



City Hall
3300 Capitol Ave, PO Box 5006, Fremont, CA 94537-5006
www.fremont.gov

Human Relations Commission Agenda

The Human Relations Commission (HRC) 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).

Pursuant to State of California Executive Order N-29-20 dated March 17, 2020, regarding the COVID-19 pandemic, the Human Resources Conference Room will not be open for the **April 19, 2021** meeting of the Human Relations Commission. The meeting will be conducted remotely via Zoom.

The Public may watch and/or participate in the public meeting by joining the meeting through the Zoom Videoconference link provided below. The public may also join the meeting by calling the below listed teleconference phone number. Further instructions on how to make public comments throughout the videoconference or teleconference will be provided at the meeting.

If you are an individual with a disability and need a reasonable modification or accommodation pursuant to the Americans with Disabilities Act (ADA), please contact the Recording Secretary at ntolentino@fremont.gov or 510-574-2088 at least 24 hours prior to this meeting for assistance.

HOW TO JOIN OR MAKE A PUBLIC COMMENT ONLINE OR BY PHONE: The meeting will begin at 7:00pm PST. Whether you participate online or by phone, you may wish to "arrive" early so that you can address any technology questions prior to the start of the meeting.

ONLINE: <https://zoom.us/j/98221682375?pwd=WEZXd25BOGpRUGRrcXhDRzZzeFNOZz09>
Password: 909179

When prompted, download and run the Zoom software on your computer. If you have not used Zoom on your computer before you may want to join the call 15 minutes early to test your configuration. Someone will be in the conference at that time to help you.

BY PHONE: US: +1 669 900 9128 Webinar ID: 982 2168 2375
Password: 909179

International numbers available: <https://zoom.us/u/ab5IHVdrXg>

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. Committee 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 may be agendized 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 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
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Your interest in the conduct of your City's business is appreciated.

Human Relations Commission

Dharminder Dewan - Chair
Tejinder Dhami
Dyesha Gardner
Dr. Sonia Khan
Martin H. Kludjian
Patricia Montejano – Vice-Chair
Julie Moore
Shobana Ramamurthi

City Staff

Suzanne Shenfil, Human Services Director
Arquimides Caldera, Deputy Human Services
Director
Noelle Tolentino, 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, APRIL 19, 2021
7:00 PM

1. **SECRETARY CALL FOR QUORUM**

2. **CALL TO ORDER**

3. **ROLL CALL**

4. **APPROVAL OF MINUTES**

4.1 Approval of March 15, 2021 Regular Meeting Minutes (**Enclosure 4.1**)

5. **ORAL COMMUNICATIONS**

6. **WRITTEN COMMUNICATIONS**

7. **ANNOUNCEMENTS**

8. **CONSENT ITEMS**

8.1 Attendance Summary (**Enclosure 8.1.1**)

8.2 Calendar of HRC regular/special meetings and events. (**Enclosure 8.2.1**)

9. **OLD BUSINESS**

9.1 **Review Election Rules**

BACKGROUND: On March 15, 2021, Director Shenfil informed the Commission that staff would initiate the groundwork to clarify HRC officer election rules and present the proposed rules to the Commission at the April meeting.

Position: Chairperson

Staff is proposing to mirror the language found in City's municipal code, Section 2.05.100 - Term limits (a) and (d), referring to the Mayor and Council, inserting "chairperson" in place of "mayor" and the HRC chairperson's traditional 1-year term in place of the mayor's 4-year term:

(a) "No ~~mayor~~ chairperson who has served terms comprising ~~eight~~ two consecutive years as ~~mayor~~ chairperson shall be qualified for further

service in that office until ~~he or she~~ they ~~has~~ have a break in service in that office of at least ~~four~~ one years.”

- (d) “Time spent in office of Chairperson while serving less than a full term shall not be counted in computing consecutive years in any office.”

Position: Vice-Chairperson

The City Attorney’s Office has determined that the first sentence of Article II of the HRC’s rules and regulations, which states that “No Chairperson shall be eligible for election as such for more than two consecutive full terms,” applies solely to the office of Chairperson. Also, no other section of the HRC’s Rules and Regulations contain any language limiting the number of terms, consecutive or otherwise, that a Commissioner may serve as Vice Chairperson.

Historically, the HRC has limited Vice-Chairperson terms to two consecutive years, with the ability to serve as Vice-Chairperson after a 1-year break.

For the office of Vice-Chairperson, staff is providing two options:

Option 1: Allow a commissioner to be nominated for Vice-Chairperson without term limits, as currently allowed under existing language in Article II.

Option 2: Mirror staff’s recommended term limits for the Chairperson:

- (b) “No Vice-Chairperson who has served terms comprising two consecutive years as Vice-Chairperson shall be qualified for further service in that office until they have a break in service in that office of at least one year.”

- (d) “Time spent in the office of Vice-Chairperson while serving less than a full term shall not be counted in computing consecutive years in any office.”

Enclosures: None

RECOMMENDATIONS: Receive proposed language changes to the HRC election rules. Open the floor the comments. Vote on Election Rules to adopt.

9.2 Strategic Planning for HRC Retreat

BACKGROUND: On April 16, 2021, members of the Strategic Planning Committee (Vice Chairperson Montejano and Commissioner Dhami) drafted the following focus question for the 2021 HRC Retreat.

“What community needs/issues will the Commission address in FY 21/22 and FY 22/23 which will help support and sustain Fremont’s (diverse / most vulnerable) community members and build resiliency in Fremont as we come out of the pandemic, strategically based on opportunities and Commissioners interests and strengths?”

Staff also sent commissioners a Doodle poll with potential retreat dates.

Enclosures: 9.2.1 – HRC Planning Retreat 2021
9.2.2 – HRC Accomplishments

RECOMMENDATION: 1) Review and approve the focus question; 2) Review and approve the Plan Retreat schedule; and 3) Select two retreat dates.

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

10.1 Mental Health Association for Chinese Communities (MHACC)

BACKGROUND: MHACC is a 501(C)3 nonprofit which also known as NAMI Chinese, a feature affiliate of NAMI CA (National Alliance on Mental Illness California). Their mission is to raise awareness of mental health within the Chinese community through advocacy, education, research, support, and services to represent the wide spectrum of Chinese families and individuals affected by mental illness, and to help them develop meaningful and productive lives in the future.

MHACC is a current Social Service Grantee and receives \$15,000 from the City. At the March 2020 HRC regular meeting, commissioners directed staff to invite MHACC to present on their work. Staff also requested MHACC provide insights on the negative impacts that the recent Anti-Asian hate incidents may be having on the community.

Enclosure: None.

RECOMMENDATION: Receive presentation.

10.2 Attacks targeting Asian American and Pacific Islanders (AAPI) Community

BACKGROUND: Hate Crimes towards AAPI community has increased since 2020 due to the fears of COVID-19 pandemic. On February 16, 2021, the Fremont City Council passed a resolution “Denouncing Xenophobia and Anti-Asian Racism Arising Due to Fears of the COVID-19 Pandemic and Affirming

the City of Fremont’s Commitment to the Well-Being and Safety of Asian Pacific Islander Communities.”

Chairperson Dewan would like to open the floor to discuss these events and decide how the Commission should respond.

Enclosure: 10.2.1 Anti-Asian Racism - City Council Resolution
10.2.2 HRC Hate Crimes Brochure

RECOMMENDATION: Receive City Council Resolution. Identify how the HRC will respond.

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

12. **COMMITTEE REPORTS**

12.1 **Financial Resources Committee to fund HRC sponsored events**

COMMITTEE BACKGROUND: Vice Chairperson Montejano and Commissioners Moore and Ramamurthi work to create and implement a sustainable fundraising strategy for HRC sponsored events.

RECOMMENDATION: Receive update and take action as needed.

12.2 **LGBTQ Committee**

COMMITTEE BACKGROUND: Chairperson Dewan and Commissioners Dhami and Kludjian sit on the LGBTQ Committee.

RECOMMENDATION: Receive updates from Committee and take action as needed.

12.3 **Ad Hoc Committee Reports**

12.3.1 **Strategic Plan Committee**

COMMITTEE BACKGROUND: Vice Chair Montejano, Commissioner Dhami and Commissioner Gardner

RECOMMENDATION: Receive updates from Committee and take action as needed.

12.4 **Liaison Reports**

12.4.1 **Union City HRC:** Commissioner Tiernan is the HRC’s liaison for the Union City HRC.

RECOMMENDATION: Receive update

12.4.2 FRC CAEB: Chair Dewan is the HRC's liaison for the FRC CAEB.

RECOMMENDATION: Receive update

12.4.3 FUSD: Commissioner Khan is the HRC's liaison for FUSD.

RECOMMENDATION: Receive update

13. STAFF REPORTS

13.1 Keep Fremont Housed Update

13.2 Safe Parking 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



City Hall
 3300 Capitol Ave, PO Box 5006, Fremont, CA 94537-5006
 www.fremont.gov

MINUTES
 HUMAN RELATIONS COMMISSION
 REGULAR MEETING
 MONDAY, MARCH 15, 2021
 7:00 PM

1. SECRETARY CALL FOR QUORUM

2. CALL TO ORDER

3. ROLL CALL

Welcome New HRC Commissioner – Dyesha Gardner

Present: Chairperson Dewan, Vice Chairperson Montejano, Commissioners Dhami, Khan, Kludjian, and Moore

Absent: Commissioner Ramamurthi and Commissioner Tiernan (resigned)

Staff Present: Director Shenfil, Deputy Director Caldera, Recording Secretary Noelle Tolentino

4. APPROVAL OF MINUTES

A motion was made by Commissioner Kludjian and seconded by Commissioner Moore to approve February 22, 2021 minutes. The motion passed as follows:

Yes	No	Abstain	Absent
Dewan			
Montejano			
Dhami			
		Gardner	
Khan			
Kludjian			
Moore			
			Ramamurthi

5. ORAL COMMUNICATIONS: NONE

6. WRITTEN COMMUNICATIONS: NONE

7. ANNOUNCEMENTS: NONE

8. CONSENT ITEMS

8.1 Attendance Summary (Enclosure 8.1.1)

8.2 Calendar of HRC regular/special meetings and events. (Enclosure 8.2.1)

A motion was made by Commissioner Kludjian and seconded by Commissioner Dhami to approve consent items. The motion passed as follows:

Yes	No	Abstain	Absent
Dewan			
Montejano			
Dhami			
		Gardner	
Khan			
Kludjian			
Moore			
			Ramamurthi

9. **OLD BUSINESS:** NONE

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

10.1 **Cessation of Tobacco Use Program presentation**

Annie Bailey, Youth & Family Services Administrator, presented on the Cessation of Tobacco Use public awareness campaign, including creative content developed during the campaign, use of the City's social media channels and the importance of youth involvement. Campaign marketing will be placed in areas frequented by youth (schools, businesses, etc.).

11. **COMMISSION REFERRALS** (Referrals from the City Council to the Commission)
NONE

12. **COMMITTEE REPORTS**

12.1 **Financial Resources Committee to fund HRC sponsored events**

No updates

12.2 **LGBTQ Committee**

Subcommittee meeting on 3/25. Updates will be given at April meeting.

12.3 **Ad Hoc Committee Reports**

12.3.1 **Election Rules Committee:**

Director Shenfil informed the Commission that staff will initiate the groundwork in crafting election rules language. Staff will present the proposed rules to the Commission at the April meeting. Subcommittee activity will be postponed until further notice.

12.3.2 Strategic Plan Committee:

Vice-Chair Montejano, Commissioner Dhami and Commissioner Gardner were chosen to plan the 2021 HRC Retreat.

12.4 Liaison Reports

12.4.1 Union City HRC:

No updates from Union City HRC. Commissioner Moore will be the new liaison.

12.4.2 FRC CAEB:

Annie Bailey will present on the Tobacco Grant and YFS services to the FRC CAEB on 3/16/21.

12.4.3 FUSD:

FUSD is working on informational items in preparation for the return of in-person classes. Return date is still to be determined.

13. STAFF REPORTS

13.1 Temple Beth Torah update

Fremont Police are still investigating this case. Due to the lack of surveillance on the property, no processable physical evidence and no further links to other cases have been found.

13.2 Roll-out of Keep Fremont Housed (KFH) Rental Assistance Program update

Program will go live on 4/1/2021. The City will use Bay Area Community Services' (BACS) tenant-based portal for the KFH application and distribution process. This portal will be integrated with the City's ITS and Finance systems. Tenants will complete applications, but funds will be paid directly to landlords.

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)

- Commissioner Khan proposed to have the Mental Health Association for Chinese Communities give a presentation at the April meeting as recent grant recipients.

15. ADJOURNMENT

A motion was made by Commissioner Dhami and seconded by Vice Chair Montejano to adjourn meeting at 8:50pm. The motion passed as follows:

Yes	No	Abstain	Absent
Dewan			
Montejano			
Dhami			
Gardner			
Khan			
Kludjian			
Moore			
			Ramamurthi

CITY OF FREMONT
Boards, Commissions, and Committees Attendance Record

HUMAN RELATIONS COMMISSION

Member	Meeting Dates					
	1/25/21	2/22/21	3/15/21	4/19/21	5/17/21	6/21/21
MEETING TYPE	R	R	R	R	R	R
Dharminder Dewan	P	P	P			
Tejinder "TJ" Dhami	P	P	P			
Dr. Sonia Khan	E	P	P			
Martin H. Kludjian	P	P	P			
Patricia Montejano	P	P	P			
Julie Moore	P	P	P			
Shobana Ramamurthi	P	P	A			
Dyesha Gardner			P			
Cullen Tiernan	P	A	E			

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

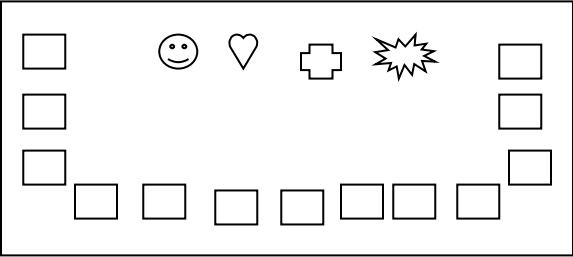

2021 HRC Calendar

Date	Meeting Type	Time & Location
Monday, January 25, 2021	Regular Meeting	7:00pm on Zoom
Monday, February 22, 2021	Regular Meeting	7:00pm on Zoom
Monday, March 15, 2021	Regular Meeting	7:00pm on Zoom
Thursday, April 1, 2021	LGBTQ subcommittee Meeting	6:00pm on Zoom
Monday, April 19, 2021	Regular Meeting	7:00pm on Zoom
Monday, May 17, 2021	Regular Meeting	7:00pm on Zoom
Thursday, June 3, 2021	LGBTQ subcommittee Meeting	6:00pm on Zoom
Monday, June 21, 2021	Regular Meeting	7:00pm on Zoom
Monday, July 19, 2021	Regular Meeting	7:00pm on Zoom
Thursday, August 5, 2021	LGBTQ subcommittee Meeting	6:00pm on Zoom
Monday, August 16, 2021	Regular Meeting	7:00pm on Zoom
Monday, September 20, 2021	Regular Meeting	7:00pm on Zoom
Thursday, October 7, 2021	LGBTQ subcommittee Meeting	6:00pm on Zoom
Monday, October 18, 2021	Regular Meeting	7:00pm on Zoom
Wednesday, November 17, 2021	Regular Meeting	7:00pm on Zoom
Thursday, December 2, 2021	LGBTQ subcommittee Meeting	6:00pm on Zoom
Friday, December 17, 2021	Regular Meeting	7:00pm on Zoom

**HRC Action Plan Retreat Draft
May or June 2021 (8:30 am - 1:30 pm)
DAY 1**

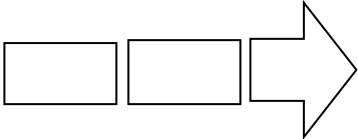
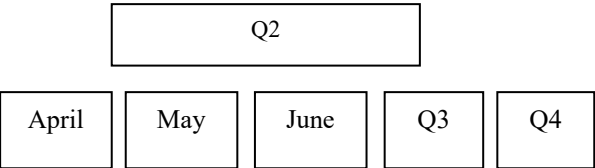
Activity	Activity Specifics	Lead(s)	Materials Needed	Time									
<p>1. Breakfast</p>	<p>Everyone arrives, grabs some breakfast and takes a seat.</p>	<p>Noelle</p>	<p>Breakfast</p>	<p>8:30 -9:00</p>									
<p>2. Warm-up Exercise - S.W.O.T.</p>	<p>Facilitator will lead this discussion; Commissioners write down their responses on ½ sheets and put them into the appropriate quadrant: SWOT (personal and HRC)</p> <ol style="list-style-type: none"> a. Strengths b. Weakness/Limitations c. Opportunities / Benefits d. Threats / Dangers or Risks <p>Followed by discussion</p>	<p>Letty (Quimi starts if Letty runs late for any reason)</p>	<p>Set-up sticky wall into quadrants (see below) Markers</p> <table style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr> <td></td> <td style="text-align: center;">Positive</td> <td style="text-align: center;">Potentially Negative</td> </tr> <tr> <td style="text-align: center;">Internal</td> <td style="border: 1px solid black; text-align: center; width: 30px;">S</td> <td style="border: 1px solid black; text-align: center; width: 30px;">W</td> </tr> <tr> <td style="text-align: center;">External</td> <td style="border: 1px solid black; text-align: center;">O</td> <td style="border: 1px solid black; text-align: center;">T</td> </tr> </table>		Positive	Potentially Negative	Internal	S	W	External	O	T	<p>9:00 - 9:30</p>
	Positive	Potentially Negative											
Internal	S	W											
External	O	T											
<p>3. Setting the Context</p>	<ol style="list-style-type: none"> 1. HRC has a mission statement and a mandate 2. Commissioners have come to consensus that it’s time to revisit their work plan 3. We now have approximately 4 hours to complete a new work plan <p>Focus Question: <i>What community needs/issues will the Commission address in FY 21/22 and FY 22/23 which will help support and sustain Fremont’s (diverse / most vulnerable) community members and build resiliency in Fremont as we come out of the pandemic, strategically based on opportunities and Commissioners interests and strengths?</i></p> <p>Rational Aim: To produce a two-year strategic plan with each Commissioner committing to work on at least one strategic goal.</p> <p>Experiential Aim: To renew focus, develop a shared vision, and build excitement within the Commission.</p>	<p>Quimi & Suzanne</p>	<p>Banner of mission statement Banner of mandate</p> <p>Sticky wall - Noelle will re-spray Blue tape Camera 4 flip charts and 2 stands</p> <p>Focus question</p> <p>Rational Aim Experiential Aim (On flip chart)</p>	<p>9:30 -10:00</p>									

Activity	Activity Specifics	Lead(s)	Materials Needed	Time
<p>4. Brainstorm</p>	<p>Reflecting on focus question</p> <ol style="list-style-type: none"> 1. Divide into 3 small groups (count them off) 2. Each Commissioner writes down their own ideas on half sheets (anything goes; no restrictions) <ol style="list-style-type: none"> a. "Write big" b. "3-5 words" c. "1 idea per ½ sheet" d. Share ideas with one another e. Write any additional ½ sheets; one idea per ½ sheet f. Agree as a group which ½ sheets go up 3. Each person selects 3-5 of their best ideas 4. Collect 35-45 ½ half sheets from the groups <ol style="list-style-type: none"> a. Facilitator collects 5-½ sheets per each group; does this 3 times 5. Place ½ sheets on sticky wall along the right and left sides and the bottom (leave the space in the middle open; that is where the clustering will take place) 6. Random comments go in Parking Lot 	<p>Letty & Quimi</p>	<p>(3) sheets with the following written on them: "Write big" "3-5 words" "1 idea per ½ sheet"</p> <p>½ sheets – each commissioner gets their own color assigned to them (9 colors)</p> <p>½ sheets in a different color or large post-its for writing down topics they would like to learn more about</p> <p>Markers</p> <p>Flip chart sheet labeled "Parking Lot"</p>	<p>10:00 – 10:45</p>
<p>5. Clustering and Goal Setting (The strategies from this activity will possibly become the HRC committees)</p>	<p>Forming relationships between ideas and creating clusters (developing goals)</p> <ol style="list-style-type: none"> 1. Form relations – form pairs by similar ideas- "what two ½ sheets go together?" Put a symbol a symbol card over the first pair. 2. 2nd round – gather additional ½ sheets 3. Develop clusters in columns – ideas should be similar 4. Give each column a name (this is a holder name only consisting of 2-4 words starting with a verb that indicates the cluster's intent; engaging, ending, collaborating, etc.) using a full sheet of paper 5. Gather all remaining ½ sheets and determine which column each ½ sheet should go under 6. Ask for any additional ½ sheets that may fall into one of the clusters 	<p>Letty & Quimi</p>	<p>- Have 7-8 symbol cards available to put along the top of the sticky wall</p> <p>- 8 ½ by 11 sheets for box name</p> <div data-bbox="1650 1130 2225 1386" style="border: 1px solid black; padding: 10px;"> </div>	<p>10:45 -11:45</p>

Activity	Activity Specifics	Lead(s)	Materials Needed	Time
continued	<p>7. Ask group if everyone is comfortable with the clusters; if so, remove all the ½ sheets</p> <p>All that should be left on the wall are the full sheets of paper with the names of the strategies</p>			
<p>6. Clustering and Goal Setting</p> <p>(The strategies from this activity will possibly become the HRC committees)</p>	<p>Forming relationships between ideas and creating clusters (developing goals)</p> <p>8. Form relations – form pairs by similar ideas- “what two ½ sheets go together?” Put a symbol a symbol card over the first pair.</p> <p>9. 2nd round – gather additional ½ sheets</p> <p>10. Develop clusters in columns – ideas should be similar</p> <p>11. Give each column a name (this is a holder name only consisting of 2-4 words starting with a verb that indicates the cluster’s intent; engaging, ending, collaborating, etc.) using a full sheet of paper</p> <p>12. Gather all remaining ½ sheets and determine which column each ½ sheet should go under</p> <p>13. Ask for any additional ½ sheets that may fall into one of the clusters</p> <p>14. Ask group if everyone is comfortable with the clusters; if so, remove all the ½ sheets</p> <p>15. All that should be left on the wall are the full sheets of paper with the names of the strategies</p>	Letty & Quimi	<p>- Have 7-8 symbol cards available to put along the top of the sticky wall</p> <p>- 8 ½ by 11 sheets for box name</p> 	10:45 -11:45
LUNCH	LUNCH			11:45 -12:30
<p>7. Goal Action Plans</p>	<p>Developing action plans for goals developed through clustering</p> <p>1. Review goals and determine which ones will be focused on during the first year</p> <p>2. Commissioners select a goal that they are interested in and get into groups. Likewise, facilitators will select a goal and lead the group through the following process. Ask for someone to be the recorder. This person will transfer information from flipcharts to Goal Action Plans sheet.)</p> <p>3. Ask the group the following question: What will be our specific actions for the first year?</p>	Letty & Quimi		12:30 -1:15

Activity	Activity Specifics	Lead(s)	Materials Needed	Time
continued	<ol style="list-style-type: none"> 4. Brainstorm on flip charts: <ol style="list-style-type: none"> A. Projects/Activity: Have the group decide on some doable project/actions related to the goal. B. Policy/Advocacy: Have the group decide on some policy action that they can make that falls in line with the goal. C. Area of Interest or Future education: Information is needed related to a project or advocacy goal. 5. On ½ sheets of paper the commissioners write down activities for what they wish to accomplish 6. Determine if any of last years' activities could be added/continued in the upcoming year 7. Groups work is shared with the group 			
8. Reflection	<ol style="list-style-type: none"> 1. Step back and reflect on day 2. Go around and ask each person to describe how they feel using one word 3. Clean-up 	Suzanne, Quimi & Noelle		1:15 - 1:30

HRC Action Plan Retreat Draft
May or June 2021 (8:30 am - 12:30 pm)
DAY 2


Activity	Activity Specifics	Lead(s)	Materials Needed	Time
1. Breakfast	Everyone arrives, grabs some breakfast and takes a seat.	Noelle	Breakfast	8:30 - 9:00
2. Developing Strategic Directions	<p>Strategic Directions</p> <ol style="list-style-type: none"> Describe a common direction – align strategies that have a common direction or intent. Start by asking which two strategies are strongly related. Pair those boxes by physically placing them beside one another. Group remaining strategies – locate a 2nd group, then 3rd. The number may vary so you may have 2-4 groups of strategies. Name each strategic direction – Name all multi-box groups with 3-5 word phrases beginning with “ing” word to depict movement. (If possible, no more than 3 strategic directions) 	Letty, Quimi & Suzanne	Arrows for strategic directions. -Letty 	9:00 - 10:30
3. Critical Analysis of Goals/Strategic Directions	<ol style="list-style-type: none"> Group reviews the strategic directions and the goals and looks to see if everything seems doable. 	Suzanne & Quimi		10:30 - 11:00
4. First Year Timeline & Assignments Combined with 90 Day Implementation Steps	<p>First Year Timeline & Assignments</p> <p>Question: What is our timeline for completion of first-year accomplishments?</p> <ol style="list-style-type: none"> Have commissioners go back to their Strategy groups Decide on accomplishment completion dates Review the ½ sheets to see if the plan seems doable Put the ½ sheets on the wall in the appropriate quarters 	Letty & Quimi	<p>-Signs with quarters: Separate sheets for Q2 April, May and June 2016, July-Sept 2016, Oct-Dec 2016, Jan-Mar 2017, Apr-May 2017)</p> <p>-90 Day implementation steps (from book)</p> 	11:00 - 12:00

continued	<p>90 Day Implementation Steps (April, May and June)</p> <p>Question: What are the implementation steps for the first quarter accomplishments?</p> <ol style="list-style-type: none"> 1. Complete 90-day implementation steps for each Quarter 1 accomplishment 2. Teams read implementation steps in their small groups <p>- Come back as one group; Report out to the larger group; Clarifications/questions</p> <p>- Determine assignments; who will do what</p>			
5. Closing	<ol style="list-style-type: none"> 1. Step back and reflect on day 2. Go around and ask each person to describe how they feel using one word 3. Clean-up 	Suzanne, Quimi & Noelle		12:00 - 12:30



A Look at the Accomplishments and History of

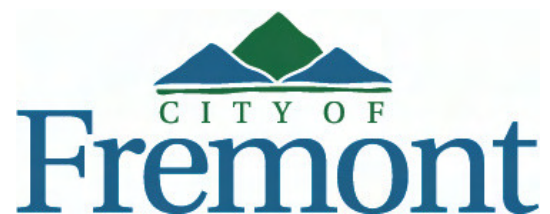
HUMAN RELATIONS COMMISSION

 (510) 574-2050

 www.fremont.gov/hrc

 3300 Capitol Ave. Bldg B

 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

The HRC, with the help of the community, have designed and entered floats in both the City of Fremont Fourth of July Parades and San Francisco Pride Parades.

In acknowledgment 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 has spearheaded a contingent of marchers in the San Francisco Gay Pride Parade. They have received an enthusiastic response from the thousands of parade goers, with many in the audience shouting "Way to Go, Fremont!"

The Commission has also participated in Fremont's annual Fourth of July Parade. Their previous floats were 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

Make a Difference Day, is a HRC sponsored event focused on "Celebrating Unity and Diversity through Community Service." Commissioners have sought community and corporate sponsorship for this event and have raised thousands of dollars from local Fremont businesses. On this national day of volunteering, over 2,000 volunteers, donned 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.

In 2017, Newark projects were first 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>

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.



A BRIEF HISTORY OF HUMAN RELATIONS COMMISSION (HRC)

Created in 1964 with the charge of promoting and helping to create a community environment in which all men, women and children regardless of race, religion or national origin, may live, learn, work and play in harmony and brotherhood.

1969

Action by HRC to recommend Council support appeal of the Title Two of the Internal Security Act (Emergency Detention Act)

1970

Report of the Human Relations Commission Regarding the Establishment of an Affirmative Action Program

1978

First Human Services Coordinator hired

1986

First Annual Awards Recognition Luncheon. To honor those who have contributed toward improving the quality of life in the Fremont Community

1989-90

Community Forum Sponsored by HRC and the Tri-City Ministerial Alliance on the Issue of Homelessness

HRC urges council adoption of Resolution No 7512 "Zero Tolerance for acts of racism, violence or bigotry"

1991

Awards Recognition Luncheon in Conjunction with Martin Luther King Day

1997

HRC organizes Town Hall Meetings after racist and anti-Semitic slurs were discovered in more than 30 books in the Fremont Main Library. Moving showing of Not in Our Town

1999

Unity Day Celebration

1969

HRC weighs in on Development plan to permit commercial, multi-family, attached and detached single family homes located on both sides of Fremont Blvd. at its intersection with Darwin Ave. and extending from the Nimitz Freeway to 1250 NE of Fremont Blvd

1976

Revenue Sharing appropriated by Feds to Cities HRC mandate broadened to include the development of policy recommendations on human service programs and services in the Fremont community

1978-79

Begin issuance of grants to social services non-profits, based on community pressure to distribute portion of Revenue Sharing in the Community

1988

Award Dinner Celebrating Service to Fremont

1990

Series of HRC Hearings on Rental Discrimination Against Families

1991-93

Continued HRC Support to Move towards the development of a permanent Homeless Shelter in Fremont

1998

Unity Day and Multi-Cultural Celebration

2000

HRC responds immediately to anti-Semitic graffiti incident at Jewish Synagogue, Temple Beth Torah and Washington High School

HRC holds Town Hall meeting with Anti-Defamation League and Police Chief

Community Forum "Confronting Hate – Building Community with keynote from a former "skin head" member of a white supremacy hate group.

2002

HRC holds series of discussions related to the Patriot Act and introduces a resolution to condemn the federal law and call for the end to any form of invasion of privacy without probable cause as well as for an end to use of secret evidence that is not publicly disclosed in legal proceedings. The commission wants law enforcement officials to reveal the names of every jailed person and provide them access to legal counsel

2008

HRC hosts Forum on Understanding and Preventing Youth Violence

1999

Town Meeting Changing Fremont Forever
Understanding and Responding to
Hate Crimes

2001

HRC and FUSD present "Confronting Hate on the Internet: Building Community

2006

HRC Begins Make a Difference Day "Celebrating Unity in Diversity through Community Service (event has been conducted every October)

2009

HRC endorses and supports FRC 10 Year Anniversary

HRC hosted Film Viewing and Discussion

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.

<u>HRC</u>	<u>Human Services Dept</u>	<u>City Council</u>
Julie Moore, Chair	Suzanne Shenfil, Director	Lily Mei, Mayor
Dharminder Dewan, Vice Chair	Arquimides Caldera, Deputy Director	Jenny Kassin, Vice Mayor
Cullen Tiernan	Noelle Tolentino, Secretary	David Bonaccorsi
Martin H. Kludjian		Rick Jones
Patricia Montejano		Raj Salwan
Shobana Ramamurthi		Teresa Cox
Dr. Sonia Khan		Teresa Keng
Tejinder Dhami		Yang Shao

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

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

**DENOUNCING XENOPHOBIA AND ANTI-ASIAN RACISM
ARISING DUE TO FEARS OF THE COVID-19 PANDEMIC
AND AFFIRMING THE CITY OF FREMONT’S COMMITMENT
TO THE WELL-BEING AND SAFETY OF ASIAN
PACIFIC ISLANDER COMMUNITIES**

WHEREAS, twenty three million Asian Americans and Pacific Islanders account for seven percent of the Nation’s population in the United States; and

WHEREAS, over two million Asian Americans and Pacific Islanders are working on the frontlines of this COVID–19 pandemic in health care, law enforcement, first responders, transportation, supermarkets, and other service industries; and

WHEREAS, the use of anti-Asian terminology and rhetoric related to COVID–19, such as the “Chinese Virus”, “Wuhan Virus”, and “Kung-flu” have perpetuated anti-Asian stigma; and

WHEREAS, such rhetoric is inaccurate and stigmatizing, tends to incite fear and xenophobia, and may put individuals of Asian ancestry at risk of retaliation and deterrence from accessing resources and services, appearing in public, and expressing their identity; and

WHEREAS, as SARS-CoV2 has spread, numerous Asian Pacific Islander (API) communities have reported APIs experiencing microaggressions, racial profiling, hate incidents and, in some cases, hate violence due to fears of COVID-19; and

NOW, THEREFORE, BE IT RESOLVED, the City Council of the City of Fremont, that:

1. The City denounces xenophobia and anti-API sentiment and condemns harmful rhetoric and racist acts arising due to the fears of the COVID-19 pandemic.
2. The City joins cities, counties, and states across the country in affirming its commitment to the safety and well-being of citizens, non-citizens and visitors with ancestry from the Asia Pacific region and in combating racist acts targeting APIs.
3. The City Council encourages the City to partner with community-based organizations, advocacy groups, as well as other appropriate officials and agencies across the county, to protect API residents and victims of discrimination and to curb hate acts for other groups, including, but not limited to, Black, Latinx, Indigenous, Muslim, Jewish, and LGBTQ communities, and people with disabilities.
4. The City Council encourages City Departments to ensure that eligible minority-owned and disadvantaged small businesses have fair access to the City's resources, such as the Small Business Emergency Relief Grant program, and can be directed to language assistance where needed.
5. The City Council urges the City to partner with community-based organizations to highlight API stories and uplift the contributions of API-owned businesses and API-led organizations.
6. The City calls upon all counties, cities, and local governments across the United States to adopt similar commitments to reaffirm their solidarity with API communities and commit to combating hate and improving health equity.

Fremont Police Department

The Fremont Police Department recognizes that hate crimes require a speedy investigation and special sensitivity to the emotional trauma experienced by victims of these crimes.

If you believe you are a victim of a hate crime and have not reported it, please do so now by calling the Fremont Police Department at

(510) 790-6800 and select option 3

Fremont Human Relations Commission (HRC)

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.

If you have ideas or recommendations to foster mutual understanding and respect among Fremont residents in an effort to eliminate prejudice and discrimination, please contact the HRC at (510) 574-2040.

To Report a Hate Crime, Please Call:

The Fremont Police Department

510-790-6800, Option 3

or

The Alameda County District Attorney's Office Hate Crimes Hotline

510-208-4824

Other Resources

Federal Law Enforcement Investigative Agency:

Federal Bureau of Investigations 415-553-7400

Additional Resource and Programs

Alameda County Hate Crimes Hotline	510-208-4824
<u>Alameda County Bar Association</u>	510-302-2222
<u>American Civil Liberties Union</u>	415-621-2488
<u>Anti-Defamation League of B'nai B'rith</u>	415-981-3500
<u>Asian Law Caucus</u>	415-896-1701
Asian-Pacific Islander Family Pride	510-818-0887
<u>Bay Area Legal Aid - Fremont Legal Safety Net</u>	510-663-4755
<u>Bay Area Women Against Rape: BAWAR</u>	510-845-7273
<u>Calif. Dept. of Fair Employment & Housing</u>	800-884-1684
<u>Calif. Dept. of Justice - Civil Rights Enforcement</u>	877-433-9069
<u>City of Fremont Youth & Family Counseling</u>	510-574-2100
<u>Community United Against Violence</u>	415-333-HELP
<u>Federation of Indo-American Associations</u>	408-596-4223
<u>NAACP—Hayward South Alameda County</u>	510-581-4111
<u>PFLAG</u>	510-562-7692
<u>Victims of Crime Resource Center</u>	800-VICTIMS

On-line Resources:

informedimmigrant.com

[U.S. Department of Education - Office of Civil Rights](http://www.ed.gov/civilrights)

**SAY NO
TO HATE
CRIME**



Human Relations Commission
Fremont.gov/hrc
510-574-2040

The City of Fremont Has Zero Tolerance for Hate Crimes

The City of Fremont is one of the most diverse cities in the U.S. and has been recognized as a national model of how people from different cultural, ethnic, and religious backgrounds can live and work together in peace and harmony. This is our City's greatest strength.

The City of Fremont has zero tolerance of prejudice, racism, bigotry, hatred, and violence, and is committed to maintaining peace and harmony in the community and ensuring all residents, regardless of their disability, nationality, race, ethnicity, religion, gender, or sexual orientation, enjoy the rights guaranteed by California law and the U.S. Constitution.

- Fremont places a high priority on investigating and resolving crimes involving racism and prejudice.
- Fremont works with institutions within the City, County, and Bay Area to foster greater education and understanding of the value of human diversity.

What is a Hate Crime?

A **hate crime** is a criminal act or attempted criminal act committed against a victim or their property because the victim is perceived to be a member of a protected class, including: disability, gender, nationality, race, ethnicity, religion, gender, or sexual orientation. Hate crimes can include:

- Physical assault
- Threatening phone calls
- Vandalizing personal property

The freedom of speech, as protected by the US Constitution, allows one to express opinions and ideas as long as it does not interfere with the civil rights of others. If this behavior escalates to threats being made or criminal acts being carried out, it could become classified as a hate crime.



What Should You Do If You Experience an Act of Hate?

The Fremont Police Department is committed to investigate all reported acts of hate and offers assurance that all incidents will be thoroughly investigated and addressed.

If you are in immediate danger and need to report an emergency, dial 9-1-1.

To report a non-urgent matter or incident to the Fremont Police Department call: (510) 790-6800 and select option 3.

- Be prepared to speak with a dispatcher and/or police officer about what happened.
- Document the exact words spoken to you by the offender as soon as possible.
- Seek medical attention if you are injured.

Anonymous Reporting

The Fremont Police Department offers several options to anonymously report a crime:

- Silent witness hotline: 510-494-4856
- Text a tip by typing 'Tip FremontPD' followed by your message to 888777
- Alameda County District Attorney's Hate Crimes Hotline: 510-208-4824
- Additional tip reporting options can be found online at [fremontpolice.org/tip](https://www.fremontpolice.org/tip)