

# SUMMARY ACTION MINUTES

## REGULAR MEETING ORANGE COUNTY HUMAN RELATIONS COMMISSION

Thursday, December 10, 2020, 11:00 A.M.



COMMISSION ROOM, FIRST FLOOR  
333 W. Santa Ana Blvd.  
Santa Ana, California

**MICHAEL REYNOLDS**  
Chair

**M. FAREED FARUKHI**  
Vice Chair

**AMY BUCH**  
Commissioner

**TANYA DOBY**  
Commissioner

**MIKE HAMEL**  
Commissioner

**JANY LEE**  
Commissioner

**JO-ANNE P. MATSUBA**  
Commissioner

**ADEY NYAMATHI**  
Commissioner

**DR. KERRY REYNOLDS**  
Commissioner

**RABBI RICK STEINBERG**  
Commissioner

**JENNIFER S. WANG**  
Commissioner

ATTENDANCE: Commissioners Buch, Doby, Farukhi, Lee, Matsuba, Nyamathi, M. Reynolds, Steinberg and Wang (All Commissioners participated via Zoom)

ABSENT: Commissioners Hamel and K. Reynolds

PRESENT: EXECUTIVE DIRECTOR Norma Lopez (participated via Zoom)  
CLERK OF THE COMMISSION Jamie Ross, Deputy Clerk (participated via Zoom)

*The Orange County Human Relations Commission is an independent advisory body, and our positions do not necessarily reflect the positions of the County of Orange Board of Supervisors.*

1. Call the Meeting to Order  
**MEETING CALLED TO ORDER AT 11:02 A.M. BY CHAIR M. REYNOLDS; CLERK CALLED ROLL AND CONFIRMED QUORUM**
2. Opening quote/reflection
3. Overview of Monthly Summary of Commission Activities  
**PRESENTED**

## SUMMARY ACTION MINUTES

**OPEN FORUM:** None

**ACTION ITEMS:** (Item 4)

4. Review and approve 2021 Commission meeting calendar  
10 612345789 11 **APPROVED 2021 MEETING CALENDAR AS AMENDED TO ADD A  
POSSIBLE SPECIAL MEETING ON THURSDAY, 11/4/21, 11:00 A.M.**  
x x

**HEARING/SPEAKER/PRESENTATION:** (None)

**DISCUSSION ITEMS:** (Items 5 – 6)

5. Review and discuss the role of the Commissioners and media requests  
C.O. **DISCUSSED; BYLAWS AD HOC COMMITTEE TO MEET**
6. Status on Dr. Danley's Leadership Transformation proposal  
C.O. **DISCUSSED; COMMISSIONERS REQUESTED GUIDANCE FROM  
COUNTY COUNSEL ON COUNTY PROCUREMENT PROTOCOLS**

**INFORMATION ITEMS:** (Items 7 – 10)

7. Listening Session ad hoc update  
**PRESENTED; NEXT SESSION SCHEDULED FOR 2/26/21, AT 3:30 P.M.  
REGARDING COVID-19 HEALTH EQUITY ISSUE AND COMMUNITY  
EXPERIENCE**
8. Commission staff report – “To Know Better” anti-hate campaign  
**PRESENTED; SUBMISSIONS CAN BE SEEN AT  
KNOWBETTER2020.COM**
9. Update from OC Chiefs and Sheriff  
**NO UPDATE**
10. OCSD Interfaith Council update  
**PRESENTED**

### **ANNOUNCEMENTS FROM COMMISSIONERS**

Chair M. Reynolds – Oral Re.: Thanked Vice Chair Farukhi for chairing the November meeting. Announced Commissioner K. Reynolds is on a leave of absence from Commission.

Commissioner Farukhi – Oral Re.: Acknowledged Executive Director Norma Lopez and Commission staff for their participation at the Interfaith Task Force.

Commissioner Steinberg – Oral Re.: Inquired if public can participate via phone once meetings are held in person. Staff stated they would look into this with County Counsel.

Commissioner Matsuba – Oral Re.: Asked staff about Goodwill awards and State of Race workshop.

## SUMMARY ACTION MINUTES

Commissioners Nyamathi, M. Reynolds and Farukhi – Oral Re.: Wished everyone a happy holiday season and new year.

**ADJOURNED:** 11:57 A.M.

\*\*\* KEY \*\*\*

### *Left Margin Notes*

1 Amy Buch	A = Abstained
2 Tanya Doby	X = Excused
3 M. Fareed Farukhi	
4 Mike Hamel	N = No
5 Jany Lee	C.O. = Commission Order
6 Jo-Anne P. Matsuba	
7 Adey Nyamathi	Reso = Resolution
8 Dr. Kerry Reynolds	Ord = Ordinance
9 Mike Reynolds	
10 Rabbi Rick Steinberg	
11 Jennifer S. Wang	

*(1st number = Moved by; 2nd number = Seconded by)*

/s/

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MICHAEL REYNOLDS  
*Chair*

/s/

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Jamie Ross, Deputy  
*Clerk of the Commission*



**Commissioners**

Michael Reynolds, Chair  
 Fareed Farukhi, Vice Chair  
 Amy Buch  
 Dr. Adey Nyamathi  
 Dr. Kerry Reynolds  
 Jany Lee  
 Jennifer S. Wang  
 Jo-Anne P. Matsuba  
 Chief Mike Hamel  
 Rabbi Rick Steinberg  
 Tanya Doby

**DATE:** Thursday, December 10, 2020

**LOCATION:** Zoom

**TIME:** 11:00 AM

**AGENDA**

- |   |                   |
|---|-------------------|
| 1. Call the Meeting to Order                            | Michael Reynolds  |
| 2. Opening Quote/Reflection                             | Jany Lee          |
| 3. Overview of Monthly Summary of Commission Activities | Dr. Adey Nyamathi |

**OPEN FORUM:** *Members of the Public may address the Commission on human relations issues*

**ACTION ITEMS**

- |  |                  |
|--|------------------|
| 4. Review and approve the 2021 Commission meeting calendar | Michael Reynolds |
|--|------------------|

**DISCUSSION ITEMS**

- |  |                  |
|--|------------------|
| 5. Review and discuss the role of the Commissioners & media requests | Michael Reynolds |
| 6. Status on Dr. Danley’s Leadership Transformation Proposal         | Michael Reynolds |

**HEARING/SPEAKER/PRESENTATION**

None

**INFORMATIONAL ITEMS**

- |  |                      |
|--|----------------------|
| 7. Listening Session Ad-Hoc Updates    | Fareed Farukhi       |
| 8. Commission Staff Reports            | Commission Staff     |
| a. “To Know Better” Anti-Hate Campaign |                      |
| 9. Update from OC Chiefs and Sheriff   | Chief Mike Hamel     |
| 10. OCSD Interfaith Council Update     | Rabbi Rick Steinberg |
| 11. Announcements from Commissioners   | All Commissioners    |
| 12. Adjourn Commission Meeting         | Michael Reynolds     |



# Orange County Human Relations Commission

MISSION: Seek out the causes of tension and conflict, discrimination and intolerance, and eliminate those causes

## MONTHLY SUMMARY OF ACTIVITIES: NOVEMBER 2020

### FY JUL 20 - JUN 21 Commission Activities Matrix

CONTRACT ACTIVITY	Goal	To-Date
A. Monthly HRC meetings	12	5
B. HRC Annual Report	1	0
C. Police-Community Reconciliation cases	20	14
D. Community-Police Meetings	4	1
E. Chiefs Advisory Boards & Sheriff's Interfaith Council	8	8
F. Community Outreach & Relationship Building meetings	40	44
G. Police/Diverse Community Dialogues	2	1
H. Hate Crime Report & Network Meeting	1	1
I. Support to hate crime victims	8	41
J. Outreach efforts (speeches, presentations, etc.)	10	5
K. Community training on intergroup relations topics	4	2
L. Annual Awards program	1	0
M. Participate in community-based/outreach symposiums	2	1

#### Police-Community Relations

- Commission staff resolved 3 Police Community Relations (PCRP) cases with Costa Mesa PD.
- Commission staff attended two Tustin Police Chief Advisory board meeting this month.
- Commission staff assisted in developing agenda for the November Sheriff's Interfaith Council meeting.

#### Intergroup Relations & Relationship Building

##### • Hate-motivated incidents, Community Conflict, & Crisis Response/Meetings

- A total of 7 hate-motivated events reported this month (5 – Hate Crime & 2 – Hate Incidents).

Hate Crime	Anti-Catholic	Vandalism
Hate Crime	Anti-Baptist	Vandalism
Hate Crime	Anti-Transgender	Assault
Hate Crime	Anti-Buddhist	Vandalism
Hate Crime	Anti-Black	Assault
Hate Incident	Anti-Jewish & Anti-Black	Vandalism – public space
Hate Incident	Anti-Hispanic	Harassment

##### • Relationship Building, Outreach, & Presentations

- Commission staff facilitated monthly meeting for the California Human Relations Organizations (CAHRO) Board to plan the next online convening – tentative January 2021.
- Commission staff conducted outreach for hate crime reporting and the To Know Better campaign during an online event discussing hate and extremist groups activity locally and nationally.



# Orange County Human Relations Commission

MISSION: *Seek out the causes of tension and conflict, discrimination and intolerance, and eliminate those causes*

## MEMO

**DATE:** 12/10/2020  
**TO:** All Commissioners  
**FROM:** Norma J. López, Commission Executive Director  
**RE:** 2021 Commission Meeting Calendar

### BACKGROUND:

Per the current Bylaws the meeting date and time for the Orange County Human Relations Commission meetings are to be held on the 2nd Thursday of each month at 11 A.M. Currently the meetings are being conducted through Zoom and will continue until it is safe for in-person meetings to resume. Clerk of the Board will continue to send individualized Zoom meeting links to each Commissioner.

### DISCUSSION:

2021 Human Relations Commission Meeting Calendar

*2nd Thursday of the month at 11 A.M.*

- January 14
- February 11
- March 11
- April 8
- May 13
- June 10
- July 8
- August 12
- September 9
- October 14
- November - No meeting due to Veteran's Day
- December 9

**RECOMMENDED ACTION:** Approve the 2021 meeting calendar as stated above

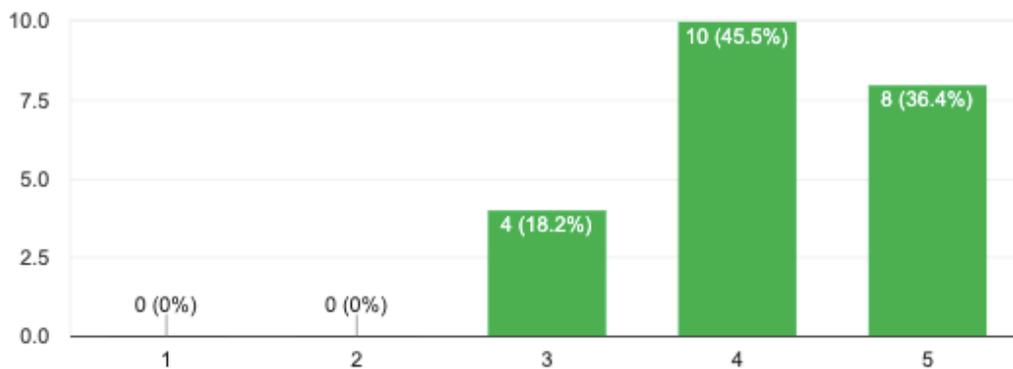
# Commission Listening Session (10/6/20) Feedback Form

22 responses

Scale is from 1 (Not Very) to 5 (Very Much)

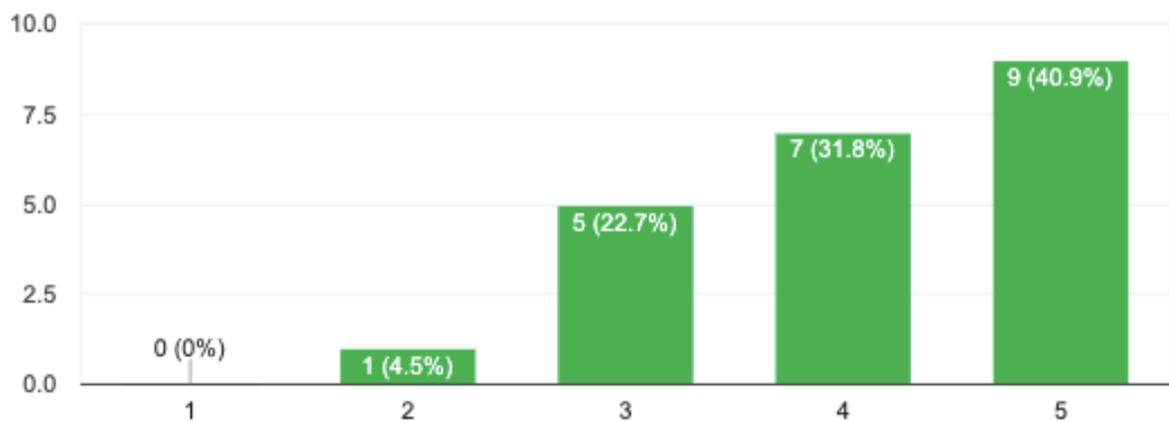
How satisfied were you with the event?

22 responses



How relevant and helpful do you think it was for you or your job?

22 responses

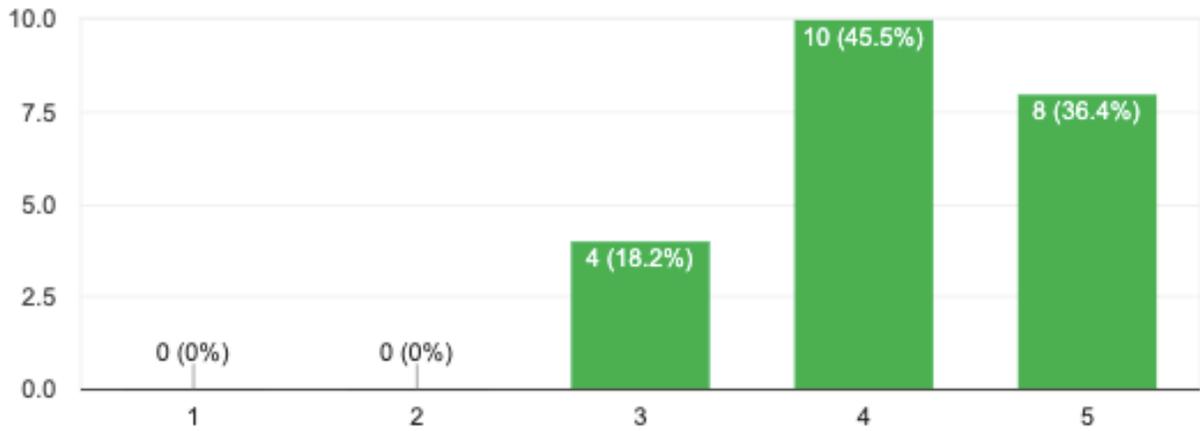


Scale is from 1 (Not Very) to 5 (Very Much)

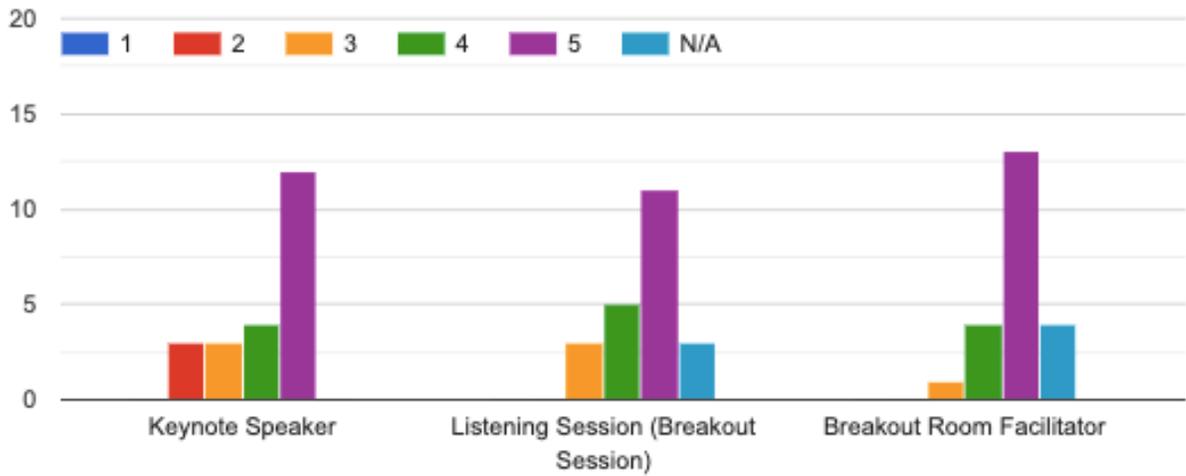
### How satisfied were you with the session content?



22 responses



### How satisfied were you with...



## **FUTURE TOPIC SUGGESTIONS**

- Youth, homelessness, criminal justice
- Microaggressions,
  - modeling antiracist behaviors,
  - opening antiracism dialogue with kids and teens,
  - ]stereotype threat,
  - how to respond in racist situations
- Civil disagreement and finding ways to collaborate across them.
- what the county is doing to address hate, implicit bias, discrimination;
  - discussing what federal/state/local laws are new/introduced that aim to address racism/discrimination/social justice;
  - what can OC do to be more proactive versus reactive;
  - lastly what needs to be done to counter the rise of hate in OC
- Ideas on how we can all help in bringing people together.
- being a good ally/co-conspirator
- anti-Semitism
- Gaslighting
- report on hate crime by county and cities level
- Tools to combat hate (
  - some recommended resources, ideas: UCI Open Confronting Digital Extremism Modules: [http://open.uci.edu/courses/confronting\\_digital\\_extremism.html](http://open.uci.edu/courses/confronting_digital_extremism.html); Not in Our Town Series and PBS documentary: <https://www.facinghistory.org/resource-library/not-our-town-0>); 2) Ways to build inclusive communities that combat hate.

## **OTHER COMMENTS TO NOTE**

- I would like the next keynote speaker to be a person of color
- The content was great. I noticed it's the same community members involved in these dialogues. It's evident this information needs to reach the greater community but how is that done when people are not open to it.
- The topic was implicit bias, perhaps it can serve as a vehicle for community building.
  - As an alternative to the keynote speaker, I can recommend this implicit bias training through Hollaback!, which is interactive and engaging and free in some instances: <https://www.ihollaback.org/overcoming-implicit-bias-training/>