

SUMMARY ACTION MINUTES

SPECIAL MEETING ORANGE COUNTY HUMAN RELATIONS COMMISSION

Thursday, October 11, 2018, 11:00 A.M.



CONFERENCE ROOM F
1300 S. Grand Ave., Building B
Santa Ana, California

RABBI RICK STEINBERG
Chair

DR. KERRY REYNOLDS
Vice Chair

BEKELE DEMISSIE
Commissioner

KIM TOAN DO
Commissioner

MIKE HAMEL
Commissioner

JANY LEE
Commissioner

DR. CHIARINA PIAZZA
Commissioner

MICHAEL REYNOLDS
Commissioner

DON SEDGWICK
Commissioner

MICHELE STEGGELL
Commissioner

ATTENDANCE: Commissioners Demissie, Do, Hamel, Lee, K. Reynolds, M. Reynolds, Steggell and Steinberg

EXCUSED: Commissioners Piazza and Sedgwick

PRESENT: EXECUTIVE DIRECTOR Norma Lopez
CLERK OF THE COMMISSION Jamie Ross, Deputy

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 STEINBERG
2. Monthly Summary of Commission Activities
PRESENTED

OPEN FORUM

None

SUMMARY ACTION MINUTES

ACTION ITEMS: (Items 3 - 7)

3. Review, discuss and approve Goodwill Program outreach materials
731245689 10 APPROVED AS AMENDED – THIRD PARAGRAPH OF MEMO, FIRST SENTENCE TO READ “IF YOUR GOOD WILL SHOWS EVIDENCE...”
x x
4. Review and approve Nomination Committee slate for FY 18-19 Commission Officers
312456789 10 APPROVED AS PRESENTED; ELECTED COMMISSIONER STEINBERG AS CHAIR AND COMMISSIONER K. REYNOLDS AS VICE CHAIR
x x
5. Review and approve Commission participation in HRC Awards 2019 nomination process
671234589 10 APPROVED COMMISSIONERS HAMEL AND STEGGELL TO PARTICIPATE IN JUDGING COMMITTEE
xx
6. Discuss and approve Commissioner visits to City Councils in Orange County
CONTINUED TO 11/8/18, 11:00 A.M.
7. Discuss and approve Commission Marketing Plan
CONTINUED TO 11/8/18, 11:00 A.M.

DISCUSSION ITEMS: (Item 8)

8. Hate Crimes report and presentations
PRESENTED
- C.O. REQUESTED STAFF LOOK INTO ADDITIONAL OUTREACH OPPORTUNITIES TO SHARE HATE CRIMES REPORT TO PUBLIC AND GOVERNMENT AGENCIES

INFORMATION ITEMS: (Items 9 - 11)

9. Executive Director’s Report
a. Hate Crime Network meeting – report release update
b. Commission staff updates
c. Meeting with Chairman Do
PRESENTED
10. Update from OC Chiefs and Sheriff
NO UPDATE
11. Update Sheriff’s Interfaith Council
PRESENTED

ANNOUNCEMENTS FROM COMMISSIONERS: None

AGENDA BUILDING: None

ADJOURNED: 11:53 A.M.

SUMMARY ACTION MINUTES

*** KEY ***

Left Margin Notes

1 Bekele Demissie	A = Abstained
2 Kim Toan Do	X = Excused
3 Mike Hamel	N = No
4 Jany Lee	C.O. = Commission Order
5 Dr. Chiarina Piazza	
6 Dr. Kerry Reynolds	Reso = Resolution
7 Mike Reynolds	Ord = Ordinance
8 Don Sedgwick	
9 Michele Steggell	
10 Rabbi Rick Steinberg	

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

/s/

RABBI RICK STEINBERG

Chair

/s/

*Jamie Ross, Deputy
Clerk of the Commission*



Orange County Human Relations Commission

1801 E. Edinger Ave. Suite: 115, Santa Ana, CA | P: 714-480-6570

Commissioners

Rabbi Rick Steinberg, Chair
Dr. Chiarina Piazza, Vice Chair
Bekele Demissie
Don Sedgwick
Jany Lee
Dr. Kerry Reynolds
Kim Toan Do
Michael Reynolds
Michele Steggell
Chief Mike Hamel

DATE: Thursday, October 11, 2018

LOCATION: 1300 S. Grand, Building B, Conference Room A/B, Santa Ana

TIME: 11:00 AM

AGENDA

- | | |
|---|------------------|
| 1. Call the Meeting to Order | Rabbi Steinberg |
| 2. Overview of Monthly Summary of Commission Activities | Michele Steggell |

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

ACTION ITEMS

- | | |
|--|-----------------------------|
| 3. Review, discuss and approve Goodwill Program outreach materials | Dr. Kerry Reynolds |
| 4. Review and approve Nomination Committee slate for FY 18-19 Commission Officers | Jany Lee |
| 5. Review and approve Commission participation in HRC Awards 2019 Nomination Process | Rabbi Steinberg |
| 6. Discuss and approve Commissioner visits to City Councils in Orange County | Continued to 11/8/18 |
| 7. Discuss and approve Commission Marketing Plan | Continued to 11/8/18 |

DISCUSSION

- | | |
|---------------------------------------|-----------------|
| 8. Hate Crimes Report & Presentations | Bekele Demissie |
|---------------------------------------|-----------------|

INFORMATIONAL ITEMS

- | | |
|---|------------------|
| 9. Executive Director's Report | Norma López |
| a. Hate Crime Network Meeting – Report Release Update | |
| b. Commission Staff Updates | |
| c. Meeting with Chairman Do | |
| 10. Update from OC Chiefs and Sheriff | Chief Mike Hamel |
| 11. Update Sheriff's Interfaith Council | Rabbi Steinberg |

12. Announcements from Commissioners

All Commissioners

13. Adjourn Commission Meeting

Rabbi Steinberg

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



Orange County Human Relations Commission

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MONTHLY SUMMARY OF ACTIVITIES: SEPTEMBER 2018

FY JUL 18 - JUN 19 Commission Activities Matrix			
CONTRACT ACTIVITY	Goal	To-Date	% Reach
A. Monthly HRC meetings	12	2	17%
B. HRC Annual Report	1	0	0%
C. Police-Community Reconciliation cases	20	3	15%
D. Community-Police Meetings	4	3	75%
E. Chief's Advisory Boards & Sherriff's Interfaith Council	8	4	50%
F. Community Outreach & Relationship Building meetings	40	20	50%
G. Police/Diverse Community Dialogues	2	0	0%
H. Hate Crime Report & Network Meeting	1	2	200%
I. Support to hate crime victims	8	7	88%
J. Outreach efforts (speeches, presentations, etc.)	10	2	20%
K. Community training on intergroup relations topics	4	1	25%
L. Annual Awards program	1	0	0%
M. Participate in community-based/outreach symposiums	2	0	0%

Police-Community Relations

- **Chief Advisory Boards:** Commission staff attended the Tustin and Anaheim Chief Advisory Board meetings this month.
- **Sheriff's Interfaith Council:** Commission staff attended and supported the Sheriff's Interfaith Council meeting at the Mission Viejo mosque. Meeting topics: school safety and hate crimes in Orange County.

Intergroup Relations & Relationship Building

- **Community Support, Outreach & Presentations:**
 - Commission staff attended the Diversity Public Forum and Los Alamitos School District meeting in response to community request for observation in addressing community tension and needs to address tension.
 - Commission responded to community requests to help Capo Unified and Santa Ana Unified address incident at a student football game.
- **Hate Free OC Campaign:**
 - Commission staff led the Hate Crimes Report Release event where a total 55 attendees participated.
 - Commission staff participated in Hate Crime Prevention panel in Huntington Beach.
 - Commission held meetings to discuss I AM Orange County CA project, highlighting diverse people throughout the County.
- **Commission Director One-on-Ones:**
 - Commission Director met with 6 OC residents interested in Commission program and work.
 - On 9/27, Commission Director and Commission Chair met with Chairman Do and County staff to discuss changes to Bylaws and needs/challenges Commission is currently facing.

MEMO

From: GOOD WILL Project of the Orange County Human Relations Commission

TO: Orange County Friends

Does your small company, large business, school, individual philanthropy, faith organization, community group or government enterprise deserve special recognition from the County of Orange?

The Human Relations Commission of Orange County has developed an exciting new program to spotlight the good works of numerous OC enterprises-- from one-person operation to large corporations. We are interested in publicly honoring different groups which have reflected significant progress in improving human relationships and effective communication in the workplace environment. This includes minimizing or eliminating bias and discrimination around disability, gender, nationality, race or ethnicity, religion, sexual orientation, age, and financial position. We are particularly interested in acknowledging special programs which promote the health, welfare and human rights of ALL Orange County residents.

If your workplace shows evidence of REDUCED conflict and tension as well as ENHANCED communication and interpersonal relationships-- BECAUSE OF superior leadership, education, special training or mentoring programs, please contact the Orange County Commissioner below. We look forward to hearing your story of success and (possibly) honoring your "Good Will."

Dr. Kerry Reynolds
Orange County Commissioner
Human Relations Commission
714-420-3333 cell
714-480-6570 general
drkerryreynolds@yahoo.com

Dear Friends,

We are pleased to know that you are submitting your nomination for the Good Will Project. Please complete the application below.

CRITERIA for judging GOOD WILL Nominations:

1. Evidence of small company, large business, school, individual philanthropy, faith organization, community group or government enterprise that has worked collaboratively and effectively to achieve goals or performance criteria.
2. Evidence that a major obstacle of bias or prejudice was overcome (disability, gender, nationality, race or ethnicity, religion, sexual orientation, age, and financial position.)
3. Evidence of resolved, major conflicts among persons or groups (personality differences, styles of leadership, etc.)
4. Elimination of hate crimes and incidents in the work place-- through life coaching, counseling sessions, or mediation. Individuals are able to reveal increased understanding and compassion for one another.
5. Observed role models of cooperative, respectful and effective communication and behavior ALREADY in effect.
6. Unusual acts of courage, heroism, compassion for others, and good deeds.

Please explain in detail why your nomination should be considered for this prestigious recognition. Kindly submit a maximum one-page outline.

Return your nomination to the Orange County Human Relations Commission's address below:
1801 East Edinger Ave., Suite 120, Santa Ana, CA 92705 or email to drkerryreynolds@yahoo.com



Orange County Human Relations Commission

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

MEMO

TO: All Commissioners
FROM: Norma J. López, Commission Executive Director
RE: Commission Chair & Vice Chair Nominations

ISSUE:

Present, discuss & approve Nominating Committee officer slate

BACKGROUND:

The Nominating Committee met on Monday, October 1st to consider all the nominations submitted to the Commission Director for the election of a new Chair & Vice-Chair officers for a limited term starting on November 2018 and ending on August 2019. Although this is a limited term, it will still count as a full-term service as a Commission officer. On behalf of the nominating committee, we present the following slate of officers for consideration of the Human Relations Commission:

Position	Commissioner Name	# of Nominations
Commission Chair	Rabbi Richard Steinberg	7
Commission Vice Chair	Dr. Kerry Reynolds	2

- A total of 8 Commissioners submitted Commission officer votes.
- For Chair, one other Commissioner received 1 vote.
- For Vice-Chair, one Commissioner received 2 votes and four others received one vote each.

RECOMMENDED ACTION:

Approve the limited 10-month appointment for the next Commission Chair & Vice-Chair, which will be designated as a full-term service. Upon agreement of nominees, approve the slate of officers recommended by the Nominating Committee.



Orange County Human Relations Commission

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MEMO

DATE: 10/11/2018
TO: All Commissioners
FROM: Norma J. López, Commission Executive Director
RE: Commission participation in HRC Awards 2019 Nomination Process

ISSUE

Commission participates in Judging Committee to review and vote on nominees for final tallies.

BACKGROUND:

According to the contract with Orange County Community Resources department, which was approved by the Board of Supervisors late Spring 2018, one of the many program requirements is to:

“1.10 Collaborate with the Orange County Human Relations Commission to select award recipients at CONTRACTOR’s annual awards program with the purpose of building understanding among diverse communities and celebrating outstanding individuals, model community policing programs, successful school intergroup relations efforts, and exceptional business diversity programs.”

Nomination Process

- The nomination window will be opened on Monday, October 15, 2018 and will end on Monday, November 19, 2018 at 4 P.M.
- Nomination forms will be available at www.ochumanrelationsawards.org
- A judging committee is formed, which include both Nonprofit and Commission representatives, who will review and vote on all the nominations that will were received during the nomination process.
- Nomination packets will be compiled and distributed via email for judging on Monday, November 26th and due to staff by Wednesday, November 28th.
- Results will be tabulated on Friday, November 30th.
- Final slate will be publicly announced after Wednesday, December 5th.

DISCUSSION:

The Commission’s participation will be in the following areas:

1. **Nomination process:** Commissioners, not appointed to Judging Committee, may submit candidate nominations between Monday, October 15, 2018 to Monday, November 19, 2018 at 4 P.M.
2. **Nomination Committee:** Commission Chair appoints 2 Commissioners to serve in the Judging Committee that reviews, and scores submitted nominations.
3. **Commission Staff support:** Commission staff support and facilitate the nomination process/event.

RECOMMENDED ACTION:

Approval of Commission involvement in HRC Awards 2019 nomination process and Commissioner appointments to Judging Committee.



WRAP-UP REPORT

Title: *Hate Crime Network*

Concept: *The hate crime network is a collaboration between police and community groups organized to prevent hate crimes, to deliver a strong message that the community stands together with the victims of hate, and to discourage fringes of society from acting out their hate.*

Date: *Tuesday, September 25, 2018*

Location: *OC Human Relations-1801 E. S. Edinger Ave., Suite 160*

Team: *Community Building- OCHR Commission & Council*

Facilitators: *Commission's chair Rabbi Richard Steinberg, Council Board of Directors' President Ken Inouye, Commission's staff-Don Han, and presenters: Dr. Pete Simj, Director of the Earl Babbie Research Center and an Associate Professor in the Department of Sociology at Chapman University and Brette Steele, Regional Director of Strategic Engagement-Office of Terrorism Prevention Partnerships.*

Collaborators/Sponsors: *Orange County Human Relations Commission in partnership with OC Human Relations Council.*

Goals:

1. To foster a safe and inclusive communities; strengthen collaboration; increase reporting of hate crimes and incidents
2. To convene the audience of community leaders and law enforcement with direct roles in addressing hate crimes and incidents

Resources:

- 2017 Hate Crime Report and powerpoint presentation of the data highlights.

Attendance:

- Total attendance: *55 participants*
- *Law enforcement, Nonprofits, Community Leaders, Grass root organizers, media and individuals.*

Results:

- Great turn out from the invited organizations and hate crimes reporting partners
- The convening was a great opportunity to launch the 2017 Hate Crime Report and review the data and analysis.
- The presentations on hate groups in Orange County and Prevention of Bias-Motivated Violence were well received.
- The group conducted an open dialogue on hate crimes and hate events in the county and how to combat hate in our community.

Learning points/Future Development:

- The partnership of Commission & Council is great.
- The format of having everyone at the table works.
- Networking of organizations works well.
- Multiple Media present
- Experts presenting on hate groups and prevention steps were well received.
- Need to do more outreach to the underreporting communities.

Next Steps:

- Need to schedule the next meeting to debrief the event.
- Follow-up thank you email to the network
- Continue reaching out to invite the AAPI, Latino and African American Communities to attend the next meeting.

