



## **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 Brown 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 – 7:00 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 the Large HR Training Room. Meetings are held at 7:00 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 and online, 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**

Dharminder Dewan  
Tejinder Dhami  
Paddy Iyer  
Dr. Sonia Khan  
Lance Kwan  
Patricia Montejano  
Julie Moore – Vice Chair  
John R. Smith – Chair  
Cullen Tiernan

**City Staff**

Suzanne Shenfil, Human Services Director  
Arquimides Caldera, Deputy Human Services Director  
Laurie Flores, 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, SEPTEMBER 18, 2017  
TRAINING ROOM  
3300 CAPITOL AVE., BUILDING B  
FREMONT, CALIFORNIA  
7:00 P.M.

1. **SECRETARY CALL FOR QUORUM**
2. **CALL TO ORDER**
3. **ROLL CALL**
4. **APPROVAL OF MINUTES** of July 17, 2017
5. **ORAL COMMUNICATIONS**
6. **WRITTEN COMMUNICATIONS**
7. **ANNOUNCEMENTS**

**7.1 New Commissioner-Cullen Tiernan**

**BACKGROUND:** Please welcome our newest Commissioner, Cullen Tiernan. He was appointed by Mayor Lily Mei on September 5, 2017. Commissioner Tiernan joins the Human Relations Commission with a diversity of experience as a former Marine, Iraq War veteran, and local Delegate to the Democratic Party. He has worked and traveled across multiple continents.

8. **CONSENT ITEMS**
9. **OLD BUSINESS**

**9.1 Make a Difference Day 2017 Updates**

**BACKGROUND:** As in years past, the HRC will be sponsoring Make A Difference Day (MADD). The Financial Resources committee has written solicitation letters for public officials to support MADD, and staff have solicited additional sponsorships. To date, the City has \$16,201.02 available to support MADD, including approximately \$2,208 in carryover from previous years. Current lead sponsors are Cargill at \$5,000, Fremont Bank Foundation and Kaiser Permanente at \$2,500 each. Staff are continuing the process of organizing projects and volunteers. Staff suggested that HRC Commissioners outreach and communicate with fellow City Commissions about the MADD effort.

MADD Proclamation is tentatively scheduled for October 3, 2017. Volunteer Celebration has been scheduled for November 14, 2017.

Staff is also recommending the Commission officially recognize the in-kind contributions of the Compassion Network at a value of \$2,500, which would qualify Compassion Network as a Sapphire sponsor.

**Enclosure:** None

**RECOMMENDATION:** Receive commissioner updates, officially recognize Compassion Network as a Sapphire sponsor, and take other actions as appropriate.

## 9.2 HRC Mission Statement

**Background:** On April 17, 2017, Vice-Chair Moore proposed changes to the Human Relations Commission's mission statement, in the interest of updating and making statement more inclusive. The mission statement reflects the language in the City's Municipal Code governing the purpose, functions and powers of the commission, which is consistent with state and federal policies and laws when it was last updated in 2007.

On June 19, 2017, Nellie Ancel, Senior Deputy City Attorney II, discussed options for maintaining the Mission Statement's consistency with state and federal policies, while still expressing a welcoming message for the public.

On July 17, 2017, the HRC adopted a new HRC Mission statement, which had been vetted by the City Attorney's office. The mission has been updated on the Commission's documents.

An ad hoc committee and the City Attorney's office are reviewing updating the Municipal code.

**Enclosure:** None

**RECOMMENDATIONS:** None.

## 9.3 Finding Common Ground Speakers Series

**BACKGROUND:** On May 16, 2016, the HRC voted to endorse and co-sponsor the Finding Common Ground speaker series which has been planned and hosted by Compassionate Fremont and the Fremont Library. Chair Smith has been working on the series.

On July 24, 2017 City staff, in collaboration with Tri-City Volunteers, Daily Bowl and LIFE ElderCare Meals on Wheels, presented on food insecurity in

Alameda County and the City of Fremont during the “Breaking the Cycle of Hunger” program.

**Enclosure:** None.

**RECOMMENDATION:** Receive commissioner updates and suggestions for future topics, and take other actions as appropriate.

#### **9.4 Racial Tolerance for Youth**

**Background:** On June 19, 2017, Commissioner Khan reported a racially-charged senior prank on the Irvington High School campus, involving spray painted swastikas. Commissioners suggested racial tolerance would make a good topic for a Finding Common Ground series event.

Vice Chair Moore suggested reaching out to Youth Commission and SURF.

**RECOMMENDATIONS:** Discuss an appropriate response, if any.

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

#### **10.1 Plans to Address Current Homeless**

**Background:** On January 30, 2017, EveryOne Home conducted a count of individuals and families experiencing homelessness and recorded the number of people staying in shelters and transitional housing and estimated the number of people who are unsheltered, living outdoors on that same night every two years. City employees and community members actively participated in the count, which included canvassing every census tract in the City with the support of homeless guides.

On June 19, 2017, the Commission received summaries of the City of Fremont and Alameda County counts. Since then, Staff has worked with City Communications to developed messaging to promote the information to other Departments and local organizations.

**RECOMMENDATIONS:** Receive staff update on City strategies to address homeless issues.

#### **10.1 Social Services Grant**

**Background:** On May 16, 2017, the Commission recommended all fifteen current Social Service Grant agencies be re-funded for FY 2017/18, at their FY 2016/17 funding levels, as recommended by staff. They also recommended

reserving any funding in excess of FY 16/17 funding levels for grantee-wide programming.

Approximately \$13,898 remains in the FY 2017/18 Social Service Grant budget, after funding all grantees at FY 2016/17 funding levels.

**RECOMMENDATIONS:** Staff recommends the Commission create a joint adhoc committee with members of the Senior Citizens Commission. The committee would recommend how to best use these excess funds for grantee-wide programming in FY 17/18.

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

None

**12. COMMITTEE REPORTS**

**12.1 Financial Resources Committee**

**COMMITTEE BACKGROUND:** Chair Smith, Vice-Chair Moore, and Commissioners Iyer and Dewan work to create and implement a sustainable fundraising strategy.

On August 30, 2017 the Finance Resources Committee and City Staff met to discuss MADD efforts, and review the current fund balances for HRC funds, which have been updated below:

**Pride/4<sup>th</sup> of July Parades**

<b>HRC Starting Balance</b>	<b>\$1,679.00</b>
2017 Parade Donations	\$2,377.60
Costs	(\$2,355.32)

**Remaining Balance: \$1,701.28**

**Make A Difference Day**

<b>HRC Starting Balance</b>	<b>\$2,208.42</b>
2017 MADD Donations	\$3,742.60
<b>Sponsorships</b>	
Cargill	\$5,000.00
Fremont Bank Foundation	\$2,500.00
Kaiser Permanente	\$2,500.00
NAMI ACS	\$250.00

**Current Balance: \$16,201.02**

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

## **12.2 AdHoc Committee Reports**

**12.2.1 Municipal Equality Index Committee:** Committee to provide updates.

## **13. STAFF REPORTS**

### **13.1 Attendance Summary (Attachment 13.1.1)**

### **13.2 Calendar (Attachment 13.2.1) of HRC regular/special meetings and events.**

### **13.3 Follow-up on Everyone Home Homeless Count**

City Staff to provide updates.

### **13.4 Racial Equity Emerging Leaders: Police / Community Dialogue**

On May 16, 2017, staff and community members completed the second of two Police Community dialogues. Staff will provide updates regarding the Dialogue draft report, as well as any progress on future funding options.

### **13.5 Amendment of Former Residential Rent Increase Dispute Resolution Ordinance (RRIDRO)**

**BACKGROUND:** On July 11, 2017, the City Council considered a variety of options for addressing high residential rent in Fremont. Council directed staff to return with revisions to the existing Residential Rent Increase Dispute Resolution Ordinance (RRIDRO).

On September 19, 2017 staff will present recommended comprehensive revisions to the ordinance, renamed the Residential Rent Review Ordinance. The new ordinance would include:

- Establishment of a Rent Review Board
- Any rent increase exceeding 5% will be eligible for review by the Board
- A provision that rent increase will require a notice to renters in multiple languages representative of the Fremont community
- An increase in the penalty for landlord retaliation against tenants from \$1,000 to \$2,000
- A plan to institute a per unit fee to pay for the cost of forming and staffing the Rent Review Board, as well as conducting outreach in the community regarding the new Ordinance

The six-month start-up cost is estimated at \$208,000. The first full year of operation after start-up is estimated at \$386,000. Staff proposes adoption of the

per unit fee (once established) to cover the start-up and ongoing operating costs. The Ordinance would become effective January 1, 2018. The Human Services Department will staff the program.

**Enclosure: 13.5.1- [Staff Report for Item 5A](#)**

**13.6 Update on Fremont Compassionate Sanctuary City status**

City Staff to provide updates.

**13.7 Protests Over Ethnic Cleansing in Myanmar**

At the request of Commissioners, staff would like to forward a report that on September 10<sup>th</sup> there was a rally in Fremont, organized by the Muslim Americans for Peace, to protest the ethnic cleansing of the Rohingya people in Myanmar. Based on previous similar international issues presented to the Commission, this issue would likely fall outside of the Commission's purview. However, Commissioners are not precluded from taking individual action.

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**



**MINUTES**  
HUMAN RELATIONS COMMISSION  
REGULAR MEETING  
MONDAY, JULY 17, 2017  
TRAINING ROOM  
3300 CAPITOL AVE., BUILDING B  
FREMONT, CALIFORNIA  
7:00 P.M.

1. **SECRETARY CALL FOR QUORUM**

2. **CALL TO ORDER**

3. **ROLL CALL**

**Present:** Chair Smith, Vice Chair Moore, Commissioners Dhami, Iyer, Khan, Kwan, Montejano, Dewan

**Absent:**

4. **APPROVAL OF MINUTES** of June 19, 2017

*A motion was made by Commissioner Kwan and seconded by Commissioner Montejano to accept the minutes of June 19, 2017 . The motion was approved and so ordered.*

Yes	
<i>Smith</i>	Moore
<i>Dewan</i>	Khan
<i>Kwan</i>	Montejano
<i>Dhami</i>	Iyer

5. **ORAL COMMUNICATIONS**

6. **WRITTEN COMMUNICATIONS**

**Enclosure:** 6.1.1- Email- Subject: Two hate incidents in Niles this week

**Public Comment: Rae Steckler-Homorody** provided her account of an incident occurring in Niles referring to the rainbow flag being displayed outside of her antique shop. She asked that City take a position on behavior around incident.

**Public Comment: Marsha Squires** commented on the email and Facebook post regarding the incidents, and recounted a similar incident that occurred at a quilt shop, 6-8 weeks prior. She asked that the Human Relations Commission proceed in a proactive manner that the City can respond to.

**Public Comment: Laurie Manuel** has observed an increase in anti-semetic words and symbols throughout the City. She suggested to create a LGBTQ advisory board,

Council Chamber to display rainbow flag, adopt CA ban on non-essential travel to cities and states with policies discriminatory towards LGBTQ community, and to work together to make the City a better place.

**Public Comment: Beth Hoffman** commented on 911 and emergency dispatch during Niles incident. She mentioned a disconnect between Police and City Attorney. She asked that the HRC meet with the City Attorney, Police Chief and Captains.

7. **ANNOUNCEMENTS**

7.1 **Commission Vacancy**

City Council reconvenes in September to make final decision. Staff to set up appointment for orientation.

8. **CONSENT ITEMS**

9. **OLD BUSINESS**

9.1 **Make a Difference Day and Parade Updates**

Staff provided updates including funds raised to date, outreach and coordination efforts. Staff will schedule volunteer celebration and reserve room.

9.2 **HRC Mission Statement**

Vice Chair Moore presented a redrafted Mission Statement with language that is more inclusive that also avoids excluding any groups. *Commissioner Iyer motioned to adopt the redrafted Mission Statement, Commissioner Montejano seconded. The motion was approved and so ordered*

Yes	
<i>Smith</i>	Moore
<i>Dewan</i>	Khan
<i>Kwan</i>	Montejano
<i>Dhami</i>	Iyer

Staff will update Commission documents with new Mission Statement. Vice Chair Moore will continue to work with the City Attorney to refine verbiage of City ordinance. An Ad hoc Committee of Commissioners Montejano, Kwan, Dhami, and Vice Chair Moore was formed and will convene in September.

9.3 **Finding Common Ground Speaker Series.**

Staff will present on food insecurity on July 24, 2017. Tri-City Volunteers staff will discuss local impact. Commissioner Iyer will speak as a service provider and offered to bring clients, and will share promotional materials with partner agencies. Commissioner Dewan will reach out to food producers, including restaurant owners and request list of restaurants

Chair Smith explained purpose and role of HRC in the Common Ground series. Vice Chair Moore suggested connecting with Chamber of Commerce, Chair Smith to reach out. Chair Smith mentioned next event will be in October, possibly on October 30<sup>th</sup>.

**Public Comment:** Laurie Manuel suggested adding LGBTQ topic to Common Ground series.

#### **9.4 Debrief of LGBTQ Advocacy Efforts**

**Public Comment:** John Nguyen-Cleary provided general advocacy recommendations including: inviting City Liaison to meetings when major incident occurs, non-essential travel ban to states/cities with policies harmful to or discriminatory against LGBTQ community, and Fremont Pride Celebration for next year. He also suggested that additional advocacy efforts can be handled administratively to increase score of MEI.

Staff will work with City Liaison and convene ad hoc Committee on MEI to come up with action items to increase score.

*Commissioner Khan motioned to adopt CA non-essential travel ban, Commissioner Montejano seconded. The motion was approved unanimously.*

*Commissioner Khan motioned for the City fly the rainbow flag, indefinitely in the Council Chambers, and, if possible, displayed outside City Hall. Commissioner Montejano amended the motion to say that the rainbow flag be displayed in both City Council Chambers and outside of City Hall. The motion was approved unanimously.*

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

#### **10.1 National Night Out**

Commissioner Khan signed up to participate and Commissioners Montejano and Dhama tentatively volunteered. Staff to coordinate with Fire and Police for Commissioners to participate.

#### **10.2 Racial Tolerance for Youth**

Commissioner Khan reported that Irvington High School incident was well documented and that Senior class was asked to clean campus. Commissioner Khan volunteered to meet with new FUSD superintendent and form an ad hoc committee to bring information as to what FUSD intends to do regarding racial tolerance. The Commission wants to plan outreach to students in September. Vice Chair Moore offered to connect with the Youth Commission to gain a youth perspective.

Further discussion included Human Relations Commission to connect with the Senior Citizens Commission and get on each others' agendas to speak about common issues.

### **10.3 HRC August Recess**

*Commissioners Dewan motioned to take an August recess, Commissioner Montejano seconded. The motion was approved unanimously and so ordered.*

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

None

## **12. COMMITTEE REPORTS**

### **12.1 Financial Resources Committee**

Staff Fund Development Officer to take greater role in MADD fundraiser.

### **12.2 AdHoc Committee Reports**

#### **12.2.1 Municipal Equality Index Committee**

Committee to collaborate with City LGBTQ Liaison for recommended 5-point increase to score.

## **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 Follow-up on Everyone Home Homeless Count**

Staff provided updates on outreach efforts associated with sharing the report.

**13.4 Racial Equality Emerging Leaders: Police/Community Dialogue**

Staff will request additional direction.

**13.5 Follow-up on Commercial Linkage Fee Item**

Staff provided updates on Council decision.

**13.6 City Council’s Direction on Rent Control and Just-Cause Eviction Study**

Staff provided updates the Council’s direction. The Human Relations Commission can comment on the report in September.

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).

Referrals for next meeting include inviting Union City HRC Chair to the next meeting and for the Human Relations Commission to respond to the Niles incidents.

15. **ADJOURNMENT**

*A motion was made by Commissioner Montejano and seconded by Commissioner Dhami to adjourn the meeting. The motion was passed and so ordered.*

Yes	
Smith	Moore
Dhami	Khan
Kwan	Montejano
Dewan	Iyer

# CITY OF FREMONT

## Boards, Commissions, and Committees Attendance Record

### HUMAN RELATIONS COMMISSION

Suzanne Shenfil

Member	Meeting Dates							
	07/17/2017	08/21/2017	09/18/2017	10/16/2017	11/20/2017	12/18/2017		
MEETING TYPE	R	R	R	R	R	R	R	R
Paddy Iyer	P							
Dr. Sonia Khan	P							
Dharminder Dewan	P							
John Smith	P							
Lance Kwan	P							
Patricia Montejano	P							
Tejinder "TJ" Dhami	P							
Julie Moore	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

## 2017 HRC Scheduled Meetings

February 27, 2017	Regular Meeting	7:15 Training Room
February 22, 2017	Regular Meeting	7:15 Training Room
March 20, 2017	Regular Meeting	7:15 Training Room
April 17, 2017	Regular Meeting	7:15 Training Room
May 12, 2017	Health Fair	Senior Ctr 9:00 a.m. 1:00 p.m.
May 15, 2017	Regular Meeting	7:15 Training Room
June 19, 2017	Regular Meeting	7:00 Training Room
June 2017	Pride Parade	
July 17, 2017	Regular Meeting	7:00 Training Room
August 1, 2017	National Night Out	
September 18, 2017	Regular Meeting	7:00 Training Room
October 16, 2017	Regular Meeting	7:00 Training Room
October 28, 2017	Make A Difference Day	
November 20, 2017	Regular Meeting	7:00 Training Room
November 2017	Warming Center to Open	
December 18, 2017	Regular Meeting	7:00 Training Room