



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 **June 21, 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/92628763903?pwd=ZkFLWWJTNnhmU0JBUs5dVNvQjRNZz09>
Password: 906214

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: 926 2876 3903
Password: 906214

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

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

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, JUNE 21, 2021
7:00 PM

1. SECRETARY CALL FOR QUORUM

2. CALL TO ORDER

3. ROLL CALL

Welcome to Commissioner Anna Wang

4. APPROVAL OF MINUTES

4.1 Approval of May 17, 2021 Regular Meeting Minutes (Enclosure 4.1.1)

5. ORAL COMMUNICATIONS

6. WRITTEN COMMUNICATIONS

6.1 Accomplishments & History of HRC (Enclosure 6.1.1)

7. ANNOUNCEMENTS

7.1 National Night Out – 8/3/21 (Enclosure 7.1.1)

7.2 2021 Draft Municipal Equality Index (MEI) Score (Enclosure 7.2.1)

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 Voting Process

BACKGROUND:

On May 17, 2021, the Commission requested staff to present options on a recommended process for breaking tie votes during future elections of the Vice Chairperson.

According to the [National Conference of State Legislatures](#), 28 of 50 state legislatures resolve tied elections by using a random selection method, such as a coin flip or by drawing lots. Staff recommends using a random, neutral method to determine the winner of a tied election, including a coin flip to resolve ties involving two candidates, and drawing lots to resolve ties involving three or more candidates.

RECOMMENDATION: Approve a random selection method, as described above, to determine the winner of a tied election.

9.2 Review Legislative Priorities Process and Guidelines

BACKGROUND:

On May 17, 2021, staff provided the HRC with a summary of City’s legislative priorities process and guidelines. These documents were provided by Amanda Gallo, the City’s legislative liaison in the City Manager’s Office.

Based on the legislative calendar provided by the City Manager’s Office, staff proposes to add an agenda item to the January 2022 HRC meeting. At this meeting, the Commission would review preliminary legislative priorities and develop recommendations which would be provided to the City Manager’s Office for inclusion in the City Council’s legislative package.

Enclosure: 9.2.1 – Legislative Calendar

RECOMMENDATION: Receive staff report

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

10.1 **Update on Homelessness and the City’s new Safe Parking Ordinance to create Host Sites**

BACKGROUND:

On February 16, 2021, staff presented to City Council a three-prong “Safe Parking Strategy” that proposed (1) allowing safe parking at host sites, (2) meeting people where they are parked with managed street parking zones, and (3) developing a City-owned or leased safe parking site. Council directed staff

to immediately move forward with the first strategy to allow safe parking at host sites. An interdisciplinary team identified municipal code changes that would be necessary to create such a program.

In June, 2020, staff recommended an ordinance amending Fremont Municipal Code (FMC) Chapter 18.25 (Definitions) and Chapter 18.190 (Special Provisions Applying to Miscellaneous Uses) in order to define “safe parking site” in this context and to allow safe parking sites as an ancillary use at properties with permitted assembly uses, quasi-public facilities (operated by a private, nonprofit educational, religious, recreational, charitable or medical institution with the primary purpose of serving the general public), and public facilities. The City Council approved the ordinance on June 16, 2021.

Laurie Flores, Homeless Services Manager, will present on the Safe Parking Ordinance and provide an overview of staff’s research to date.

RECOMMENDATION: Receive presentation.

10.2 FY 20/21 Social Services Mid-Year Evaluation

BACKGROUND:

Mid-Year Grant Review. The Commission is tasked with providing recommendations to the City Council regarding social service needs and City funding support for non-profit social service agencies in the community. In 2019, the Human Relations Commission recommended (and Council approved) 15 agencies for three years of funding, assuming satisfactory performance and continued availability of funds. The current 2020-21 fiscal year is the second year of the three-year funding cycle.

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

Mid-year evaluations were not scored numerically. Instead, staff provided specific recommendations for improvements for some of the programs, where appropriate. Staff has concluded that each of the 15 existing agencies has performing satisfactorily in FY 20/21.

Funding: Social service grants are primarily funded by General Funds along with some Federal Community Development Block Grant (CDBG) funds. At this time, Staff does not anticipate a need for any funding cuts to the social

service grants. Therefore, we are proposing that the Commission approve re-funding the 15 agencies at their FY 20/21 funding level for FY 21/22.

Agency	FY 20-21 Funding Amount	Proposed FY 21-22 Funding Amount
Abode Services	\$150,000	\$150,000
Tri-City Volunteers	\$101,474	\$101,474
Safe Alternatives to Violent Environments	\$80,000	\$80,000
Kidango-EIS	\$59,836	\$59,836
Eden I&R	\$53,738	\$53,738
Bay Area Legal Aid	\$41,439	\$41,439
East Bay Agency for Children – Healthy Start	\$35,000	\$35,000
Afghan Coalition	\$30,000	\$30,000
Family Paths	\$30,000	\$30,000
CALICO	\$25,000	\$25,000
CRIL	\$20,000	\$20,000
Deaf Counseling, Advocacy & Referral Agency	\$20,000	\$20,000
Tri-City Free Breakfast Program	\$15,000	\$15,450
Mental Health Assoc for Chinese Communities	\$15,000	\$15,000
Daily Bowl	\$6,294	\$6,294
Totals:	\$682,781	\$682,781

Leticia Leyva, Management Analyst II, will present data and recommendation for FY2021/2022.

RECOMMENDATIONS: Recommend all fifteen current Social Service Grant agencies be re-funded for FY 2021/22 as recommended above.

10.3 HRC Strategic Planning Retreat

BACKGROUND: On May 17, 2021, the HRC selected Saturday, July 17th (in-person) and Monday, July 26th (Zoom) as dates for the HRC Strategic Planning Retreat.

The City has partnered with Robert Quintana Hopkins, a Senior Partner at Center for Strategic Facilitation, and Technology of Participation (TOPS) consultant, to facilitate the HRC’s Planning Retreat. Staff will discuss the logistics of the retreat and additional preparations carried out by Mr. Hopkins and staff.

The focus question for the Strategic Planning Retreat is:

How will Commissioners respectfully collaborate and strategically align their own interests and strengths with community needs and issues during FY 21/22 and FY22/23 in order to support and sustain Fremont’s (diverse / most vulnerable) community members and build resiliency in Fremont as we come out of the pandemic?

Retreat logistics for July 17th in-person session:

- Updated time frame: 9AM – 3PM
- Breakfast and lunch will be provided
- Safety precautions will be taken (masks, social distancing, sanitized areas, etc.)

RECOMMENDATION: Receive presentation.

10.4 Banking While Muslim

BACKGROUND:

On May 17, 2021, Commissioner Khan made a referral to staff to place an agenda item, with the title “Banking While Muslim,” on a future Commission agenda as an item of new business. The Referral was approved by the Commission as a whole.

Staff has carried out some initial research and provided the enclosure letter from members of Congress to U.S. Department of Treasury that defines “Banking while Muslim”.

Enclosure: 10.3.1 – Final BWM Regulation

RECOMMENDATION: Review the enclosure and provide direction to staff on where the Commission would like to focus its time, within the topic of “Banking while Muslim,” and also provide direction for possible next steps.

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

12. **COMMITTEE REPORTS**

12.1 LGBTQ Committee

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

RECOMMENDATION: Receive updates and take action as needed.

12.2 Ad Hoc Committee Reports

12.2.1 Strategic Plan Committee

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

RECOMMENDATION: Receive updates and take action as needed.

12.3 Liaison Reports

12.3.1 Union City HRC: Commissioner Moore is the HRC’s liaison for the Union City HRC.

RECOMMENDATION: Receive update.

12.3.2 Family Resource Center Community Advisory and Engagement Board (FRC CAEB): Chairperson Dewan is the HRC’s liaison for the FRC CAEB.

RECOMMENDATION: Receive update.

12.3.3 Fremont Unified School District (FUSD): Commissioner Khan is the HRC’s liaison for FUSD.

RECOMMENDATION: Receive update.

13. STAFF REPORTS

13.1 Update on Keep Fremont Housed

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

AGENDA
HUMAN RELATIONS COMMISSION
REGULAR MEETING
MONDAY, MAY 17, 2021
7:00 PM

1. **SECRETARY CALL FOR QUORUM**

2. **CALL TO ORDER**

3. **ROLL CALL**

Present: Chairperson Dewan, Commissioners Dhami, Khan, Kludjian, Moore and Ramamurthi

Absent (excused): Vice Chairperson Montejano and Commissioner Gardner

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

4. **APPROVAL OF MINUTES**

A motion was made by Commissioner Moore and seconded by Commissioner Ramamurthi to approve April 19, 2021 minutes. The motion passed as follows:

Ayes:	Chair Dewan, Commissioners Dhami, Khan, Kludjian, Moore, and Ramamurthi
Noes:	None
Absent:	Vice Chair Montejano and Commissioner Gardner
Abstain:	None

5. **ORAL COMMUNICATIONS:** None

6. **WRITTEN COMMUNICATIONS**

6.1 Commission received the CAHRO flyer for May 25, 2021 CAHRO Convening on pending California hate crimes legislation (AB 1126 and AB57).

7. **ANNOUNCEMENTS**

7.1 The Open Letter to the Community was published in the Tri-City Voice 5/4/21 issue and in the World Journal (Chinese publication) 5/12/21 issue. Both newspapers publish hard and electronic copies.

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

Ayes: Chair Dewan, Commissioners Dhami, Khan, Kludjian, Moore, and Ramamurthi
Noes: None
Absent: Vice Chair Montejano and Commissioner Gardner
Abstain: None

9. OLD BUSINESS

9.1 Review Election Rules

On April 19, 2021, the Commission voted to direct staff to re-present the existing staff options at the May meeting and include a third option that would make the office of Vice-Chair a 1-year rotational position. Staff presented the proposed election rules and terms for the HRC Vice-Chairperson.

Position: Vice-Chairperson. Historically, the HRC office of Vice-Chair has been nominated by the Nominating Committee and voted on by the Commission in the same manner as the Chair. While Article II does not refer to the Vice-Chair position, 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.

Option 1: The office of Vice-Chair will remain a nominated and elected position. This option would allow a commissioner to be nominated for Vice-Chairperson without term limits.

Option 2: The office of Vice-Chair will remain a nominated and elected position. This option would recommend term limits:

- a) 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.
- b) 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.

Option 3: Adopt a rotational model for the position of Vice-Chairperson, where each Commissioner would serve as the Vice Chairperson for 1 year, with the order of selection based on two criteria:

- a) Seniority of years served on the Commission, and
- b) The purpose and goal of this option would be to provide all Commissioners with leadership opportunities. Thus, the order of selection would also prioritize Commissioners that had not previously served as Vice-Chair.
- c) Time spent in the office of Vice-Chairperson while serving less than a full term shall not be counted in computing years in the office.
- d) A Commissioner could decline the office, in which case the order of selection would proceed to the next Commissioner in the order.

Table 9.1.1 below illustrates how this model would be applied to calendar year 2022 based on the recommended criteria. Commissioner Dhami, as the longest-serving Commissioner that has not served as Vice-Chair would be selected first, followed by Commissioners Ramamurthi, Kludjian, Jr., and Gardner, in that order.

Table 9.1.1 Human Relations Commission Office of Vice-Chair – Order of Selection for 2022					
Order of Selection	Commissioner	Appointment Date	Last Year as Vice-Chair	Reappointment Date	Term Expires
	Dharminder Dewan	1/17/2012	2020	1/13/2015 3/5/2019	12/31/2022
1	Tejinder Dhami	2/12/2013		1/13/2015 12/3/2019	12/31/2022
	Julie Moore	5/12/2015	2018	2/2/2016 12/3/2019	12/31/2023
	Patricia Montejano	2/2/2016	2021	12/3/2019	12/31/2023
	Dr. Sonia Khan	2/2/2016	2019	12/3/2019	12/31/2023
2	Shobana Ramamurthi	12/18/2018			12/31/2021
3	Martin H. Kludjian, Jr.	12/15/2020			12/31/2021
4	Dyesha Gardner	3/2/2021			12/31/2021
	VACANT				

Commission discussed the presented election options and terms for the Vice-Chairperson. They provided questions and comments to staff.

A motion was made by Commissioner Moore and seconded by Commissioner Dhami approve Election Rules - Option 2 as stated above. The motion passed as follows:

Ayes: Chair Dewan, Commissioners Dhami, Kludjian, Moore, and Ramamurthi
Noes: Khan
Absent: Vice Chair Montejano and Commissioner Gardner
Abstain: None

The Commission discussed different methods for the voting process that will be used in future elections. Options of using ballots, vocal votes, and raised hands were offered. The Commission shared their concerns regarding how to break any tie votes that may occur, such as voting for the incumbent or voting based on seniority in the HRC. The Commission requested that staff present options on a recommended process for breaking tie votes at future elections at the June 2021 meeting.

9.2 Strategic Planning Retreat Dates

Based on the majority vote on a doodle poll, the 2021 Retreat will be held on 7/17/21 in person and on 7/26/21 via Zoom.

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

10.1 Daily Bowl

Paddy Iyer, founder of Daily Bowl, presented the mission of his organization as well as the community partnerships that make this a successful program. Daily Bowl's mission comes from an environmental angle to reduce food waste and to aid with hunger. Their goal is finding food generators with excess and supply local non-profits to distribute it to the community.

10.2 Youth Mental Health Awareness Art Show

The Commission watched Mayor Mei's video presentation of the 2021 Art Show. Chair Dewan and Commissioner Kludjian shared their experiences as judges and the wide range of talents that was seen in the submissions.

10.3 Legislative Priorities Process for City Council's Annual Focus

Staff presented a brief overview of the summary of legislative priorities process and guidelines provided by Amanda Gallo, the City's legislative liaison in the City Manager's Office.

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

A motion was made by Commissioner Moore and seconded by Chair Dewan to cancel this committee at this time due to lack of activity. The motion passed as follows:

Ayes: Chair Dewan, Commissioners Dhami, Khan, Kludjian, Moore, and Ramamurthi

Noes: None

Absent: Vice Chair Montejano and Commissioner Gardner

Abstain: None

12.2 LGBTQ Committee

Next meeting on 6/3/21. No further updates as of now.

12.3 Ad Hoc Committee Reports

12.3.1 Strategic Plan Committee

No updates

12.4 Liaison Reports

12.4.1 Union City HRC:

Commissioner Moore provided updates from the May HRC UC meeting regarding the anti-Asian violence.

12.4.2 Family Resource Center Community Advisory and Engagement Board (FRC CAEB):

Chairperson Dewan will do a presentation regarding the HRC at FRC CAEB's 6/15/21 meeting.

12.4.3 Fremont Unified School District (FUSD):

Commissioner Khan provided an update from the recent FUSD meeting including discussions regarding expanding Learning Grants (ABSB 86) and curriculum.

13. STAFF REPORTS

13.1 Emergency Rental Assistance Program update

Staff reported that over 750 applications have been processed and 119 applications are currently in process. \$1.5M of the \$7.2M (federal dollars) has been allocated. State dollars will be available in June. The Governor is in the process of having the State guidelines mirror the Federal guidelines where landlords will receive 100% of rent due. The eviction moratorium slated to be lifted 6/30.

13.2 Safe Parking Update – Safe Parking Ordinance was proposed to the Planning Commission on May 13, 2021.

The Planning Commission unanimously approved the Safe Parking ordinance. The Ordinance will be presented to the City Council in June. If approved, the estimated start date is October/November 2021. The suggested Safe Parking model will be a 1-2-month rotational schedule at each faith organization host site.

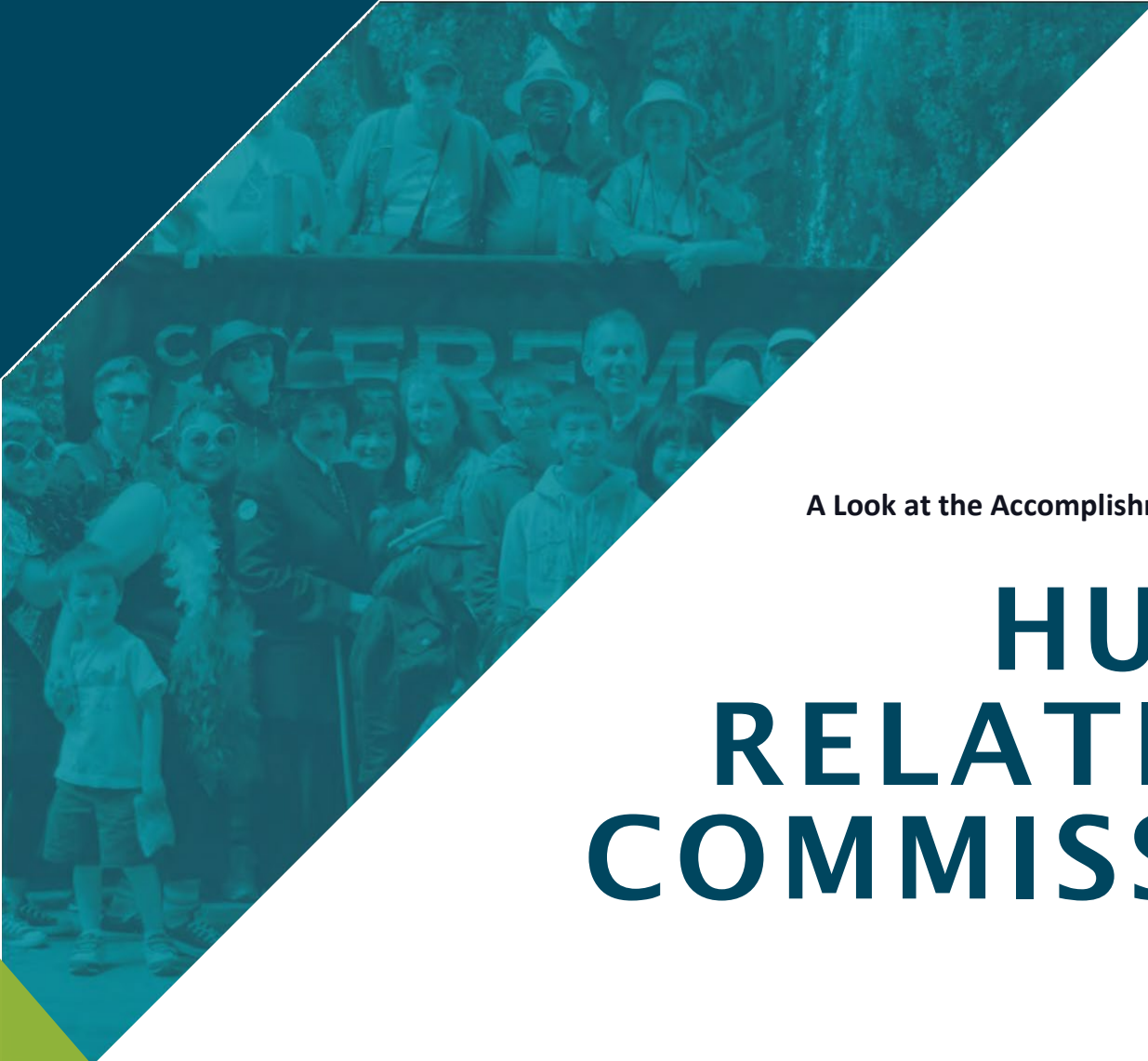
- 14. REFERRALS TO STAFF** (a request to have items placed on a future Commission agenda as an item of new business. A vote against means it will be dropped without consideration).

Commissioner Khan made a request to add a continuing item on agenda regarding “Banking while Muslim”. The Commission discussed this suggestion and provided questions to staff. The Commission asked staff do research on this subject.

15. ADJOURNMENT


A motion was made by Commissioner Dhami and seconded by Commissioner Kludjian to adjourn meeting at 9:32pm. The motion passed as follows:

Ayes: Chair Dewan, Commissioners Dhami, Khan, Kludjian, Moore, and Ramamurthi
Noes: None
Absent: Vice Chairperson Montejano and Commissioner Gardner
Abstain: None



A Look at the Accomplishments and History of

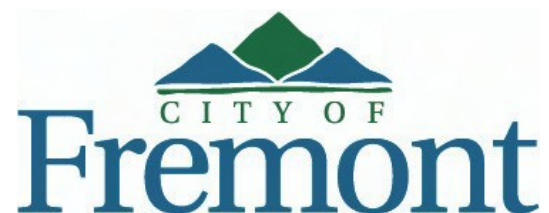
HUMAN RELATIONS COMMISSION

 (510) 574-2050

 www.fremont.gov/hrc

 3300 Capitol Ave. Bldg B

 hrc@fremont.gov





Human Relations Commission 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.

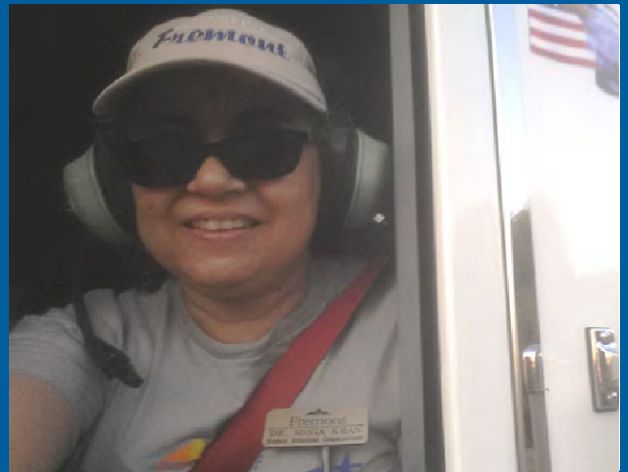


Commissioners, Staff and Fremont residents ready to take off down the Market Street Parade Route

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. The Human Relations Commission (HRC) is responsible for reviewing and recommending funding of human services proposals to the City Council.

15
Agencies
Supported

\$ 683,000 +
In Grant
Funds

FREMONT SCORES IN 25TH PERCENTILE ON MUNICIPAL EQUALITY INDEX

Each year the Human Rights Campaign conducts a nationwide evaluation of over 500 jurisdictions, looking at local protections for LGBTQ 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.

With the support and leadership of the HRC, Fremont received yearly MEI scores that placed the city in the 25th percentile of all cities, for three years 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 at <https://www.hrc.org/resources/mei-2020-see-your-citys-score> .

HRC IN THE COMMUNITY

Throughout the years, 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 Speaker Series* — informational series with the community to identify how the HRC can best support, sponsor, and coordinate the series
- *Municipal Equality Index (MEI)* — identify ways Fremont can improve its score
- *Statement & Municipal Code Update* — revise language of mission and code
- *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 commission such as the Fremont Family Resource Center’s Community Advisory & Engagement Board (CAEB) and the Union City HRC, to build a stronger connection and partnership.

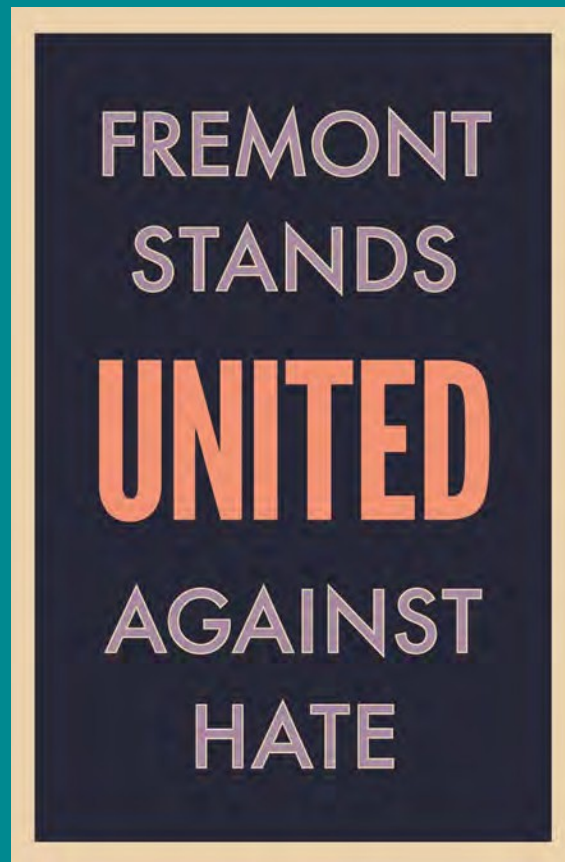
We also monitor school issues and have worked collaboratively with the Senior Citizens Commission.

Commissioners have also served as judges in community events such as the annual Children’s Art Competition and Exhibition in honor of National Children’s Mental Health Awareness Day.

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 which included: Homelessness - Causes and Solutions, Breaking the Cycle of Hunger, Fremont United Against Hate, and Immigration: Meet Your Neighbor.



Commissioners organized the event series and participated as subject matter experts on a variety of social topics.

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.



HUMAN RELATIONS COMMISSION

RECENT RESOLUTIONS & PROCLAMATIONS



COMPASSIONATE CITY VALUE STATEMENT

March 7, 2017

PRIDE MONTH, JUNE 2021

June 1, 2021

PROCLAMATION: MAKE A DIFFERENCE DAY

October 27, 2018

**PROCLAMATION HONORING THE
TRANSGENDER DAY OF REMEMBRANCE**

November 20, 2020

**FREMONT STAND UNITED AGAINST HATE
POSTER LANGUAGE & DISTRIBUTION**

February 13, 2018

**BAY AREA STAND UNITED AGAINST HATE
WEEK**

November 30 - December 6, 2020

*RESOLUTIONS & PROCLAMATIONS SUPPORTED
OR RECOMMENDED BY THE HUMAN RELATIONS
COMMISSION*

THE 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)

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

1986

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

1991 - 1993

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

Awards Recognition Luncheon in Conjunction with Martin Luther King Day

1998 - 1999

Unity Day and Multi-Cultural Celebration
Town Meeting Changing Fremont Forever Understanding and Responding to Hate Crimes

2001 - 2002

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

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

1970

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

1978 - 1979

First Human Services Coordinator hired

Begin issuance of grants to social services non-profits, based on community pressure to distribute portion of Revenue Sharing in the Community. Revenue sharing funds eventually moved to general funds and Community Development Block Grants. Social services grants continued for over 40 years

1988- 1990

Award Dinner Celebrating Service to Fremont
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"

Series of HRC Hearings on Rental Discrimination Against Families

1997

HRC organizes Town Hall Meetings after racist and anti-Semitic slurs were discovered in more than 30 books in the Fremont Main Library. Movie showing of *Not in Our Town* and community discussion regarding how to discourage hate crimes

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 ("*Understanding and Confronting Hate - Building Community*") and workshop with keynote from a former "skin head" member of a white supremacy hate group



2006

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

2008

HRC hosts Forum on Understanding and Preventing Youth Violence

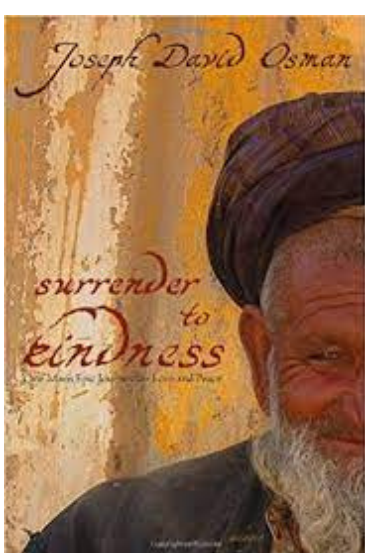


2009

HRC endorses and supports Family Resource Center's 10th Year Anniversary

2010

HRC hosts a Resource Fair for laid-off NUMMI workers provides access to local health and social services agencies



2011

HRC hosted an Afternoon Tea with 40 local leaders from the Afghan community to seek their interest and support for hosting a book talk by Afghan American Joseph David Osman on *Surrender to Kindness: One Man's Epic Journey for Love and Peace*. Presentation was well received and helped bridge the gap within the community

HRC in collaboration with the Fremont Education Foundation and the Fremont Unified District Teachers Association sponsored *Race to Nowhere "The Dark Side of America's Achievement Culture"*. This provocative film about the American educational system, takes a look at how high stakes testing has replaced meaningful teaching and learning

In acknowledgement that members of the lesbian, gay, bisexual and transgender community greatly contribute to the prosperity and success of Fremont and enrich its diversity, the Human Relations Commission spearheaded a contingent of marchers in the San Francisco Gay Pride Parade. They were joined by Senator Mike Honda, and Assemblymember Bob Wieckowski



2012

HRC joined the City Council and other City staff in meeting with neighborhood groups as part of *National Night Out* sponsored by the Fremont Police Department

2013

HRC, with the help of the Fremont community, constructed it's own float for the San Francisco Gay Pride parade. HRC continued to participate in Pride events yearly

Newman's Own honors the HRC's Make a Difference Day efforts and rewards Commission with a \$10,000 national award



2015

Emerging Racial equity Leaders Group started. Leaders focused on the process of getting to know one another and understand different perspectives on racial equity in Fremont

Fremont Scores In 25th Percentile on the Municipal Equality Index. Each year the Human Rights Campaign conducts a Nationwide evaluation of over 400 jurisdictions, looking at local protections for LGBT persons. Utilizing 41 criteria that fall into 5 broad categories which include: non-discrimination laws, inclusiveness of city services, law enforcement, including hate crimes responses, municipal leadership on matters of equity and municipal employment policies. In 2015, with the support and leadership of the HRC the city improved its equality score from 84 to 92, far above the city score of 56

Adoption of a Resolution to Supporting Action Against Human Trafficking and Encouraging Local Businesses and the General Public to Take a Stand Against Human Trafficking

HRC partnered with Niles Discovery Church in hosting a public screening of *Matt Shepard is a Friend of Mine*. The film is an intimate portrait of Matthew Shepard, the gay young man murdered in one of the most notorious hate crimes in U.S. history.



2017

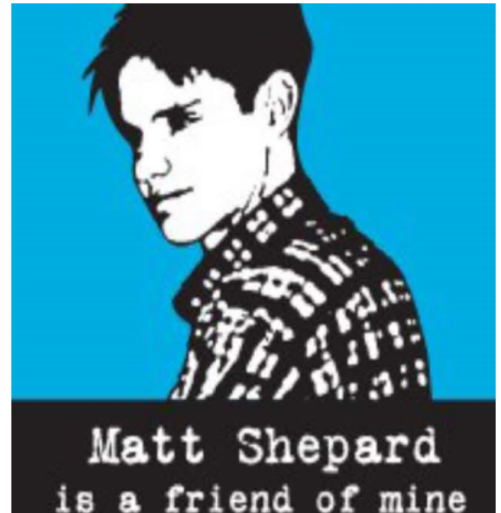
Adoption of a resolution to reaffirm values of Compassion City Charter and proclaiming the City of Fremont as a Compassionate Sanctuary City

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

Proclamation honoring the Transgender Day of Remembrance

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

Presentation with Lee Hilling on his book, *A Place of Miracles*. His book shares the unusual, but successful partnership created with the French Medical Institute for Children and the Aga Khan Development Network



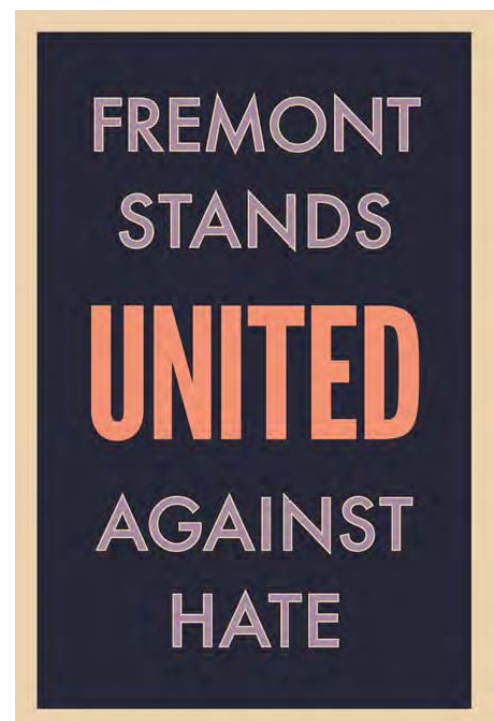
2016

Adoption of a resolution to adopt a Compassionate City Charter and designated Fremont as a Compassionate City

HRC and City of Fremont's Human Services Department hosted 2-day retreat with an ethnically and racially diverse group of leaders on the topic of Racial Equity and Social Justice

The HRC took a position on the City's Affordable Housing Ordinance with recommendations to encourage more affordable housing units

Provided advocacy and support to bring a home share program to Fremont in partnership with HIP Housing of San Mateo County



2018

Adoption of a resolution to adopt a the "Fremont Stands United Against hate" campaign. Posters distributed throughout community

HRC took a position regarding changes to Minimum Wage. Commission recommended Option 2 (direct staff to conduct public outreach and community meetings to receive resident and local business feedback regarding a local minimum wage ordinance) at the 7/17/18 City Council meeting. Recommendation was approved

2019

Housing Navigation Center development approved for final site behind City Hall

HRC and the City of Fremont's Human Services Department presented to City Council a new Tobacco Retail License Ordinance with intent to address the public health epidemic of vaping amongst youth and disproportionately impacted LGBTQ+ youth and youth of color, by deterring youth access to any tobacco products in an effort to prevent future generations from nicotine addiction. Ordinance was approved by City Council on 10/8/19



2020

HRC moved monthly meetings to Zoom during COVID-19 Shelter-in-Place

2021

HRC Commissioners served as judges in the annual art competition in honor of Youth Mental Health Day. This year's theme Coming Together with Hope



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.

Human Relations Commission	Human Services Department	City Council
Dharminder Dewan, Chair	Suzanne Shenfil, Director	Lily Mei, Mayor
Patricia Montejano, Vice Chair	Arquimides Caldera, Deputy Director	Jenny Kassan, Vice Mayor
Tejinder Dhami	Noelle Tolentino, Secretary	David Bonaccorsi
Dyesha Gardner		Rick Jones Raj
Dr. Sonia Khan		Salwan Teresa
Martin H. Kludjian		Cox Teresa Keng
Julie Moore		Yang Shao
Shobana Ramamurthi		
Anna Wang		

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

In Person - HR Training Rm.- 3300 Capitol Ave. Room Bldg. B, Fremont, CA
Virtual - Meetings are conducted through Zoom

Subject: FW: CLT NNO Invitation

Good morning, teammates! Here is your official invite to participate in National Night Out. I hope you or some members of your team can make it. It's a really fun, positive event.

Kim

Good Morning CLT

National Night Out is a nationwide, annual event designed to strengthen neighborhood spirit and raise crime prevention awareness. We like to acknowledge the neighborhood efforts by visiting their National Night Out celebrations. This is also an opportunity to meet residents and talk about your role as City Leadership. You will be assigned to a team of two or three and each team will visit two to three parties. This year's event is on Tuesday, August 3, 2021 starting with briefing from 6:00 p.m. – 6:45 p.m. in the Police Range Training Room and then on to visiting parties from 7:00 p.m. – 9:00 p.m. It is important to attend the briefing to get your team assignment and find out which parties your team will be visiting.

If you are interested in participating in this year's festivities, please sign up at the below link:
<http://www.fremontpolice.org/NNOvolunteer>

#FremontStrong #FremontNNO2018

Thank you in advance for volunteering to participate in National Night Out. We look forward to having you join us this year. Please call or email Monica Leon at 790-6689 or MLEon@fremont.gov if you have any questions.

Best,

Yanneth Contrada

Yanneth Contrada
PUBLIC AFFAIRS SPECIALIST

City of Fremont | Police Department
2000 Stevenson Blvd., Fremont, CA 94538
(510) 790-6979 YContrada@fremont.gov



Kim Petersen
POLICE CHIEF

City of Fremont | Police Department
2000 Stevenson Blvd., Fremont, CA 94538

510-790-6811 KPetersen@fremont.gov

CONFIDENTIAL DRAFT - NOT FOR PUBLICATION - CONFIDENTIAL DRAFT



2021 MEI Scorecard - Fremont, California

	Max Pts. (SO/GI)	State		County		Municipal		Earned Pts.
		SO	GI	SO	GI	SO	GI	
Part I. Non-Discrimination Laws								
A. Employment	10 (5/5)	5	5	0	0	0	0	10
B. Housing	10 (5/5)	5	5	0	0	0	0	10
C. Public Accommodations	10 (5/5)	5	5	0	0	0	0	10
Flex: All-Gender Single Occupancy Facilities	2	2		0		0		2
Flex: Protects Youth From Conversion Therapy	2	2		0		0		2
30 (15/15) Part I. Standard Points								30
4 Part I. Flex Points								4

Part II. Municipality As An Employer			SO	GI	
A. Non-Discrimination in City Employment	14 (7/7)		7	7	14
B. Transgender-Inclusive Healthcare Benefits	6		6		6
C. City Contractor Non-Discrimination Ordinance	6 (3/3)		1	1	2
D. Inclusive Workplace	2		0		0
Flex: City Employee Domestic Partner Benefits	1		1		1
28 Part II. Standard Points					22
1 Part II. Flex Points					1

Part III. Municipal Services		SO	GI	SO	GI	
A. Human Rights Commission	5		5	5	5	5
B. Enforcement Mechanism in Human Rights Commission	2		2	0	2	
C. LGBTQ Liaison in City Executive's Office	5		5		5	
Flex: Youth Bullying Prevention Policy for City Services	2 (1/1)		1	1	2	
Flex: City Provides Services to LGBTQ Youth	2		0		0	
Flex: City Provides Services to LGBTQ People Experiencing Homelessness	2		0		0	
Flex: City Provides Services to LGBTQ Older Adults	2		2		2	
Flex: City Provides Services to People Living With HIV or AIDS	2		0		0	
Flex: City Provides Services to the Transgender Community	2		0		0	
12 Part III. Standard Points						12
12 Part III. Flex Points						4

Part IV. Law Enforcement			SO	GI	
A. LGBTQ Police Liaison or Task Force	10		0		0
B. Reported 2019 Hate Crimes Statistics to the FBI	12		12		12
22 Part IV. Standard Points					12

Part V. Leadership on LGBTQ Equality			SO	GI	
A. Leadership's Public Position on LGBTQ Equality	0-5		4		4
B. Leadership's Pro-Equality Legislative or Policy Efforts	0-3		1		1
Flex: Openly LGBTQ Elected or Appointed Municipal Leaders	2		0		0
Flex: City Tests Limits of Restrictive State Law	3		0		0
8 Part V. Standard Points					5
5 Part V. Flex Points					0

Key
SO = Sexual Orientation
GI = Gender Identity

Standard Points Total	81
Flex Points Total	9
Total Raw Score	90
Final Score	90

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
Monday, November 15, 2021	Regular Meeting	7:00pm on Zoom
Thursday, December 2, 2021	LGBTQ subcommittee Meeting	6:00pm on Zoom
Monday, December 20, 2021	Regular Meeting	7:00pm on Zoom

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	P	P	
Tejinder "TJ" Dhami	P	P	P	P	P	
Dr. Sonia Khan	E	P	P	P	P	
Martin H. Kludjian	P	P	P	P	P	
Patricia Montejano	P	P	P	P	E	
Julie Moore	P	P	P	P	P	
Shobana Ramamurthi	P	P	A	P	P	
Dyesha Gardner			P	P	E	
Anna Wang						

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 TENTATIVE LEGISLATIVE CALENDAR
 COMPILED BY THE OFFICES OF THE SECRETARY OF THE SENATE AND THE CHIEF CLERK
 Revised 12-21-2020

DEADLINES

JANUARY						
S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY						
S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- [Jan. 1](#) Statutes take effect (Art. IV, Sec. 8(e)).
- [Jan. 10](#) Budget must be submitted by Governor (Art. IV, Sec. 12 (a)).
- [Jan. 11](#) Legislature **reconvenes** (J.R. 51(a)(1)).
- [Jan. 18](#) Martin Luther King, Jr. Day.
- [Jan. 22](#) Last day to submit **bill requests** to the Office of Legislative Counsel.

- [Feb. 15](#) Presidents' Day
- [Feb. 19](#) Last day for bills to be **introduced** (J.R. 61(a)(1)), (J.R. 54(a)).

- [Mar. 25](#) **Spring Recess** begins upon adjournment of this day's session (J.R. 51(a)(2)).
- [Mar. 31](#) Cesar Chavez Day.

- [Apr. 5](#) Legislature reconvenes from **Spring Recess** (J.R. 51(a)(2)).
- [Apr. 30](#) Last day for **policy committees** to hear and report to Fiscal Committees **fiscal bills** introduced in their house (J.R. 61(a)(2)).

- [May 7](#) Last day for **policy committees** to hear and report to the Floor **non-fiscal** bills introduced in their house (J.R. 61(a)(3)).
- [May 14](#) Last day for **policy committees** to meet prior to June 7 (J.R. 61(a)(4)).
- [May 21](#) Last day for **fiscal committees** to hear and report to the Floor bills introduced in their house (J.R. 61 (a)(5)). Last day for **fiscal committees** to meet prior to June 7 (J.R. 61 (a)(6)).
- [May 31](#) Memorial Day.

* Holiday schedule subject to final approval by Rules Committee

2021 TENTATIVE LEGISLATIVE CALENDAR
 COMPILED BY THE OFFICES OF THE SECRETARY OF THE SENATE AND THE CHIEF CLERK
 Revised 12-21-2020

JUNE						
S	M	T	W	TH	F	S
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	5
6	<u>7</u>	8	9	10	11	12
13	14	<u>15</u>	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- [June 1-4](#) **Floor Session Only.** No committee, other than Conference or Rules, may meet for any purpose (J.R. 61(a)(7)).
- [June 4](#) Last day for bills to be **passed out of the house of origin** (J.R. 61(a)(8)).
- [June 7](#) Committee meetings may resume (J.R. 61(a)(9)).
- [June 15](#) **Budget bill** must be passed by **midnight** (Art. IV, Sec. 12 (c)(3)).

JULY						
S	M	T	W	TH	F	S
				1	<u>2</u>	3
4	5	6	7	8	9	10
11	12	13	<u>14</u>	15	<u>16</u>	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- [July 2](#) Independence Day observed.
- [July 14](#) Last day for **policy committees** to meet and report bills (J.R. 61(a)(10)).
- [July 16](#) **Summer Recess** begins upon adjournment of this day's session, provided Budget Bill has been passed (J.R. 51(a)(3)).

AUGUST						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	<u>16</u>	17	18	19	20	21
22	23	24	25	26	<u>27</u>	28
29	<u>30</u>	<u>31</u>				

- [Aug. 16](#) Legislature reconvenes from **Summer Recess** (J.R. 51(a)(3)).
- [Aug. 27](#) Last day for **fiscal committees** to meet and report bills to the Floor (J.R. 61(a)(11)).
- [Aug. 30-Sept. 10](#) **Floor Session only.** No committees, other than conference committees and Rules Committee, may meet for any purpose (J.R. 61(a)(12)).

SEPTEMBER						
S	M	T	W	TH	F	S
			<u>1</u>	<u>2</u>	<u>3</u>	4
5	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

- [Sept. 3](#) Last day to **amend** bills on the Floor (J.R. 61(a)(13)).
- [Sept. 6](#) Labor Day.
- [Sept. 10](#) Last day for **each house to pass bills** (J.R. 61(a)(14)).
Interim Study Recess begins at end of this day's session (J.R. 51(a)(4)).

IMPORTANT DATES OCCURRING DURING INTERIM STUDY RECESS

2021

[Oct. 10](#) Last day for Governor to sign or veto bills passed by the Legislature on or before Sept. 10 and in the Governor's possession after Sept. 10 (Art. IV, Sec. 10(b)(1)).

2022

[Jan. 1](#) Statutes take effect (Art. IV, Sec. 8(c)).

[Jan. 3](#) Legislature reconvenes (J.R. 51 (a)(4)).

** Holiday schedule subject to final approval by Rules Committee



Congress of the United States
House of Representatives
Washington, DC 20515

April 22, 2020

The Honorable Steven Mnuchin
 Secretary
 U.S. Department of the Treasury
 1500 Pennsylvania Avenue N.W.
 Washington, D.C. 20220

The Honorable Brent J. Fields
 Secretary
 U.S. Securities and Exchange Commission
 100 F Street N.E
 Washington, D.C. 20549

The Honorable Jelena McWilliams
 Chairman
 Federal Deposit Insurance Corporation
 550 17th Street N.W.
 Washington, D.C. 20429

The Honorable Kenneth A. Blanco
 Director
 Financial Crimes Enforcement Network
 1500 Pennsylvania Avenue N.W.
 Washington, D.C. 20220

Dear Secretary Mnuchin, Secretary Fields, Chairman McWilliams, and Director Blanco:

We write to draw your attention to the difficulties of “banking while Muslim” and urge you to work towards modernizing current anti-money laundering/financial crimes compliance (AML/FCC) obligations. The COVID-19 pandemic has highlighted the importance of charitable organizations and the necessity of accessible banking. However, in recent years, countless Muslim individuals, businesses, and charities have been victims of discriminatory policies and practices that limit their access to financial services.¹ We ask for your support in helping to address this problem.

¹ See: “U.S. Muslim Charities and the War on Terror: A Decade in Review.” (2011). Charity and Security Network. < <http://www.charityandsecurity.org/system/files/USMuslimCharitiesAndTheWarOnTerror.pdf>>; Eckert, Sue E., Kay Guinane and Adrea Hall. (2017) “Financial Access for U.S. Nonprofits.” Charity and Security Network. < [https://www.charityandsecurity.org/system/files/FinancialAccessFullReport_2.21%20\(2\).pdf](https://www.charityandsecurity.org/system/files/FinancialAccessFullReport_2.21%20(2).pdf)>; Gordon, Stuart and Sherine El Taraboulsi-McCarthy. (2018). “Counter-terrorism, bank de-risking and humanitarian response: a path forward.” Policy Brief 72, Humanitarian Policy Group. < <https://www.odi.org/sites/odi.org.uk/files/resource-documents/12368.pdf>>; Salih, Huda. (July 4, 2017). “Banks’ de-risking and the effect on Muslim charities.” Risk Advisory. < <https://www.riskadvisory.com/news/banks-de-risking-and-the-effect-on-muslim-charities/>>. Hall, Kevin G. and Rob Wile. (December 17, 2018). “Are Muslim-owned accounts being singled out by big banks?”, McClatchyDC. <<https://www.mcclatchydc.com/latest-news/article221921090.html>>.

As you know, in the wake of the September 11, 2001 terrorist attacks, AML/FCC obligations were created to protect against illicit financial activities and actors. New rules defined through the USA PATRIOT Act and other measures to strengthen the Bank Secrecy Act (BSA) have forced institutions to exclude participants from the financial system. These regulations have caused banks to “de-risk,” shutting out individuals and organizations perceived to be too expensive to maintain AML/FCC compliance. As a result, many Muslim and Arab Americans, simply because of their connections, real or perceived, to Muslim and Arab countries, have been automatically labeled high-risk and are therefore unable to maintain access to financial services.

One recent example of an organization unfairly targeted by big banks is LaunchGood, a crowdfunding platform focused on serving the Muslim community. Despite internal policies that demonstrate their commitment and practice to comprehensive compliance and due diligence efforts, LaunchGood has been, and is being, shut out by multiple financial services providers. Most recently, the organization was warned by *WePay* and its financial partner, *Chase Bank*, that they would be losing their services and engagement ceased because they have perceived LaunchGood to be a high-risk organization. LaunchGood is a widely respected crowd funding platform, with tens of millions of dollars in transactions a year – driven by American donors looking to support legitimate causes. If this type of consistent banking discrimination can happen to them, what chance is there for smaller charities and nonprofit organizations, particularly those that are Muslim-affiliated?

In addition to encouraging ethnic and religious discrimination, the current application of AML/FCC regulations risks weakening our broader national security and humanitarian objectives. U.S.-based charities, crowd-funding platforms, non-governmental organizations (NGOs), and non-profit organizations (NPOs) provide vital assistance to worthy causes, both here in the U.S. and globally. According to the 2009 UN Counter-Terrorism Implementation Task Force Report, NPOs also play a crucial role in fighting conditions conducive to terrorism and reducing the appeal of terrorism by building social structures and increasing inter-community dialogue and understanding.² When charitable organizations do not have adequate financial access, they are forced to conduct transactions in unregulated channels, thereby decreasing transparency and undermining the intended national security goals of AML/FCC regulations.

A risk-based approach can be applied to AML/FCC regulations in order to modernize compliance systems to address these issues, and we encourage you to honor the guidance that has already been put forth by the U.S. Department of the Treasury, the Financial Action Task Force (FATF), and others. For example, as emphasized in the Treasury Department’s National Terrorist Financing Risk Assessment, “the U.S. government does not view the charitable sector as a whole as presenting a uniform or unacceptably high risk of being used or exploited for money laundering, terrorist financing, or sanctions violations.”³ In fact, organizations that make efforts to ensure transparency and demonstrate a comprehensive risk-based approach to combatting the financing of terrorism can be viewed as less risky and should not continue to be

² “Tackling the Financing of Terrorism.” 2009. United Nations Counter-Terrorism Implementation Task Force. <https://www.un.org/counterterrorism/ctitf/sites/www.un.org.counterterrorism.ctitf/files/ctitf_financing_eng_final.pdf>.

³ “National Terrorist Financing Risk Assessment.” 2018. U.S. Department of the Treasury. <https://www.un.org/counterterrorism/ctitf/sites/www.un.org.counterterrorism.ctitf/files/ctitf_financing_eng_final.pdf>.

de-risked by banks. While the intention of current regulations may be to ensure institution-specific and overall financial system security, such efforts should not lead to the denial of secure and sustainable financial sector engagement for otherwise legitimate and well-intentioned actors in the financial community.

Banking as a charity/nonprofit and “banking while Muslim” are not crimes and must stop being treated as such. As elected officials, it is our responsibility to amplify the voices of those who feel powerless in the face of big banks and regulators. We are therefore advocating for a more inclusive financial system, and we reject the notion that there is a binary choice between creating financial inclusion and protecting our financial system from abuse by illicit actors. These are, in fact, complementary goals. We urge you to take seriously the guidance of the U.S. Treasury and other groups by undertaking a more holistic application of the risk-based approach of AML/FCC regulations.

Additionally, we request that you provide us with answers to the following questions:

Beyond the U.S. Treasury Department’s most recently released guidance, how will you create explicit guidance to financial services providers regarding NPO/charity clients that:

1. Explicitly informs them that terrorist financing risk in the sector is the *exception* and not the norm to be applied across the board?
2. Assures banks that the IRS form 990, or "Return of Organization Exempt From Income Tax," provides explicit and valuable information that demonstrates evidence of legitimacy?
3. Helps ensure financial services providers engaging the charitable sector are not automatically assessed as carrying undue risk—especially when those charities themselves demonstrate comprehensive approach to such risks and provide transparency of their operations?
4. Clearly communicates to financial institutions that discrimination of any sort will not be tolerated, and where such services are denied, that they have done so in a uniform way without singling out the charitable sector or Muslim-affiliated organizations?

The holy month of Ramadan begins this week. As Muslims around the world embark on this season of charitable giving, and as the urgent need for humanitarian aid continues amid the coronavirus pandemic, it is imperative that we address the issue of banking discrimination. Thank you for your attention to this matter, and we look forward to your response.

Sincerely,



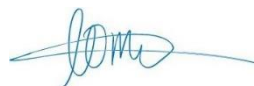
RASHIDA TLAIB
Member of Congress



JOYCE BEATTY
Member of Congress



EMANUEL CLEAVER, II
Member of Congress



ILHAN OMAR
Member of Congress

CAROLYN B. MALONEY
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DARREN SOTO
Member of Congress

DEBBIE DINGELL
Member of Congress

JACKIE SPEIER
Member of Congress

JUDY CHU
Member of Congress

cc: The Honorable Joseph M. Otting, Comptroller of the Currency, Office of the Comptroller of the Currency

cc: The Honorable Jerome H. Powell, Chair, Board of Governors of the Federal Reserve System