff is exploring the possibility of designating a liaison.

**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 22<sup>nd</sup> 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, or any possible alternative films and actions.

#### **9.4 Affordable Housing**

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

On April 7, 2014, the City Council adopted the updated Affordable Housing Ordinance, which included alternatives for for-sale residential projects, to change the percentage of affordable rental units that could be provided as an alternative to the Basic Requirement in Section 18.155.030 from 12.9% to 13.4% with the corresponding breakdown of affordable units required at different income levels revised in a pro rata fashion.

**RECOMMENDATIONS:** Receive update

#### **9.5 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." The Commission has agreed to sponsor the City's contingent, which will include a 14 foot flatbed truck. Staff has submitted the application and fee.

Commissioner Kwan has agreed to Chair the Pride Parade working group, which will lead the setup, decoration and coordination of the float. Monitors are needed to attend trainings prior to the parade.

**Enclosure:** None

**RECOMMENDATION:** Receive update on Pride Parade from Staff and Commissioner Kwan.

#### **9.6 FY 2014-2015 Social Services Grant Mid-Year Evaluation and FY 2015-16 Staff Funding Recommendations**

**BACKGROUND:** The Commission is tasked with providing recommendations to the City Council regarding social service needs and City funding support for non-profit social service agencies in the community. Last year, the Human Relations Commission recommended (and Council approved) 15 agencies for three years of funding, assuming satisfactory performance and

continued availability of funds. The current 2014-15 fiscal year is the second year of the three-year funding cycle.

Staff, together with Commissioners, recently completed mid-year performance evaluations of the 15 programs. The review was comprised of three parts: a site visit, a written evaluation completed by the staff, and a questionnaire completed by the agency. Commissioners generally attended at least one site visit as a way to become more familiar with individual agencies.

While staff has specific recommendations for improvements for some of the programs, staff has concluded that each of the programs is performing satisfactorily.

### Human Service Grants

Agency	Mid-Year Score	FY 14-15 Funding Amount	Proposed FY 15-16 Funding
CURA, Inc.	100	\$10,223	\$10,376
Eden I&R	100	\$10,223	\$10,376
FamilyPaths	100	\$13,872	\$14,080
Kidango	100	\$48,111	\$48,831
CRIL	99	\$10,000	\$10,150
DCARA	99	\$13,011	\$13,206
Afghan Coalition	98	\$19,266	\$19,554
CALICO	98	\$10,223	\$10,376
Bay Area Legal Aid	96	\$10,223	\$10,376
Bay Area Women Against Rape	96	\$20,000	\$20,299
SAVE	96	\$60,000	\$60,898
Tri-City Volunteers	96	\$43,030	\$43,674
Abode Services	95	\$125,000	\$126,871
EBAC-Healthy Start	92	\$19,817	\$20,114
Tri-City Free Breakfast	89	\$15,000	\$15,225

**Funding:** Social Service Grants are funded by a combination of General Funds and Federal Community Development Block Grant (CDBG) funds.

The City's FY 2015/16 CDBG entitlement will increase by 5.6% over the current year, and CDBG program income has also increased slightly. Together, these two increases result in an approximate 1.5% increase in available funding for Social Service grants. Staff recommends this increase be distributed proportionally among all current grantees.

The City is currently in the process of developing its FY 2015/16 General Fund budget. Historically, Social Service Grant funding has increased or decreased at similar rates as the rest of the General Fund. Staff also recommend any

additional change to the General Fund portion of the Social Service Grant funding also be distributed proportionally among all current grantees.

**Enclosure:** Copies of agency evaluations

**RECOMMENDATION:** Recommend all fifteen current Social Service Grant agencies be re-funded for FY 2015/16, with an approximate 1.5% increase in funding, as recommended by staff in this report. Recommend any additional change to the General Fund portion of the Social Service Grant funding also be distributed proportionally among all current grantees.

## 9.7 **Compassionate City Charter**

**BACKGROUND:** In July 2014, the HRC voted to support the Compassionate City Committee, a subgroup of the Tri-City Interfaith Council (TCIC), in its efforts to have the City of Fremont participate in the Compassionate Communities movement (see link below). The Charter for Compassion is based on the Golden Rule (treat others as you would have them treat you). According to TCIC, over 40 cities around the world have signed the Charter.

The HRC agreed to assist in collecting Fremont residents' feedback on the concept of a Compassionate Community, through the City's Open City Hall website, which is a public forum created to receive public input on various current issues. The forum was active from November 2014 through February 2015 and received approximately 17 responses. Commissioner Dhami has also joined the Compassionate City Committee.

The Committee is currently planning several activities over the next 9 months, culminating in a request that the City Council adopt the Charter on January 23, 2015, the City's 60<sup>th</sup> Anniversary.

**Enclosure:** 9.2.1 Compassionate Community Movement Materials

**E-Enclosure:** [www.fremont.gov/opencityhall](http://www.fremont.gov/opencityhall)  
<http://charterforcompassion.org/cities>

**RECOMMENDATION:** Receive update from Commissioner Dhami regarding the Compassionate Community Committee.

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

### 10.1 **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.

Based on adhoc discussions with outside experts and Commissioners, staff believes that the best way to begin this work is to host a dialogue with a small group of diverse community members. Staff also believes that this type of dialogue requires an experienced and skilled facilitator, who would help develop the framework for the initial meeting and outcome.

Staff has interviewed two potential facilitators that were recommended by Alameda County staff. The City Manager has also agreed to provide funding for the start of the dialogue.

**Enclosure:** None

**RECOMMENDATIONS:** Receive staff report and confirm next steps.

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

**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**

**13.4 FRC Fundraising Event on May 5, 2015 – East Bay Gives**

**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**