

A G E N D A

REGULAR MEETING ORANGE COUNTY HUMAN RELATIONS COMMISSION

Thursday, January 11, 2018, 7:00 P.M.



CONFERENCE ROOM A/B, FIRST FLOOR
1300 S. Grand Ave., Bldg. B
Santa Ana, California

RABBI RICK STEINBERG
Chair

DR. CHIARINA PIAZZA
Vice Chair

BEKELE DEMISSIE
Commissioner

KIM TOAN DO
Commissioner

BECKY ESPARZA
Commissioner

MIKE HAMEL
Commissioner

JANY LEE
Commissioner

DR. KERRY REYNOLDS
Commissioner

MICHAEL REYNOLDS
Commissioner

DON SEDGWICK
Commissioner

Executive Director
Norma Lopez

Clerk of the Commission
Robin Stieler

The Orange County Human Relations Commission. This agenda contains a brief general description of each item to be considered. The Commission encourages your participation. If you wish to speak during Open Forum, please complete a Speaker Form and deposit it in the Speaker Form Return box located next to the Clerk. Except as otherwise provided by law, no action shall be taken on any item not appearing in the agenda. Speaker Forms are available in the container located on the far left wall of the Hearing Room. When addressing the Commission, please state your name for the record prior to providing your comments.

****In compliance with the Americans with Disabilities Act, those requiring accommodation for this meeting should notify the Clerk of the Board's Office 72 hours prior to the meeting at (714) 834-2206****

All supporting documentation is available for public review online at:
http://www.occommunityservices.org/oc_human_relations_commission and in the office of the Clerk of the Board of Supervisors located in the Hall of Administration Building, 333 W. Santa Ana Blvd., 10 Civic Center Plaza, Room 465, Santa Ana, California 92701 during regular business hours,
8:00 a.m. - 5:00 p.m., Monday through Friday.

A G E N D A

7:00 P.M.

1. Call the Meeting to Order
2. Monthly Summary of Commission Activities

OPEN FORUM

At this time members of the public may address the Commission on any matter within the jurisdiction of the Commission. The Commission or Chair may limit the length of time each individual may have to address the Commission.

ACTION ITEMS: (Items 3 – 5)

3. Approve 2018 Commission meeting calendar
4. Appoint Commissioners to Awards Judging Committee
5. Review and discuss strawman Commission Strategic Priorities document

HEARING/SPEAKER/PRESENTATION: (Item 6)

6. Hate Crime: Trends and Impacts in the U.S.

INFORMATION ITEMS: (Items 7 - 9)

7. Executive Director's Report:
 - a. New Commissioner orientation documents
 - b. Review quarterly Commission report
 - c. Hate crime network meeting
8. Update from OC Chiefs and Sheriff
9. OCSA Interfaith Council update

COMMISSIONER QUESTIONS

ANNOUNCEMENTS FROM COMMISSIONERS

AGENDA BUILDING

Commissioners to suggest agenda items and/or topics for upcoming meetings.

ADJOURNED

NEXT MEETINGS: TBD



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
Becky Esparza
Bekele Demissie
Don Sedgwick
Jany Lee
Kim Toan Do
Chief Mike Hamel
Dr. Kerry Reynolds
Michael Reynolds

DATE: Thursday, January 11, 2018

LOCATION: 1300 S. Grand Ave. Bldg B., Santa Ana, CA 92701
(Conference Room: A/B)

AGENDA

- | | |
|---|----------------------|
| 1. Call the Meeting to Order | Rabbi Rick Steinberg |
| 2. Monthly Summary of Commission Activities | Jany Lee |

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

ACTION ITEMS

- | | |
|---|---------------------|
| 3. Approve 2018 Commission Meeting calendar | Dr. Chiarina Piazza |
| 4. Appoint Commissioners to Awards Judging Committee | Rabbi Steinberg |
| 5. Review and discuss strawman Commission Strategic Priorities document | Rabbi Steinberg |

HEARING/SPEAKER/PRESENTATION

- | | |
|--|---------------|
| 6. Hate Crime: Trends and Impact in the U.S. | Brette Steele |
|--|---------------|

INFORMATIONAL ITEMS

- | | |
|---|----------------------|
| 7. Executive Director's Report | Norma López |
| a. New Commissioner Orientation Documents | |
| b. Review Quarterly Commission Report | |
| c. Hate Crime Network Meeting | |
| 8. Update from OC Chiefs and Sheriff | Chief Mike Hamel |
| 9. OCSD Interfaith Council Update | Rabbi Rick Steinberg |
| 10. Announcements from Commissioners | All Commissioners |
| 11. Adjourn Commission Meeting | Rabbi Rick Steinberg |

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



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: DECEMBER 2017

Police-Community Relations

- **Police Community Reconciliation Program:** Commission Staff referred a case to OCSD this month.

Intergroup Relations & Relationship Building

- **Community Outreach & Presentations:**
 - Commission staff presented on hate crime education and PRCRP programs at a resident-led event in Laguna Beach.
 - Commission staff attended the Silk Festival planning meeting in Anaheim.
 - Commission Director met with Claire Cesareo, from the South Orange County College Campus District (SOCCCD) to learn more about the One Book, One Campus campaign for Spring 2018 semester.
 - Commission staff attended the annual OC Human Relations Council Wassail Open House event.
- **Hate Free OC Campaign:**
 - Commission staff responded to 1 hate crime report and provided consultation to a local law enforcement agency regarding a hate incident report.
 - Commission staff attended the LA County Hate Crime Network Meeting in Burbank, CA.
 - Commission staff participated in a conference call with CAHRO
 - Commission staff provided support at two different school sites who were dealing with bullying on campus.
 - Commission staff participated in conflict resolution mediation cases at a local high school.
- **Commission Director One-on-Ones:**
 - Commission Director and staff attended the Board of Supervisors Open House event on December 14th.

Capacity Building, Training, & Commission Endorsed activities

- **Sheriff's Academy Training:** Commission staff are revamping and improving the current curriculum for the upcoming 2018 trainings.
- **Implicit Bias Training:** Commission Director facilitated an implicit bias training for a local marketing firm – trained over 45 individuals.

CONTRACT ACTIVITY	DECEMBER	TO-DATE	GOAL	STATUS
A. Monthly HRC meetings	1	6	12	
B. HRC Annual Report	0	0	1	
C. Police-Community Reconciliation cases	1	12	20	
D. Community-Police Meetings	0	2	4	
E. Tustin Chief's Advisory Board & Sherriff's Interfaith Council	0	4	8	
F. Community Outreach & Relationship Building meetings	6	36	40	
G. Police/Diverse Community Dialogues	0	1	2	
H. Hate Crime Report & Network Meeting	0	1	1	MET
I. Support to hate crime victims	1	7	8	
J. Outreach efforts (speeches, presentations, etc.)	0	7	10	
K. Community training on intergroup relations topics (i.e. Sheriff's Academy, Implicit Bias, etc.)	1	5	4	MET
L. Annual Awards program	0	0	1	
M. In-Collaboration with OC Human Relations – Bridges Program	Will be updated in Jan 2018	8333	10,000	
N. In-Collaboration with OC Human Relations – Restorative Justice program	2	4	3	MET
O. Participate in community-based/outreach symposiums	0	1	2	



Orange County Human Relations Commission

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

MEMO

DATE: 1/11/18
TO: All Commissioners
FROM: Norma J. López, Commission Executive Director
RE: 2018 Commission Meeting Calendar

ISSUE

Commission approves a meeting schedule for the upcoming 2018 year

BACKGROUND:

On October 31, 2017, the Board of Supervisors voted to amend the Commission's Bylaws. One of the changes is as follows:

"If the room is available at the time meeting is scheduled, regular meetings shall be held in the Planning Commission Hearing Room at the County Hall of Administration during regular business hours."

The Clerk of the Board and the OC Community Resources department have expressed that the Commission approve 2018 meeting calendar for posting on the Commission webpage to comply with the Bylaw changes approved on 10/31/17.

Any Commissioner concerns about the time and location change will brought up to Board of Supervisors for future consideration.

DISCUSSION:

Community Resources Department has provided the following regarding the availability of the Commission Room in the Hall of Administration. Please note business hours for this building are from 8 AM to 5 PM:

Commission Room Availability as of 11/9/17

1st Monday of each month - All day
 Every other Monday - All day
 2nd Wednesday of each month - Morning
 3rd Wednesday of each month - Morning
 2nd Thursday of each month - Morning
 3rd Thursday of each month - Afternoon
 1st Friday of each month - All day
 Every Friday - Afternoon

RECOMMENDED ACTION:

Commission approves a new Commission day & time for future meetings.



Orange County Human Relations Commission

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

MEMO

DATE: 1/11/18

TO: All Commissioners

FROM: Norma J. López, Commission Executive Director

RE: Commissioner appointments for HRC Awardees Judging Committee

ISSUE

Commission participates in Judging Committee to review and vote on nominees

BACKGROUND:

According to the contract with Orange County Community Resources department, which was approved by the Board of Supervisors late Spring 2017, one of the many program requirements is to:

“1.11 Organize an annual awards program in collaboration with the OC Human Relations Commission to build understanding among diverse communities and celebrate outstanding individuals, model community policing programs, successful school intergroup relations efforts, and exceptional business programs.”

The planning of this event happens in 2 components:

- **COMPONENT 1: Nomination & Judging process for Awardees**
The nomination announcement is sent out in November/December. 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.
- **COMPONENT 2: Event Organizing & Table Sales**
OC Human Relations Council begins to advertise and sell tickets for this amazing event. This is the nonprofits only fundraiser of the year and the proceeds go to the OC Human Relations Council. Commissioners are invited to purchase event tickets. Commission is not involved in selling event tickets for this event.

DISCUSSION:

Per the 17-18 contract with the County of Orange, the Commission is required to organize this event in collaboration with the Contractor (OC Human Relations). Per the Bylaws, the Commission has no authority to accept gifts or donations on behalf of the County. Due to this, the Commission’s involvement will only be in the first component of the Awards event.

The Commission’s participation will be:

1. **Nomination Committee:** Commission Chair can appoint 2 Commissioners to serve in the committee that reviews and scores submitted nominations.
2. **Commission Staff support:** Commission staff support and facilitate the nomination process.

STAFF:

1 Commission staff would be assigned to help design oversee the nomination process.

RECOMMENDED ACTION:

Commission approve the recommended areas of participation in the Awards 47 event planning.

OC Human Relations Commission

How we make OC safe, tolerant and bias free (current methods for living out our mission)

Listening, seeking out

- Commission Meetings
- Outreach
- Hearings
- Community police meetings
- Collecting information
- Hate Crime Network Meeting

Education and Prevention

- Education
- Outreach speeches & presentations
- Community training on intergroup relations topics
- Outreach symposiums

Intervention

- Police Community Reconciliation cases
- Response to Hate Crime scenes
- Support to hate crime victims
- Respond to community conflict

Relationship building

- Chief's Advisor Board & Sherriff's Interfaith Council
- Community Outreach & Relationship Building meetings
- Police/Diverse Community Dialogues

Reporting / Publicizing

- HRC Annual Report
- Annual Hate Crime Report

Recognizing & honoring

- Goodwill Committee

Collaborations

- Bridges program
- Restorative justice program
- Annual Awards Programs
- Many, many more. . .

Our Mission

Seek out the causes of tension and conflict, discrimination and intolerance, based on race, religion, national origin, ethnicity, disability, age, gender, sexual orientation, socio-economic status, or marital status, and attempt to eliminate those causes.

Current situation (as of December 2017)

OPPORTUNITIES

- New commissioners
- New perspectives on commission
- Changes in staff leadership
- Engage more groups
- Build on success
- Build strong relationship with BOS

CHALLENGES

- Divided political climate
- Knowledge and prep of commissioners
- Limited financial resources
- Limited staff time/staff workload
- Limited capacity of commissioners
- Recent increase in intolerance
- Integrate new bylaws changes

OUR VISION FOR THE FUTURE

A safe, tolerant and bias-free Orange County

What is needed for success

- Visibility and community trust
- Positive public regard for the Commission
- Informed, engaged, prepared and collaborative commissioners
- Clear and distinct identity
- A working relationship with the Board of Supervisors
- Appropriate funding
- Quality staff
- Match between work and capacity of staff
- Successful collaborations
- Absence of partisan politics
- Productive meetings

Strategic Priorities (high level tactics for next 6-12 months)

1. Build internal clarity about the Commission

- Build Commissioner's' understanding of Commission's purpose, historical work, empowerment
- Develop clarity around current work, projects, activities of Commission
- Deepen knowledge of the contract between the County and the OC HR Council; understand the RFP process
- Build clarity about how Commissioners are appointed
- Ensure new Commissioners are appropriately prepared for the role
- Build Commissioner understanding of current capacity and workload of staff

2. Strengthen our collaboration with the Board of Supervisors

- Increase understanding of BOS's desires, priorities and concerns
- Regular meetings between Commission leadership and Supervisors and Supervisor staff
- Collaborate with BOS and OCCR on the contracting process

3. Elevate Commission's visibility

- Establish an identity that is distinct from the Council
- Optimize website visibility
- Maximize use of tools such as social media to ensure high visibility
- Develop reporting processes that bring more attention to the work of the Commission

4. Maximize Commission meetings to fulfill mission

- Ensure meetings are planned and productive
- Establish meetings as learning sessions to better understand the causes of intolerance and bias as well as the many good things happening to mitigate intolerance and bias in Orange County
- Ensure meetings present a broad spectrum of views
- Use meetings to explore specific topics and issues



Human Relations
Commission

**YOU'RE INVITED TO THE
ORANGE COUNTY
HATE CRIME NETWORK**



**OC Human
Relations**

Building community by fostering respect,
resolving conflict and pursuing equality

SAVE THE DATE!

Tuesday, January 16, 2018

10:00 am

Join the Orange County Hate Crime Network to:

- ◆ *Establish county wide network to combat hate;*
- ◆ *Foster a safe and inclusive communities;*
- ◆ *Strengthen collaboration;*
- ◆ *Increase reporting of hate crimes and incidents.*

**NOW, MORE THAN EVER,
WE MUST LOOK AT HOW WE WORK TOGETHER
TO FIGHT HATE.**

For more information, contact Don Han at:
don@ochumanrelations.org
(714-480-6576)