



## **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 17, 2018  
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 16, 2018
5. **ORAL COMMUNICATIONS**
6. **WRITTEN COMMUNICATIONS**
7. **ANNOUNCEMENTS**

**7.1 Seniors' Night Out – October 5, 2018**

8. **CONSENT ITEMS**

**8.1 World Interfaith Harmony Day**

**BACKGROUND:** On October 20, 2010, the United Nations General Assembly proclaimed the first week of February as World Interfaith Harmony Week, “as a way to promote harmony between all people regardless of their faith.”

Thousands of events are organized by interfaith groups and other groups of goodwill. The HRC has been requested to cosponsor World Interfaith Harmony Day on February 2, 2019, as they have in years passed. Last year’s event, at Niles Discovery Church, included speakers from different faith group, and a multicultural potluck.

**ENCLOSURE:** None.

**RECOMMENDATIONS:** Adopt a motion to cosponsor World Interfaith Harmony Day.

**8.2 National Day of Racial Healing**

**BACKGROUND:** The HRC received a citizen request to review and refer a Day of Racial Healing Proclamation to City Council. In 2016 the W. K. Kellogg Foundation adopted the goal of eradicating structural racism. To achieve this goal,

the W.K. Kellogg Foundation developed the Truth, Racial Healing, and Transformation (TRHT) effort, which is a comprehensive, national and community-based process to plan for and bring about transformational and sustainable change, and to address the historic and contemporary effects of racism.

In 2017, the foundation, along with over 500 U.S. leaders, established a National Day of Racial Healing. For cities interested in committing to an event or ongoing effort, the W.K. Kellogg foundation has developed an engagement guide, shared resources and provided funding. The goal is to end the belief that there is a “hierarchy to human value.”

This day will be nationally recognized on January 22, 2019. It will be the third annual celebration. Cities and communities commemorate the day through creative campaigns and finding ways to share each other’s lived experience, as well as building on current racial healing work already underway.

**ENCLOSURE:** None

**RECOMMENDATIONS:** Direct staff to draft a proclamation for the City Council to recognize a Day of Racial Healing.

### **8.3 Bay Area United Against Hate Week**

**BACKGROUND:** The HRC received a resident request to review and refer a Bay Area United Against Hate Week Proclamation to City Council. United Against Hate Week is an organic, grassroots campaign developed to unite Bay Area cities against hate crimes, to show underrepresented residents that they are welcome. The week will be recognized from November 10, 2018 – November 19, 2018. The resident’s suggested language is included as an enclosure. This language is included as information only, and may not represent staff’s recommended language.

**ENCLOSURE:** 8.3.1 Resident submitted proclamation language

**RECOMMENDATIONS:** Direct staff to draft a proclamation to the City Council supporting Bay Area United Against Hate Week.

## **9. OLD BUSINESS**

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

### **10.1 RCD Islander Motel Development**

**BACKGROUND:** At the September 19, 2017 City Council meeting, the City Council authorized the City Manager to execute an agreement with Resources for Community Development (RCD) for pre-development activities related to 1) the conversion of the Islander Motel, located at 4101 Mowry Avenue, to permanent affordable housing; and 2) the construction of new permanent affordable housing on two vacant parcels adjacent to the Islander. RCD is presenting their plans to convert the Islander to affordable housing. Their goal is to renovate the existing motel and convert it into 79-units of affordable housing, plus construct a new 49-unit building on the adjacent vacant lots.

**Enclosure:** 10.1.1 Fremont Islander FAQ Sheet  
[10.1.2 Current Plans for Islander Conversion](#)

**RECOMMENDATION:** Receive presentation.

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

None

**12. COMMITTEE REPORTS AND ACTIONS**

**12.1 Financial Resources Committee**

**Background:** Through June 8, 2018, the HRC accepted donations to support the HRC parade float for both the S.F. Pride and 4<sup>th</sup> of July parades, as well as Make a Difference Day 2018. Below is breakdown of current parade and MADD donations:

<b>Donor</b>	<b>Parade</b>	<b>MADD</b>	<b>Total</b>
Councilmember Bacon	\$250		\$250
Councilmember Jones	\$250		\$250
Assembly member Quirk	\$250		\$250
Supervisor Valle	\$250		\$250
Supervisor Haggerty	\$250	\$1250	\$1500
Senator Wieckowski	\$250	\$750	\$1000
Assembly member Chu	\$250	\$750	\$1000
Councilmember Salwan	\$250	\$750	\$1000
Michele Berke – FUSD Board Member	\$250	\$250	\$500
Mayor Mei	\$250	\$750	\$1000
Total 2018 Donations:	\$2,500.00	\$4,500.00	\$7,000.00
Prior Year Carryover:	\$735.82	\$1,476.24	\$2,212.06
<b>Total Donation Fund Balance:</b>	<b>\$3,235.82</b>	<b>\$5,976.24</b>	<b>\$9,212.06</b>

The Finance Committee met on July 18, 2018 to discuss MADD support and finances.

**Enclosure:** None

**RECOMMENDATIONS:** Receive updates regarding MADD shirts.

## **12.2 LGBTQ Committee**

**RECOMMENDATION:** Receive Update

## **12.3 Ad Hoc Committee Reports**

### **12.3.1 Racial Equity Emerging Leaders (REEL)**

**Background:** At the November 20, 2017 HRC meeting, an ad hoc committee was formed to discuss next steps following the Community and Police Dialogue sessions held May 2017. On January 16, 2018, Commissioners Khan and Dhami, Chair Smith and staff met and decided to interview participants/emerging leaders of the dialogue sessions, as a first step in determining how to continue or develop a program.

All scheduled interview have been completed. Enclosed is a summary of participant feedback

**Enclosure:** 12.3.1.1 Interview Summary

**RECOMMENDATIONS:** Receive any updates from interviews.

### **12.3.2 Celebration of Latino Culture & Heritage**

**Background:** At the March 19, 2018 HRC meeting, a committee of Commissioners Montejano, Dhami, Dewan and Chair Smith was formed to identify ways to celebrate/promote Latino culture. At the June 18, 2018 meeting, the HRC approved a draft Proclamation to recognize September 15 – October 15 as Latino Heritage month in Fremont. Commissioner Montejano accepted the proclamation at the September 11, 2018 City Council meeting.

**Enclosure:** None.

**RECOMMENDATION:** Receive updates

### **12.3.3 Fossil Fuel Divestment**

**Background:** At the June 16, 2018 HRC meeting the Commissioners received a written communication from community members, detailing a resolution with goals on how the City of Fremont can reduce dependence on fossil fuels. Additionally, Fossil Free California presented on how companies and organizations have divested from companies who use fossil fuel to produce gas and petroleum. The HRC decided to create an ad-hoc committee, comprised of

Commissioners Khan, Dewan, and Kwan, to review the resolution and information from the presentation to decide how, if necessary, to create a referral to Council.

On June 28, 2018, the City of Fremont's Environmental Sustainability Commission (ESC) met and approved their recommendation to Council. At the July 16, 2018 HRC meeting, Commissioners supported the ESC's recommendations to Council and adopted a letter of support drafted by Commissioner Kwan.

The ESC will move forward with their recommendation in October 2018.

**Enclosure:** None.

**RECOMMENDATION:** None.

## **12.4 Liaison Reports**

### **12.4.1 Union City HRC**

**RECOMMENDATION:** Receive updates

### **12.4.2 FRC CAEB**

**RECOMMENDATION:** Receive updates

### **12.4.3 FUSD Student Support Services Department**

**RECOMMENDATION:** Receive 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 Tobacco Control**

**BACKGROUND:** At the May 21, 2018 HRC meeting, Commissioners received a presentation from the Tri City Health Center (TCHC) Youth Advisory Group, on youth-targeted tobacco marketing and how it disproportionately affects vulnerable communities like LGBTQ youth. The HRC motioned to endorse the TCHC education campaign and directed staff to develop an ordinance to make it more difficult for youth to purchase tobacco products.

Staff met with TCHC and Commissioner Khan to review data and how other CA jurisdictions' implement tobacco control. Staff also met internally with other city departments. Staff is currently working with all stakeholders to develop recommendations for the HRC to consider at its October or November meeting.

**ENCLOSURE:** None

**RECOMMENDATIONS:** Receive updates.

#### **13.4 Homeless Services Update**

**Background:** On April 17, 2018 the City Council held a study session on homelessness. Staff from multiple departments presented data and several options to address the growing concern of residents and the growing needs of those experiencing homelessness.

On May 21, 2018 the HRC created an ad hoc committee to review City staff options previously presented to the City Council, as well options presented by Abode Services in a letter to the HRC, dated May 10, 2018. At the June 18, 2018 HRC meeting, the Commission approved the ad hoc Committee's referral, and directed staff to forward recommendations to the City Council.

At the July 17, 2018 Council meeting, staff presented the HRC's recommendations. Concurrently, City Staff wrote a separate item and report to provide Council an update on the following homeless services recommendations: housing subsidy pool, overnight parking, temporary shelter locations, declaring a shelter crisis emergency, and modifying City's emergency shelter ordinance. Council directed Staff to move forward with all recommendations and apply for any available funding.

**RECOMMENDATION:** Receive updates

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 16, 2018**  
**TRAINING ROOM**  
**3300 CAPITOL AVE., BUILDING B**  
**FREMONT, CALIFORNIA**  
**7:00 P.M.**

**1. SECRETARY CALL FOR QUORUM:**

**2. CALL TO ORDER:** Chair Smith read the Mission Statement.

**3. ROLL CALL**

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

**Absent:** Commissioners Dewan and Tiernan

**4. APPROVAL OF MINUTES of June 18, 2018**

*A motion was made by Commissioner Kwan and seconded by Commissioner Montejano to approve the minutes of June 18, 2018. The motion passed and was so ordered.*

Yes	No	Absent from Vote
Smith		Iyer
Moore		Dhami
Khan		Dewan
Kwan		Tiernan
Montejano		

**5. ORAL COMMUNICATIONS**

**6. WRITTEN COMMUNICATIONS**

Staff provided the draft version of EveryOne Home’s Strategic Plan Update.

**7. ANNOUNCEMENTS**

**8. CONSENT ITEMS**

**9. OLD BUSINESS**

**9.1 LGBTQ Recommendations**

There were three public comments regarding this item:

**Dianne Jones** commented that she was happy and relieved with the recommendations. She asked for a correction to the agenda language where it says, “One side feels gender identity education is inappropriate for that age group, the other side feels that the vote against gender identity education stems from a deeper prejudice of the LGBTQ community”. Jones felt the debate was reduced to a difference of opinion and asked the language be changed to reflect a disagreement between science and medicine against ignorance. Jones cited that medical experts have revealed that gender identity forms at age four.

**Stefen Wooding** announced the formation of a community LGBTQ Task Force. Wooding also shared an oral history project, in the works, of queer people in Fremont. Wooding commented that Fremont is going through a shift and the queer community feels disconnected from community access.

**Laurie Manuel** announced the formation of a new community LGBTQ Task Force. The task force is in the process of establishing goals, structure and action items. The task force is interested in partnering with the HRC. The task force will be comprised of diverse members ranging in age, gender, occupation, culture and race. All members will identify as LGBTQ.

Commissioners discussed the interaction between the newly formed task force and the HRC’s role.

*A motion was made by Commissioner Khan to accept staff recommendations and form a standing LGBTQ committee, Commissioner Iyer seconded the motion. The motion passed and was so ordered. The members of the Committee are Commissioners Khan, Kwan, Montejano, and Dhami.*

Yes	No	Absent
Smith		Dewan
Moore		Tiernan
Khan		
Kwan		
Montejano		
Dhami		
Iyer		

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

**10.1 Changes to Minimum Wage**

Commissioners reviewed the staff report for City Council for minimum wage change recommendations. One concern, was that increasing the minimum wage could push families out eligibility for benefits but still not provide a

livable wage. Commissioner Khan commented that change with large consequences should not be done abruptly and agreed with Staff Option 2, “direct staff to conduct public outreach and community meetings to receive resident and local business feedback regarding a local minimum wage ordinance”. Vice Chair Moore advised to find out impact on businesses and the change could impact small businesses more. Commissioner Iyer also agreed with Option 2. Chair Smith agree with Option 2, giving a 6 month timeframe for study period of public outreach.

The Commissioners agree to recommend Option 2 at the July 17, 2018 City Council meeting. Vice Chair Moore will speak on behalf of the HRC.

*A motion was made by Commissioner Kwan to accept the staff recommendations and recommend Option 2 at the July 17, 2018 City Council meeting, Commissioner Dhami seconded the motion. The motion passed and was so ordered.*

Yes	No	Absent
Smith		Dewan
Moore		Tiernan
Khan		
Kwan		
Montejano		
Dhami		
Iyer		

## 10.2 Union City HRC TEDx Series

Commissioner Iyer shared information on the upcoming TEDx series in Union City. The UC HRC is organizing the event that will take place at Ruggieri Senior Center. The first talk will take place on September 24<sup>th</sup>, they still need speakers and are looking for topics relevant to the community. Chair Smith wants to see how successful it is and might consider it for Fremont HRC.

## 10.3 HRC August Recess

*Commissioner Khan motioned for the HRC to recess for the month of August 2018. Commissioner Kwan seconded, the vote was unanimous and the motion was so ordered.*

Yes	No	Absent from Vote
Smith		Dewan
Moore		Tieran
Khan		
Kwan		
Montejano		

Dhami		
Iyer		

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

None

**12. COMMITTEE REPORTS**

**12.1 Financial Resources Committee**

Staff provided updated donation figures. The standing Financial Resources Committee will meet to discuss MADD funding and review options for T-shirt printers. Staff will provide previous years invoice.

**12.2 AdHoc Committee Reports**

**12.2.1 SF Pride and Fremont Fourth of July Parades**

Commissioner Khan provided a debrief on this year’s Pride parade and discussed ways to improve turnout and support for next year. Commissioner Khan acknowledged a lower turn out but mentioned it may be due to a transformation in the community. Chair Smith discussed participating in other opportunities to celebrate Fremont’s LGBTQ community and wanted buy-in and participation from all Commissioners.

**12.2.2 Racial Equity Emerging Leaders:**

Interviews have started with good feedback. Commissioners will provide notes for staff to synthesize and report back.

**12.2.3 Celebration of Latino Culture & Heritage**

Ad hoc Committee will reconvene.

**12.2.4 Fossil Fuel Divestment**

Commissioner Kwan submitted a letter of support, for Environmental Sustainability Commissions recommendation for Fossil Fuel Divestment, that incorporates social equity issues associated with climate change. The letter had support from the ad hoc committee.

*Commissioner Kwan motioned to endorse the Environmental Sustainability Commissions referral to City Council and transmit the letter of support to accompany the referral. Commissioner Iyer seconded, all were in favor and the motion was so ordered.*

Yes	No	Absent from Vote
Smith		Dewan
Moore		Tieran
Khan		
Kwan		
Montejano		
Dhami		
Iyer		

### 12.3 Liaison Reports

#### 12.3.1 Union City HRC

No updates

#### 12.3.2 FRC CAEB

No updates

### 13. STAFF REPORTS

#### 13.1 Attendance Summary (Attachment 13.1)

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

Removed August meeting and add National Night Out date.

#### 13.3 Tobacco Control

This item will be agendized for the September 17, 2018 HRC meeting.

#### 13.4 Homeless Services Update

Chair Smith will speak at the July 17, 2018 City Council meeting on behalf of the HRC, regarding their recommendations.

**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

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

Yes	No	Absent from Vote
Smith		Dewan

Moore		Tiernan
Dhami		
Montejano		
Khan		
Kwan		
Iyer		

## In Support of Bay Area United Against Hate Week

WHEREAS, the United States is a nation of immigrants, whose strength comes from diversity; and

WHEREAS, the Constitution enshrines equality on all individuals, regardless of race, gender, orientation, religion, or political views; and

WHEREAS, recent federal policies and rhetoric have generated an environment that encourages racist, xenophobic, sexist, homophobic, Islamophobic, and other bigoted views; and

WHEREAS, divisions within our country allow extreme ideologies to further strengthen a cycle of mistrust and suspicion fueled by fear, anxiety, and insecurity, and

WHEREAS, the number of hate crimes across the United States has increased dramatically over the last two years; and

WHEREAS, the City of Fremont is committed to inclusivity; and

WHEREAS, Fremont is a Sanctuary City and, like many other cities with the same designation, plays an important role promoting a hate-free environment; and

WHEREAS, Compassionate Fremont launched a Fremont stands United Against Hate campaign to further state our shared values within our City and the Region and reiterate our commitment to inclusivity; and

WHEREAS, education, compassion, and cooperation are key to understanding and embracing differences between people; and

WHEREAS, sponsoring and joining many neighboring cities in support of Bay Area United Against Hate Week is an important step in bridging divisions and healing communities,

NOW THEREFORE, BE IT PROCLAIMED by the City of Fremont in partnership with Compassionate Fremont and the Human Relations Commission that it hereby declares the week of November 10, 2018 through November 19, 2018 as United Against Hate Week in the City of Fremont





Creating & Preserving Affordable Housing

# Islander Motel Revitalization

## Preserving and Enhancing Affordable Housing in the Bay Area

Resources for Community Development proposes to acquire the Islander Motel at 4103 Mowry Avenue in Fremont, to convert the property into much-needed affordable housing. In the near future, Islander Motel will be undergoing a transformation and substantial renovation to modernize and upgrade the existing structure and to construct a new affordable multi-family building on the vacant parcels immediately adjacent to this property, in an efficient use of urban infill development, prioritized for low-income residents.



### ***Who Is Resources for Community Development?***

Resources for Community Development's (RCD) mission is to create and preserve affordable housing for people with the fewest options, to build community and enrich lives. Founded by Berkeley community members in 1984, RCD has built a portfolio of over 2,200 completed affordable units and has nearly 350 additional affordable units in pre-development. RCD continues to grow geographically and now operates in communities throughout Alameda, Contra Costa and Solano counties. Over more than 30 years, RCD has grown from a Berkeley-based special needs housing developer to being named as one of the top 50 affordable housing developers in the country by Affordable Housing Finance magazine five times.

### ***Who Is The John Stewart Company/Property Manager?***

Each building will have an onsite property manager from the John Stewart Company (JSCo.). JSCo is an invaluable partner in managing all of RCD's properties. Founded in 1978, San Francisco-based JSCo is one of the leading property management companies in California and works with many Bay Area nonprofit, affordable housing developers, public agencies, and private sector clients. JSCo manages over 10,000 units in 120 projects throughout the state, including family rentals, condominiums, special needs/SRO units, cooperatives, and senior rentals. A highly professional and well-respected company, JSCo is committed to providing a secure, service-oriented, and well-maintained housing environment to the residents of the buildings it manages.

### ***What's being built at the Islander Motel?***

Phase I of the project will renovate the existing motel into an affordable housing development. The renovation will include the addition of a third story to the existing building, as well as an elevator, and a bridge to connect the two buildings at the 2nd and 3rd levels. All units will be upgraded to include kitchens, new windows, siding, insulation, wiring, plumbing and fixtures throughout the building. The building will include amenities such as onsite property management and resident services offices, community room, outdoor courtyard and laundry. Phase I will result in a total of 79 affordable rental studios, 1-bedrooms and 2-bedrooms units.

Phase II will construct a new 4-story building on the two vacant parcels behind the motel. This will provide 49 affordable 1-bedroom, 2-bedroom and 3-bedroom units serving low-income families. This building will include amenities such as community kitchen, spacious lobby, exercise room, laundry room, resident service and property management offices.

### ***What about parking Spaces?***

The new construction will provide 42 new parking spaces on-site, with additional 50 spaces at the original Islander Motel, resulting in 92 parking spaces total. This development also has secure bike storage in each building and is conveniently located within Fremont's urban core, making BART and bus routes 99 & 200 within walking distance of the Islander Motel.

### ***How will the application process work? How much will rent be?***

Applications to live at the proposed development will be available on RCD's website six-months before construction is complete. All eligible applicants will be entered into a lottery to form the waitlist. From this list, applicants will be interviewed,

income verified, and complete background and credit check screening. The table below shows example rents, subject to change:

Unit Size	Monthly Rent	Maximum Income
Studio	\$407 – \$1,221	\$55,800
1-Bedroom	\$436 - \$1,308	\$62,760
2-Bedroom	\$523 - \$1,569	\$75,300
3-Bedroom	\$1,510 - \$1,812	\$86,460

***How do you ensure you lease to stable residents? What services are provided?***

Property management performs background checks, calls references, and conducts family interviews for all potential residents. Applicants with a negative credit rating, criminal background or any other grounds for denial will receive a denial letter. Through operations, RCD and JSCo work together so that housing and services are tailored to meet the needs of the resident population.

Each building will have a staffed resident services office to assist residents. The goal of RCD’s resident services program is to assist residents in maintaining and enhancing self-sufficiency within a caring community. On-site resident services will be offered to assist residents in obtaining access to local social services, organizing community meetings and events, and providing classes on topics, such as financial literacy, resume writing, and nutrition. In addition to providing direct services, RCD’s Resident Services Department has productive working relationships with local community-based partners in fulfilling the program’s goals.

***How do you ensure quality building maintenance over the long term?***

RCD does not just develop properties; we own them for the long-term. We have a vested interest in ensuring the social, physical, and financial aspects of our properties remain sound for many years. RCD’s Asset Management team oversees the day-to-day property management at all of our sites by the John Stewart Company. RCD’s long-standing partnership with JSCo has resulted in high standards in management, operations, and coordination with the services providers. Each building will include an onsite property manager and maintenance staff.

***When will construction start?***

RCD is still in the predevelopment and financing stages. Current target for construction groundbreaking will be March 2020. Prior to the start of construction, RCD will continue to advance the design, secure planning approvals, assemble financing, and apply for permits. Construction will take approximately 16 months.

***Who will oversee construction? Will local workers be hired?***

RCD will hire a General Contractor to build the property and oversee the construction progress. RCD and the Contractor will follow City of Fremont and Alameda County guidelines to recruit small and minority-owned businesses for labor contracts and to pay prevailing wages.

***How will this benefit the neighborhood?***

Housing affordability and homelessness are increasing challenges in the City of Fremont. The City has a median rent of \$3,400 and an average home price of \$1.19 million. This lack of affordability impacts small businesses, city employees, young families, seniors and the disabled. Renovation of the Motel will create an inclusive neighborhood, providing quality homes in close proximity to the Fremont HUB and downtown employment, and improve the aging motel property. Transfer to nonprofit ownership provides stable housing with on-site services to low-income residents, reducing the likelihood of neighborhood crime and displacement.

***Who should I contact with questions?***

During predevelopment, questions should be directed to RCD:

Baker Lyon, Project Manager  
(510) 841-4410 x 331 or blyon@rcdhousing.org

## REEL Participant Interview Summary

Six interviews were conducted, of the nine potential interviewees.

### **Participation**

All interviewees said they were willing to participate in more dialogues, encourage other community members to participate, and promote or participate in another iteration of this program, such as, through community programs or events. Some felt that the youth perspective within each community should be included as a part of these dialogues.

### **Structure**

Interviewees were divided on the facilitators, some said facilitators weren't necessary at all, one preferred facilitators who were from Fremont, and some felt outside facilitators were necessary. Overall, the participants appreciated having the chance to communicate with the Police Department and making a new contact therein. Some felt that representation of other departments, outside of PD, would have been beneficial.

### **What resonated?**

All interviewees expressed a commitment to diversity and inclusion of different groups and making new contacts within these groups. The dialogue described as frank/candid, with the group working through 1<sup>st</sup> round issues in 2<sup>nd</sup> round. The dialogue provided tools to take back to communities to discuss racial issues and conflict resolution. Hearing others perspectives and experiences was enlightening.

### **What worked well?**

The topics were good, and facilitators used good tools and aids. Participants liked rotating around groups and topics.

### **What needs improvement?**

Interviewees expressed a need to have follow up with the group, more departments participating, and youth representation. Some felt a need for a "deeper dive" into issues. Two dialogues were not enough.

# CITY OF FREMONT

## Boards, Commissions, and Committees Attendance Record

Suzanne Shenfil

<b>HUMAN RELATIONS COMMISSION</b>
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Member	Meeting Dates							
	07/16/2018	08/20/2018	09/17/2018	10/15/2018	11/19/2018	12/17/2018		
<b>MEETING TYPE</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
Paddy Iyer	P							
Dr. Sonia Khan	P							
Dharminder Dewan	A							
John Smith	P							
Lance Kwan	P							
Patricia Montejano	P							
Tejinder "TJ" Dhami	P							
Julie Moore	P							
Cullen Tiernan	A							

**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**

## 2018 HRC Calendar

January 22, 2018	Regular Meeting	7:00 PM – HR Training Room
February 26, 2018	Regular Meeting	7:00 PM – HR Training Room
March 19, 2018	Regular Meeting	7:00 PM – HR Training Room
April 16, 2018	Regular Meeting	7:00 PM – HR Training Room
May 21, 2018	Regular Meeting	7:00 PM – HR Training Room
June 18, 2018	Regular Meeting	7:00 PM – HR Training Room
June 23, 2018	Float Decoration Day	
June 24, 2018	Pride Parade	
July 4, 2018	Fourth of July Parade	
July 16, 2018	Regular Meeting	7:00 PM – HR Training Room
August 7, 2018	National Night Out	
August 20, 2018	Cancelled	7:00 PM – HR Training Room
September 17, 2018	Regular Meeting	7:00 PM – HR Training Room
October 15, 2018	Regular Meeting	7:00 PM – HR Training Room
October 27, 2018	Make A Difference Day	
November 19, 2018	Regular Meeting	7:00 PM – HR Training Room
December 17, 2018	Regular Meeting	7:00 PM – HR Training Room