

SUMMARY ACTION MINUTES

REGULAR MEETING ORANGE COUNTY HUMAN RELATIONS COMMISSION

June 13, 2019, 11:00 A.M.



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

RABBI RICK STEINBERG
Chair

DR. KERRY REYNOLDS
Vice Chair

AMY BUCH
Commissioner

BEKELE DEMISSIE
Commissioner

KIM TOAN DO
Commissioner

M. FAREED FARUKHI
Commissioner

MIKE HAMEL
Commissioner

JANY LEE
Commissioner

ADELINE NYAMATHI
Commissioner

MICHAEL REYNOLDS
Commissioner

MICHELE STEGGELL
Commissioner

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

ABSENT: Commissioners Do and Farukhi

PRESENT: EXECUTIVE DIRECTOR Norma Lopez
CLERK OF THE COMMISSION Dora Guillen & Maria Lopez, Deputy Clerks

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 BY CHAIR STEINBERG AT 11:02 A.M.
2. Monthly Summary of Commission Activities
PRESENTED
3. Welcoming new Commissioner – Amy Buch
CHAIR STEINBERG WELCOMED COMMISSIONER BUCH

SUMMARY ACTION MINUTES

OPEN FORUM

None

ACTION ITEMS: (Items 4 - 5)

4. Award Good Will Recognition to Dr. Kimberly Bedell *(Continued from 5/9/19, Item 3)*

C.O. **CONTINUED TO 7/11/19, 11:00 A.M.**

5. Ad-Hoc update – Free Speech vs. Hate Speech; and approve proposed practical guidelines for managing public forums

8712345691011

xx

**APPROVED AS PRESENTED BY CHAIR STEINBERG AND
COMMISSIONER M. REYNOLDS
DIRECTED STAFF TO SEND GUIDELINES TO COUNTY COUNSEL FOR
BOARD OF SUPERVISORS APPROVAL**

HEARING/SPEAKER/PRESENTATION: (Item 6)

6. ARC Nonprofit presentation

PRESENTED BY MARGARI HILL

INFORMATION ITEMS: (Items 7 - 11)

7. Human Relations Forums update

PRESENTED BY COMMISSIONER LEE

8. Commission bylaws update

OCCR STAFF ANNOUNCED NEW COUNTY COUNSEL JOHN CLEVELAND

9. Commission Staff Report:

- a. Commission work contract update
- b. Hate Crime Hearing update
- c. Update of Commission ad-hocs, projects and endorsements

PRESENTED BY EXECUTIVE DIRECTOR NORMA LOPEZ

10. Update from OC Chiefs and Sheriff

NO REPORT

11. OCSD Interfaith Council Update

**PRESENTED; EXECUTIVE DIRECTOR NORMA LOPEZ INVITED EVERYONE
TO ATTEND THE YOUTH FORUM ON JULY 10, 2019 FROM 11:00 A.M. TO
1:00 P.M.**

ANNOUNCEMENTS FROM COMMISSIONERS

None

AGENDA BUILDING

None

SUMMARY ACTION MINUTES

ADJOURNED: 12:19 P.M.

*** KEY ***

Left Margin Notes

1 Amy Buch	A = Abstained
2 Bekele Demissie	X = Excused
3 Kim Toan Do	N = No
4 M. Fareed Farukhi	C.O. = Commission Order
5 Mike Hamel	
6 Jany Lee	Reso = Resolution
7 Adeline Nyamathi	Ord = Ordinance
8 Dr. Kerry Reynolds	
9 Mike Reynolds	
10 Michele Steggell	
11 Rabbi Rick Steinberg	

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

/s/

RABBI RICK STEINBERG
Chair

/s/

*Dora Guillen, Deputy
Clerk of the Commission*



Commissioners

Rabbi Rick Steinberg, Chair
Dr. Kerry Reynolds, Vice Chair
Amy Buch
Bekele Demissie
Dr. Adey Nayamathi
Fareed Farukhi
Jany Lee
Michael Reynolds
Michele Steggell
Chief Mike Hamel

DATE: Thursday, June 13, 2019

LOCATION: Hall of Administration, 333 W. Santa Ana Blvd., Santa Ana, 92701

TIME: 11:00 AM

AGENDA

- | | |
|---|----------------------|
| 1. Call the Meeting to Order | Rabbi Rick Steinberg |
| 2. Overview of Monthly Summary of Commission Activities | Michele Steggell |
| 3. Welcoming New Commissioner: Amy Buch | Rabbi Rick Steinberg |

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

ACTION ITEMS

- | | |
|--|--------------------|
| 4. Award Good Will Recognition to Dr. Kimberly Bedell | Dr. Kerry Reynolds |
| 5. Ad-Hoc Update: Free Speech vs Hate Speech; and approve proposed practical guidelines for managing public forums | Michael Reynolds |

HEARING/SPEAKER/PRESENTATION

- | | |
|-------------------------------|--------------|
| 6. ARC Nonprofit Presentation | Margari Hill |
|-------------------------------|--------------|

INFORMATIONAL ITEMS

- | | |
|---|----------------------|
| 7. Human Relations Forums Update | Jany Lee |
| 8. Commission Bylaws Update | Rabbi Rick Steinberg |
| 9. Commission Staff Report | Norma López |
| a. Commission Work Contract Update | |
| b. Hate Crime Hearing Update | |
| c. Update of Commission Ad-Hocs, Projects, & Endorsements | |
| 10. Update from OC Chiefs and Sheriff | Chief Mike Hamel |
| 11. OCSD Interfaith Council Update | Rabbi Rick Steinberg |
| 12. Announcements from Commissioners | All Commissioners |
| 13. Adjourn Commission Meeting | Rabbi Rick Steinberg |



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: MAY 2019

FY JUL 18 - JUN 19 Commission Activities Matrix			
CONTRACT ACTIVITY	Goal	To-Date	% Reach
A. Monthly HRC meetings	12	9	75%
B. HRC Annual Report	1	1	100%
C. Police-Community Reconciliation cases	20	14	70%
D. Community-Police Meetings	4	6	150%
E. Chief's Advisory Boards & Sherriff's Interfaith Council	8	10	125%
F. Community Outreach & Relationship Building meetings	40	73	183%
G. Police/Diverse Community Dialogues	2	3	150%
H. Hate Crime Report & Network Meeting	1	4	400%
I. Support to hate crime victims	8	18	225%
J. Outreach efforts (speeches, presentations, etc.)	10	11	110%
K. Community training on intergroup relations topics	4	5	125%
L. Annual Awards program	1	1	100%
M. Participate in community-based/outreach symposiums	2	2	100%

Police-Community Relations

- **Police Advisory Boards:** Commission staff attended the Sheriff's Interfaith Council and the Anaheim PD & Tustin PD Chief Advisory Board meetings this month.
- **Meet & Greets/Presentations:** Commission staff have engaged in several meet and greet meetings this month to promote Commission programs and discuss opportunities for collaboration – Sheriff's Department, Irvine PD, Santa Ana PD, Tustin PD, & Newport PD.

Intergroup Relations & Relationship Building

- **Community Support, Outreach, & Presentations**
 - Commission staff participated in several Ramadan Iftars this month throughout Orange County.
 - Outreach efforts were conducted at the FaCT conference, Light the Way Event, & ACLU Know Your Sheriff event.
 - Commission staff presented on Hate Crime and Police Community Reconciliation at Social Justice Week at Huntington Beach High School.
 - Commission staff attended to observe the sentencing of Tyson Mayfield at the North Justice Center.
 - Commission staff met with Nushin Loo to discuss her book and possibility of partnering in the future.
- **Commission Director One-on-Ones:**
 - On 5/1, Commission Director participated in CAHRO Board conference call.
 - On 5/2, Commission Director spoke to United Way about presenting on homelessness at a Commission meeting.
 - On 5/7, Commission Director spoke to a Mission Viejo resident interested in applying for the District 5 vacancy on the Commission.
 - On 5/10, Commission Director met with Los Alamitos resident who is interested in Commission's work.
 - On 5/24, Commission Director was called to meet with District 4 staff to discuss Commission/Council history, work, and future projects.

AMY MICHELLE BUCH, MA

County of Orange Health Care Agency Health Promotion Division Manager November 2006 to March 2019

- Provided oversight of a staff of 35 and a budget of approximately \$10 million.
- Manage the division's prevention contracts and procurement process.
- Oversee the following health education and promotion programs
 - Alcohol Drug Education and Prevention Team
 - Injury Prevention Program
 - Tobacco Use Prevention Program
 - Chronic Disease and Healthy Living
 - FIT Cities
 - myHEALTHoc.org
 - STD Community Intervention Program
 - Drowning Prevention
- Assure that State and Private Grant Funded Program requirements are met
- Served on the California Chronic Disease Leadership Team
- Served on the Executive Team of the California Conference of Local Directors of Health Education
- Serve on the Mission Hospital Community Benefits committee.
- Provided presentations to the public on a variety of health topics such as land use planning and health, tobacco policy, general wellness, and other topics not covered through the Health Promotion Programs
- Conducted training with contract provider staff on topics such as appealing to different learning styles, using theory to develop programs, and other topics related to program development
- Served on Orange County's Health Improvement Partnership
- Chaired the Obesity Work Group for the Health Improvement Partnership
- Facilitated quality improvement efforts
- Trained others in Nonviolent Crisis Intervention

California State University Fullerton Lecturer

January 2016 to Present

- Teach 3.0 Unit Course- Designing Health Education Curricula
- Teach 3.0 Unit Course- Developing Health Promotion Programs
- Prepare weekly lectures that are recorded or video taped for online class
- Engage students through discussion board assignments
- Assign and grade group projects
- Create and grade quizzes and exams
- Hold weekly "virtual hours"

University of California, Irvine

Lecturer**Summer Session 2018**

- Taught Public Health Program Planning
- Prepared class presentations of material and interactive activities to reinforce learning
- Assign and grade program planning projects
- Create and grade quizzes and exams

University of California, Irvine Health Education Center**Associate Director****December 2001 to November 2006**

- Provided over 200 presentations annually about alcohol and other drug prevention education for students
- Delivered outreach, campuswide programming and individual meetings with students
- Managed the nutrition education and sexual health education programs
- Managed grant funded projects
- Provided case management for students experiencing health related problems
- Served as HIV test counselor
- Advisor, Beta Theta Pi Fraternity
- Advisor, Alternative Spring Break Program
- Mentor, Cross Cultural Center's mentorship program for first generation college students
- Member, Campuswide Alcohol Task Force
- Member, Tobacco Settlement Revenue Subcommittee
- Manage grant funded projects including the State Incentive Grant project, California Safer Schools
- Monitored Drug Free School Compliance
- Directed student performance during Summer Orientation Program
- Assessor, Management Skills Assessment Program

AIDS Services Foundation**February 1995 to December 2001****Director of Health Education**

- Developed Treatment Education Program, providing HIV+ individuals with treatment information and linking them with clinical trials.
- Provided direct health education services to HIV positive men and women
- Project Coordinator- HIV: Women's Voices Early Case Management Program: This program connects HIV+ women with one another for peer support as well as provides early case management services and community events for HIV+ women.
- Project Coordinator- HIV: Women's Voices Prevention Education Program: This outreach program targets women at high risk for HIV infection.
- Speakers Bureau Coordinator: ASF's Speakers Bureau is comprised of clients who place a face with HIV by sharing their stories with students and community groups.
- Community Consultant- California Institution for Women's HIV Peer Education Program: provided HIV prevention education activities of twenty inmate peer educators.

- Developed social marketing campaigns targeting gay, HIV positive men, gay HIV negative men and monolingual Spanish speaking men who have sex with men.
- Conference Organizer: Fourth and Fifth Annual Women and HIV Conferences as well as Treatment Education Conference targeting the HIV infected and affected communities.
- Managed publicly and privately funded grant projects
- Developed and implemented HIV workplace education program
- Held the following community memberships
 - Co-Chair Orange County Prevention Planning Committee
 - University of California- Irvine Medical Center's Clinical Trials Community Advisory Board
 - VaxGen Community Advisory Board

**Planned Parenthood/Orange and San Bernardino Counties
Community Educator**

August 1987 to February 1995

- Developed and implemented an HIV prevention education program that targeting youth at risk.
- Developed and implemented a sexuality education series targeting high risk youth as well as individuals with developmental disabilities.
- Coordinated two peer education programs: one for youth at risk and one for mainstream youth.
- Wrote private and publicly funded grant applications
- Provided program evaluation and monitoring.
- Held the following community memberships:
 - Women and HIV Task Force
 - Orange County HIV Prevention Planning Committee
 - Orange County Youth Gang Action Committee
 - Family Life Educators Network
 - Community on the Sexuality Rights of the Developmentally Disabled
 - Board Member- Orange County Sexual Assault Network
 - Volunteer- American Cancer Society Breast Cancer Educator

Education

Master of Arts: Education
United States International University
Bachelor of Arts: Sociology
Kalamazoo College

Honors

Laurel Award for Outstanding Service to the UC Irvine Greek Community
Irvine Community Drug Prevention's Outstanding Supporter of Prevention
Friend of Middle Earth
The Orange County Federation of Lesbian, Gay and HIV/AIDS Support Organizations
Take Pride Award
African American Women Prisoners' Association Volunteer Recognition Award
Health Officers Association of California Communication Award
2017 SOAR Award

Authored

- "Do's and Don's of Taking Anti HIV Drugs", October 20, 2002 PositiveWords.com
- "Don't Resist the Chance to Know More About Resistance Testing," August 20, 2001 PositiveWords.Com
- "Getting HIV Drugs," July 2003, TheWellProject.org
- "Helping Kids Take Their Medicine," October 20, 2001 PositiveWords.Com
- "How Do I get that Drug?" June 20, 2002 PositiveWords.Com
- "Kid Stuff- Keeping HIV+ Kids Healthy and Happy," February 20, 2002 PositiveWords.Com
- "Talking with You Children about Your HIV Status or Your Children's Status," July 2005 TheWellProject.org
- "Telling Children Their HIV Status," July 20, 2001 PositiveWords.Com

Produced

- "A Powerful Tool"

GOODWILL RECOGNITION NOMINATION

On Sat, Dec 8, 2018 at 9:31 AM, Sharon Nordheim

> wrote:

Dear Dr. Reynolds,

Please find initial information regarding a highly worthy service provided to Orange County and counties throughout California for very high needs children through early adulthood. The

California Children's Rehabilitation Foundation(CCRF) is a major Non-profit fundraising component of the Miller's Children's and Women's Hospital. This is key artery of the Long Beach Memorial Hospital.

Schools, and families in our Orange County Area see the services of Miller's Children Hospital as a life line when the needs of families for a child exceed the services of our local schools and our local health communities to address high risk, and rehabilitation needs of our children.

Intensive, life services are provide to pre-birth to early adult children at Miller's. The rehabilitative programs and the team of specialists include a highly skilled team of doctors and therapists, physical therapists, and most recently, by the work of the fundraising non-profit Foundation CCRF, and through the generous donations of Orange County donors and others throughout California, The Miller's Children's Hospital has just acquired the first Mobility/Facility Dog who will be with the patient's 40 hours per week, The dog is guided by a well trained handler for the needs of each patient for strategic health care progress.

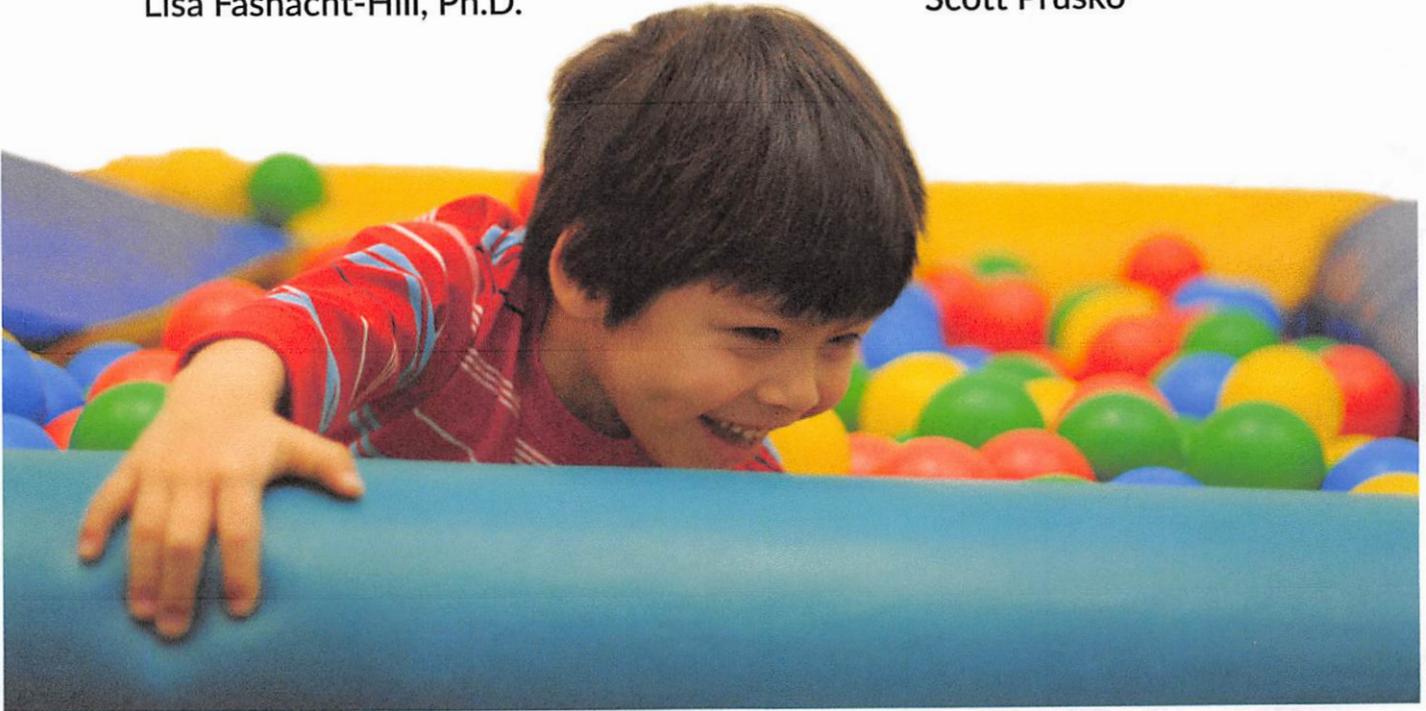
Dr. Kimberly BeDell, M.D., is the Medical Director of Miller's Children's Rehabilitation Unit. She is a product of our Orange County Schools, having graduated from Huntington Beach High School. She worked as a teacher after completing her undergraduate work at UCLA in Los Angeles and then pursued her second love, Medicine. She attended University of Southern California, and became Dr. Kimberly BeDell, M.D. She has been highly recognized for her exceptional contributions to complex and critical work in this highly specialized field. Yet, she makes time in the past 11 years to do an annual fundraiser, with no staff other than volunteers, to raise money for the specialized needs for these wonderful Children and on behalf of the staff to do their work. I cannot say enough about the Good Will Award being a great fit for this team!

--

Sharon Nordheim, Ed.D.

Former Superintendent, Westminster School District, Orange County
Board Member, CCRF
Community Volunteer

Kimberly BeDell, M.D. John Haushalter, Esq. Sharon Nordheim, Ed.D.
Lisa Fasnacht-Hill, Ph.D. Scott Prusko



California Children's Rehabilitation Foundation was started in 2007
during a chat

between two friends discussing their careers and what they had yet to
accomplish.

The result was a non-profit called CCRF. The mission of CCRF is to assist
children and their families with special needs. The Board of Directors for
CCRF and

numerous volunteers work diligently each year on a new project.

Everyone involved in CCRF is a volunteer. All donations generously come
from friends

and supporters in the community. The funds generated during each year
go directly

toward equipment for the children. CCRF has no employees and we do
not lease property.

We rely on gracious individuals and corporations who feel compassion
for these young individuals facing various challenges, whether those
challenges are physical or cognitive.

In the past we have purchased equipment for children with cerebral
palsy, brain injuries,
spinal cord injuries, muscular dystrophy, autism and cancer.

In the past ten years, CCRF has donated equipment for pool therapy,
sensory

integration, augmentative communication, spinal cord medicine,
adaptive bicycles, Bioness, and in-room therapy devices. We have
donated this therapy equipment to Miller Children's and Women's
Hospital Long Beach, Long Beach Memorial Medical Center, and
California Aquatic Therapy and Wellness Center to be used by children
and teens in Southern California, including Los Angeles, Orange,
Riverside, Kern,
and Ventura Counties.



California Children's Rehabilitation Foundation

Board Members:

- Kimberly BeDell, M.D.
- Lisa Fasnacht-Hill, Ph.D.
- John Haushalter, Esq.
- Sharon Nordheim, Ed.D.
- Scott Prusko

CCRF News • Summer 2018 • www.ccrfkids.com

Over the past 10 years California Children's Rehabilitation Foundation has donated equipment for children and teens to use as they are participating with various therapies at Miller Children's and Women's Hospital Long Beach, California Pools of Hope, and Long Beach Memorial Medical Center. It is because of generous donations from the community that children and families with rehabilitative needs can use this equipment to improve the quality of their lives. **Follow the impact of your donations:**



f visit us on Facebook! @CCRFfriends

Save the Date!
Join us for the

Masquerade Ball

at the Hotel Maya
along the waterfront in Long Beach

Saturday, October 6th, 2018 at 5:00 p.m.




Everyone had a great time at our 2017 fundraiser, the **Kentucky Derby Party**, mingling with celebrity guest Henry Winkler having fun while raising money for a great cause.

Join us at the Masquerade Ball!

Our goal for 2018 is to raise \$100,000 to obtain a highly-trained facility dog, provide comprehensive education for staff, and equipment necessary for successful integration with a variety of therapy programs at Miller Children's and Women's Hospital Long Beach. **This will be the first use of a facility dog in a children's hospital in the state of California.** Facility dogs are expertly trained and partner with a facilitator working in a health care setting and can perform over 40 commands designed to motivate and inspire children with special needs. In the pediatric rehabilitation department, activities such as grooming, feeding and encouragement from a facility dog can aid patients in medical rehabilitation and provide emotional support or comfort.



The twelfth annual fundraising event for 2018 will take place at the Hotel Maya in Long Beach on Saturday, October 6 at 5:00 pm. Our event will include a wonderful dinner, silent and live auctions. Masks with cocktail attire or a classy costume (such as renaissance, fairytale, medieval, or fantasy) are encouraged—prizes will be awarded to the most festive mask and costume. Premium sponsorships will include a harbor-view seat at dinner, one-hour harbor boat cruise with appetizers and champagne from 4:30-5:30pm (meet at Hotel Maya at 4pm) the day of the Masquerade Ball, along with a tote bag and commemorative wine glass.





Rabbi Rick Steinberg, Chair
Dr. Kerry Reynolds, Vice Chair
Bekele Demissie
Dr. Adey Nyamathi
Fareed Farukhi
Jany Lee
Michael Reynolds
Michele Steggell
Chief Mike Hamel

June 2019

Free Speech vs. Hate Speech Practical Guidelines for Managing Public Forums

BACKGROUND

City Councils and other public agencies at times face very hostile testimony during Public Comments at their open public meetings. These comments can slip into profane, disruptive, and even threatening behaviors, impinging on the civil exchange of ideas and the ability of the public agency to do their regular business.

While public input is guaranteed by the Brown Act, and freedom of speech is guaranteed by the U.S. Constitution, presiding officers at these public agencies have attempted to identify and protect the boundary where free speech becomes unduly disruptive, and to safeguard the rights of other residents to participate in the political and civic life free from bigotry and intimidation based on their race, religion, ethnicity, age, gender, sexual orientation, disability or other aspect of their being.

OC Human Relations Commission was created in 1971 to eliminate prejudice, intolerance and discrimination and promote mutual understanding among Orange County's diverse residents. In pursuit of this mission the Commission works with local cities and public agencies to develop strategies that create safe, respectful, inclusive communities.

These guidelines are ideas to consider as public agencies attempt to balance the sometimes-competing interests of Freedom of Speech, Disruption of a Meeting, and Hate Speech. This draft was prepared in consultations with city managers, police chiefs, elected officials, civil libertarians, and hate crime advocates.

The Commission believes that civic leaders have a key role in establishing a community's climate of respect for all people. Moreover, when leaders speak out to condemn hate and bigotry when it occurs, it helps set a standard of conduct that can deter hate and bigotry from taking root and growing.

Definitions

Free Speech: The political right guaranteed by the First Amendment to the U.S. Constitution to express your opinion orally, in written form, through the internet, or through art forms, with a few exceptions including: libel, slander, obscenity, copyright violation, sedition, inciting violence, fighting words, and imminent threats.

Hate Speech: Legally protected speech that vilifies an individual or group based on their perceived race, religion, sexual orientation, ethnicity, gender, disability etc., but does not rise to the level of a criminal threat or inciting violence, in which case it would be termed a hate crime.

Practical Guidelines

1. **Adopt a Code of Conduct:** Post them so they are visible to all attendees, attach them to the speaker request forms, and post them on the podium where a speaker may place their notes. A Code of Conduct as it pertains to what a person says, should be thought of as **"guidelines"** that you **promote** not necessarily **"enforce"**, including:

OC Human Relations

Free Speech vs. Hate Speech

Practical Guidelines for Managing Public Forums

PAGE 2

- a. No profanity or obscenity.
- b. Refrain from personal threats or attacks.
- c. Respect all people.
- d. Refrain from hateful epithets and demeaning language based on hate of a person's race, religion, sexual orientation, ethnicity, gender, or disability.
- e. No yelling or screaming. **(This one you can enforce)**
- f. Respect all people that are present or watching.
- g. Obey the direction of the Presiding Officer as to when and how long they can speak. **(This one you enforce).**

2. Understand the difference between offensive speech and ACTUAL disruption of a meeting.

- a. During public comments individuals have a right to say whatever they wish, as long as it does not disrupt the meeting. Thus, they can swear, use hate epithets, say horrible things about councilmembers and staff and others, etc. So long as it does not disrupt the meeting, these are **within their legally protected right to freedom of speech.**
- b. Things that **disrupt the meeting are NOT within their rights** such as:
 - i. Exceeding their allotted minutes, (usually 3 minutes).
 - ii. Yelling and screaming in a way that upsets the public and council to the point of not being able to continue the meeting.
 - iii. Excessive profanity or slander.
 - iv. Speaking without being recognized by the presiding officer.
 - v. Specific threats that they are capable of following through on.
 - vi. Inciting violence, or "fighting words".
 - vii. Issues that are not in the subject matter jurisdiction of the body. (This may be difficult to know without listening to the testimony which might seem to start off topic, but then a connection is made.)

This is a judgment call, but **most horrible things are within their rights to say.**

3. Manage Hate Speech at Public Meeting: Strategies for managing a hateful speaker while protecting the first amendment right to speak include:

- a. **Stop the meeting to consult with your attorney** for advice. If you think that a member of the public is disrupting the meeting by going over these lines, stop the meeting to ask for advice from the City Attorney. This will allow for a cooling-off period before reacting in the heat of the moment.
- b. **Gavel and/or Mute Microphone:** When bigoted epithets, profanity, personal attacks and other odious things are said the presiding officer can gavel to silence and/or mute a speaker's microphone:
 - i. **If the presiding officer gavels a member of the public to silence, or mutes their microphone,** they should also:
 1. Inform them that their language, bigotry, hate, epithets, profanity, etc., are unwanted, unwelcome, and inappropriate; and that they interfere with the ability of those present to listen or take any of their points seriously... **But not restrict or prohibit them from saying these words.**

OC Human Relations

Free Speech vs. Hate Speech

Practical Guidelines for Managing Public Forums

PAGE 3

2. Allow other members of the council to use their free speech right to make statements condemning and abhorring the words of the speaker, but they **should also reassure the speaker that they have the right to say them anyway**, and
3. Inform the speaker that they **will be given the full three minutes they are entitled to in order to say whatever they wish**.
 - ii. The important point is that the **presiding officer MAY NOT ORDER the person to stop saying whatever he/she is saying**, even when it is very offensive.
 - iii. In many cases it **may be better to wait out the 3 minutes** and then make statements, rather than getting into a back-and-forth with the problematic speaker.
 - iv. **Schedule a Council Members Comments section right after Public Comments** to allow all members of the City Council or other public body to share their perspectives, publically state their objections to the hate and bigotry that might have been aired in the Public Comments section, and return to a more civil, respectful meeting environment.
- c. **Police Warning and Removal from Meeting:** Uniformed law enforcement officers can help control this behavior as well as effect removal if the behavior warrants it. Elected officials need to keep in mind that they should not be publically prescriptive in telling police to remove an individual; rather ask for police intervention, seek advice of your attorney, and allow the law enforcement professional to make the judgment call about how to control the situation. They may want to take into consideration such things as the individual's likely reaction, progressive steps of warnings, audience reaction, minimizing use of force, preventing violence, objective standards of enforcement, definition of "disruption", etc. Police efforts to establish rapport with diverse communities, especially before they are at the public podium, can help police be positive "influencers" in controlling some potentially challenging members of the public.
- d. **Calling for a Break in the Meeting:** If the conduct is not brought within control or additional speakers or audience members continue the disruption, consider calling a break for a few minutes before proceeding. This can cool down anger and give community relations staff (police or otherwise) the opportunity to talk with the members of the public and establish some respect that can bring more civil behavior upon resumption of the meeting.
- e. **Clearing the Room:** If the meeting is willfully interrupted, and you have consulted your attorney for an objective legal opinion of that judgment, and asked police to intervene and effect warnings and ultimately remove an individual, you can also have the room cleared before proceeding. Clearing the room can be done if you find the disruptions to be preventing you from doing the people's business, which is conducting the public meeting. Members of the press, unless involved in the disruption, shall be allowed to remain in the session while the remainder of the agenda items are discussed and acted upon. You may also set rules for readmitting individuals **IF** you wish.
- f. **Adjourning the Meeting:** If the other tactics do not control the disruption, the meeting can be adjourned to a future time when the business of the public body can be continued.

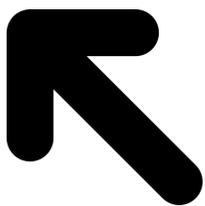


@MUSLIMARC / WWW.MUSLIMARC.ORG

The Muslim Anti-Racism Collaborative (MuslimARC) **creates** spaces to learn and develop racial equity; **connects** a multiracial network using digital media, dialogue, and storytelling; and **cultivates** solutions for racial justice through research, strategy, and education.

We use both online educational platforms and on-the-ground workshops to inspire an appreciation of diversity and create meaningful dialogue to combat racism, Islamophobia, and xenophobia.

MuslimARC prepares leaders for anti-racism work through holistic education. As a faith-based collaborative, we support and build Muslim communities' commitment to racial justice and work with interfaith groups and multiracial coalitions to train allied communities on the intersections of systemic racism and Islamophobia.



BOOK A WORKSHOP

muslimarc.org/request



MULTI-CITY. MULTI-RACIAL. MULTI-FAITH BECOME A MONTHLY MEMBER TODAY

MuslimARC provides a digital gathering space for people committed to learning about and developing racial equity. **Join online at members.muslimarc.org.**

EDUCATION FOR LIBERATION

MULTI-LEVEL TRAININGS FOR ANY GROUP, INCLUDING:

➔ Race Identity Series



This workshop series explores the development of racialized communities to address of racial formation, internalized racism and intercultural conflict.

Participants will identify their own position within the racial hierarchy of the United States. Participants will gain skills on how to promote anti-racist behavior in themselves and in their community.

➔ Critical Anti-Islamophobia



This series of workshops provides a power analysis of Islamophobia and the ways it criminalizes Muslims in immigration, criminal justice, and national security systems.

Participants will be better equipped to identify Islamophobic tropes used to justify harmful policies. Participants will develop personal and institutional strategies to counter those policies and their effects.

➔ ARCompetencies



ARCompetencies are results-based trainings that incorporate the latest research on anti-racism (an activist approach to dismantling systems of racial inequities) and

best practices in cultural competency (a mindset, worldview, or way that an organization makes assumption for effectively describing, responding to, and planning for issues that arise in diverse environments).

Book Now:



WORKSHOPS AND TRAININGS

Book a MuslimARC presenter at muslimarc.org/request

MuslimARC aims to train and prepare community leaders with cultural sensitivity to work with diverse Muslim communities and in social change organizations. We train people to be more effective in providing direct services, advocating for change, and organizing communities. MuslimARC draws upon the strengths of its national network to bring together leading educators, scholars, and anti-racism trainers and experts to provide cutting edge tools for leaders and educators through online and on-the-ground training.

MuslimARC's diverse team has led interactive workshops and trainings both on-the-ground and online for the general public. We tailor our workshops to the needs and goals of a range of organizations and have presented our material in formats that include short discussion sessions and longer weekend retreats.

MuslimARC is an human rights education organization. Our work consists of raising awareness and training Muslim and non-Muslim communities on issues of racial justice. In order to uproot racism, we focus on developing and delivering education on internalized, interpersonal, and institutional racism. While the majority of our members are currently in the United States, we stand in solidarity with oppressed people and incorporate global voices because our community is cosmopolitan, reflecting transnational identities with local particularities. In our trainings and workshops, MuslimARC addresses both personal and systemic racism.





Education for Liberation

Create. Connect. Cultivate.

Creating spaces for learning and
developing racial justice

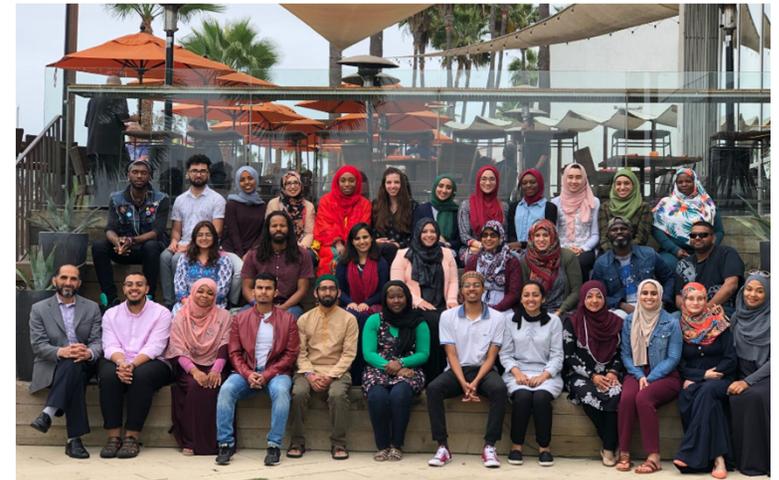
Connecting people using multimedia,
storytelling, and dialogue in multi-
ethnic networks

Cultivating solutions for racial equity

www.muslimarc.org



MuslimARC in Southern California







www.muslimarc.org

Commission Forum Series Outline

GENERAL INFO

- GOAL:** Share current efforts, resources, & what can community do to stand against hate
- WHO:** This event is open to community leaders and professionals.
- WHAT:** Commission will host two forums in the fiscal year. Each forum will be in a moderated panel format with professionals who work and/or have expertise in the subject matter being presented.
- WHY:** Offer an opportunity for diverse professionals to discuss different human relations issues that Orange County faces today and discuss ways/ideas attendees can begin to tackle these issues. Learn about different resources available to people they serve.

EVENT LOGISTICS

Title Ideas:

- Building a stronger, united community
- Stronger together: Collaboration in Adversity
- OC Human Relations Commission: Improving Community's Prospects for Harmony
- Community collaboration on hate with law enforcement

Intent:

- Highlight programs/efforts that different law enforcement agencies have that model positive police-community collaboration

Topic:

- Impact of hate in our communities in:
- Schools and College campuses
 - Faith-based communities
 - Other

Tentative Forum Schedule:

- Forum 1 in Oct – Dec 2019 (School focused)
 - Speakers – 5 speakers
 - OC Human Relations Council
 - Law enforcement - SRO
 - OCDE
 - School Administrator
 - Student
 - Moderator: Commissioner Nyamathi
 - Time: TBD
 - Location: OCDE or UCI
- Forum 2 in Apr – Jun 2020 (Faith-based)
 - Speakers
 - OC Human Relations Council
 - Law enforcement
 - Faiths represented
 - Moderator: Rabbi Steinberg?
 - Time: TBD
 - Location: TBD

Min/Max Attendance: TBD

Event Registration: TBD

TENTATIVE FORUM FORMAT

- Registration & Sign-in
- Welcome & Introduction
- Panel Discussion
- Debrief & Closing

AD-HOC COMMITTEE TASK LIST

Committee Member	Task	Status
Fareed Farukhi	Connect OCDE – panelist, host event	
Chief Hamel	Connect SRO panelist	
Norma López	Ali, HRAP Student panelist, school administrator	
Jany Lee	Ask for support from GG Mayor	

Commission Approved Ad-Hoc Committees & Endorsements

AD-HOC COMMITTEES

Committee Name	Date Approved	Members	Status
HR Commission Forums	5/9/19	FFarukhi, JLee, MHamel	Time Limited
Managing Public Forum Speech	7/12/18	RSteinberg & MReynolds	Time Limited
Goodwill Committee	10/12/17	KReynolds, MReynolds, & BDemissie	Ongoing
Awards Judging Committee	10/11/18	MHamel & MSteggell	Completed
Officers Nomination Committee	9/13/18	JLee, MHamel, & MSteggell	Completed
Bylaws Review	7/12/18	RSteinberg & KReynolds	Completed

PROJECTS

Event/Activity	Date Approved	Participants	Status
Commission Living Room Dialogues	4/12/18	R.Steinberg & MHamel	Postponed until 4/2019

ENDORSEMENTS/COLLABORATIONS

Event/Activity	Date Approved	Lead Org	Status
HateFreeOC Campaign	12/8/16	OC Human Relations Council	Ongoing
2018 Silk Road Festival	10/12/17	Muckenthaler Cultural Center	Completed