

# SUMMARY ACTION MINUTES

## 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

ATTENDANCE: Commissioners Demissie, Esparza, Hamel, K. Reynolds, M. Reynolds, Sedgwick and Steinberg

EXCUSED: Commissioners Do, Lee and Piazza

PRESENT: EXECUTIVE DIRECTOR Norma Lopez  
CLERK OF THE COMMISSION Valerie Sanchez, Chief Deputy and  
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 7:00 P.M. BY CHAIR STEINBERG**
2. Monthly Summary of Commission Activities  
**PRESENTED; REQUESTED STAFF TO PRESENT IMPLICIT BIAS TRAINING GIVEN TO SHERIFF ACADEMY TRAINEES AT FUTURE COMMISSION MEETING**

## SUMMARY ACTION MINUTES

### OPEN FORUM

Brian Kaye – Oral Re.: Rusty Kennedy; OC Sheriff, Public Defender, District Attorney; targeted as mentally ill; targeted by police.

The Cameraman – Oral Re.: Anaheim PD and his interaction with an Anaheim Police Officer.

### ACTION ITEMS: (Items 3 – 5)

3. Approve 2018 Commission meeting calendar  
871234569 10 **APPROVED TO HOLD COMMISSION MEETINGS ON THE 2<sup>ND</sup> THURSDAY OF EACH MONTH AT 11:00 A.M. IN THE COMMISSION ROOM, LOCATED AT THE HALL OF ADMINISTRATION, 333 W. SANTA ANA BLVD., FIRST FLOOR, PENDING AVAILABILITY. IF COMMISSION ROOM IS NOT AVAILABLE MEETINGS WILL BE HELD ON THE 3<sup>RD</sup> THURSDAY OF EACH MONTH AT 3:00 P.M.**  
AX XX
4. Appoint Commissioners to Awards Judging Committee  
381245679 10 **APPROVED AS RECOMMENDED; COMMISSION CHAIR TO APPOINT COMMISSIONERS TO COMMITTEE**  
X XX
5. Review and discuss strawman Commission Strategic Priorities document  
781234569 10 **RECEIVED STRATEGIC PLAN DOCUMENT AS PRESENTED**  
X XX

### HEARING/SPEAKER/PRESENTATION: (Item 6)

6. Hate Crime: Trends and Impacts in the U.S.  
**PRESENTED BY BRETTE STEELE**

### 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  
**DISCUSSED**
8. Update from OC Chiefs and Sheriff  
**NO UPDATE**
9. OCSD Interfaith Council update  
**PRESENTED**

### COMMISSIONER QUESTIONS

None

## **SUMMARY ACTION MINUTES**

### **ANNOUNCEMENTS FROM COMMISSIONERS**

Chair Steinberg announced Shir Ha Ma'alot Temple grand opening on June 1, 2018 at 7:30 p.m.

### **AGENDA BUILDING**

Commissioner Sedgewick suggested inviting Commission award recipients to future Commission meeting

Chair Steinberg suggested inviting Life After Hate organization member to come speak

Commissioner Hamel offered to have the Irvine PD Youth Services Team make a presentation at a future meeting

Executive Director Lopez indicated she would reach out to Susan Price to give a presentation on homelessness

**ADJOURNED:** 8:47 P.M.

# SUMMARY ACTION MINUTES

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

## *Left Margin Notes*

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

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

/s/

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**RABBI RICK STEINBERG**

*Chair*

/s/

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*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  
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 14<sup>th</sup>.

### 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.

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



# 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

#7a.  
received 1-11-18

# New Commissioner Orientation

## DOCUMENT CHECKLIST

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- € Commissioner Job Description - 2 pages
- € Commission Meeting Guidelines – 1 page
- € Brown Act Summary – 1 page
- € Commission Bylaws – 5 pages
- € Supplemental Reading: History of OCHRC by Dennis Downey – 15 pages

# OC Human Relations Commission: An Orientation Page

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

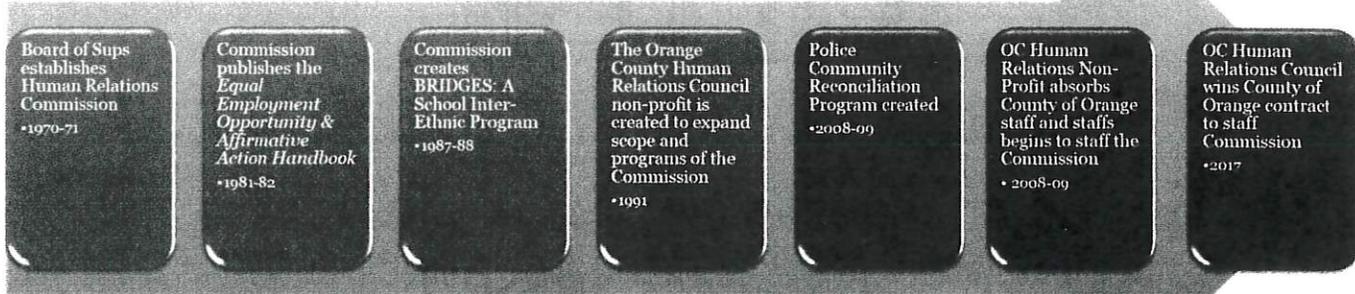
**Appointment Authority:** Six (6) Commissioners are appointed by the OC Board of Supervisors, five (5) appointed by the City Selection Committee staffed by the Clerk of the Board of Supervisors, Orange County.

**Role:** Conducting hearings on civil and human rights issues; taking positions on challenging human relations issues; studying contentious issues relating to discrimination, intolerance and prejudice; mediating conflicts; educating institutions and individuals in Orange County about issues pertaining to change, diversity, fear and bigotry.

**Commissioner's Responsibility:** Prepare for, attend and participate in the monthly meetings of the Commission. Participate in at least one committee.

Orange County Human Relations Commission meetings are held on the 2nd Thursday of each month at 7:00 p.m. in conference room A/B on the Main floor of Building B, 1300 S. Grand Ave, Santa Ana, 92705. Commission meetings are open to the public; guests are invited to speak during the Open Forum.

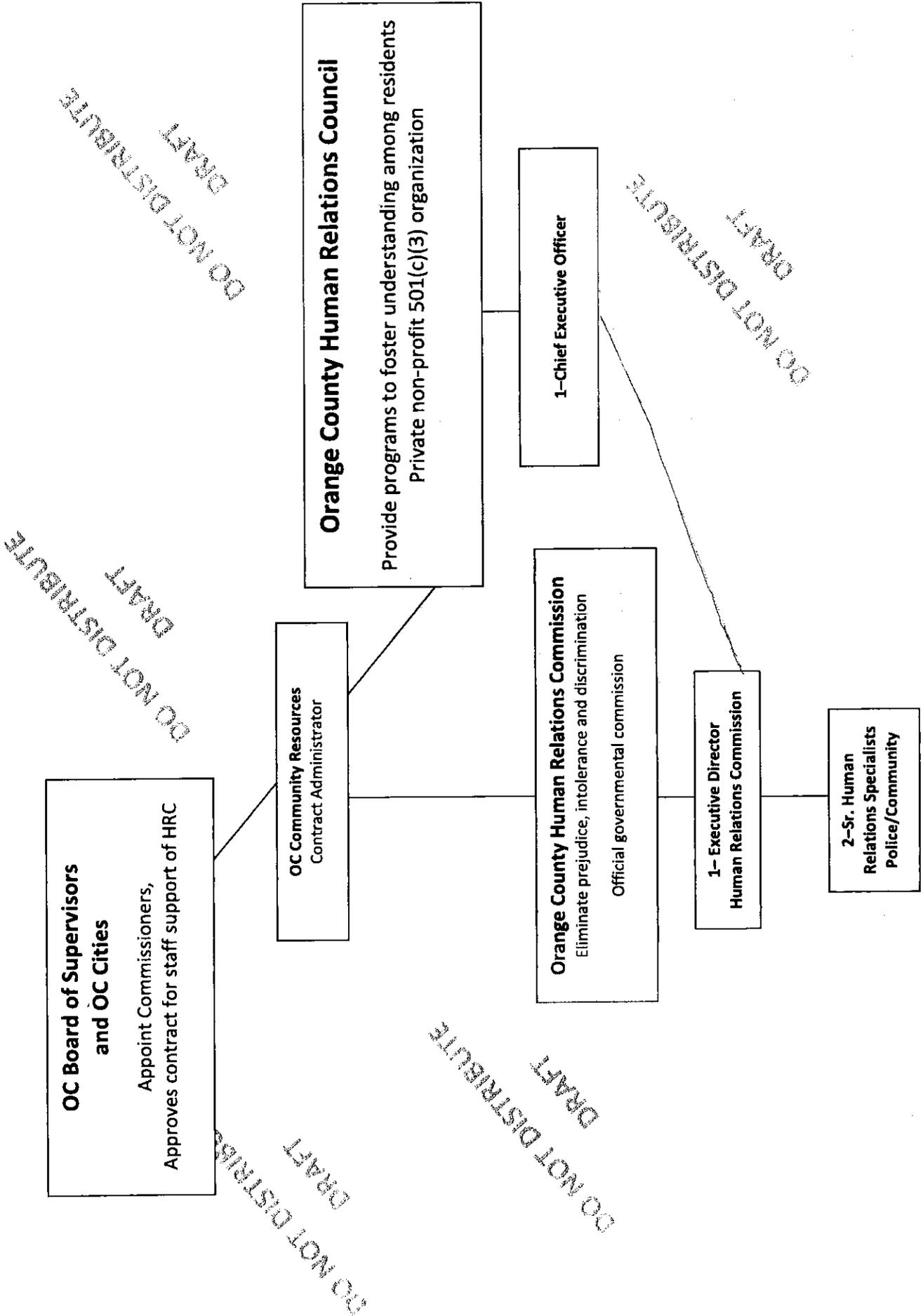
## Commission Lifespan Timeline



### 2017-2018 County of Orange Contract Activities Matrix

- A. Monthly HRC meetings
- B. HRC Annual Report
- C. Police-Community Reconciliation cases
- D. Community-Police Meetings
- E. Tustin Chief's Advisory Board & Sherriff's Interfaith Council
- F. Community Outreach & Relationship Building meetings
- G. Police/Diverse Community Dialogues
- H. Hate Crime Report & Network Meeting
- I. Support to hate crime victims
- J. Outreach efforts (speeches, presentations, etc.)
- K. Community training on intergroup relations topics (i.e. Sheriff's Academy, Implicit Bias, etc.)
- L. Annual Awards program
- M. In-Collaboration with OC Human Relations – Bridges Program
- N. In-Collaboration with OC Human Relations – Restorative Justice program
- O. Participate in community-based/outreach symposiums

# OC Human Relations Commission: Organizational Chart



# Quarterly Report for Orange County Human Relations Commission

Date: 1/11/18

Submitted by: Norma López, Executive Director

## Commission Contract Activity Numbers

<b>CONTRACT ACTIVITY</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Goal</b>	<b>To-Date</b>
<i>Police-Community Reconciliation cases</i>	7	5			20	12
<i>Tustin Chief's Advisory Board &amp; Sherriff's Interfaith Council</i>	2	2			8	4
<i>Police/Diverse Community Dialogues</i>	0	1			2	1
<i>Hate Crime Report &amp; Network Meeting</i>	1	0			1	1
<i>Support to hate crime victims</i>	5	2			8	7
<i>Outreach efforts</i>	4	3			10	7
<i>Community training on intergroup relations topics</i>	3	2			4	5
<i>Participate in community-based/outreach symposiums</i>	0	1			2	1

## Q1 Commission Events/Activities

<b>Date</b>	<b>Activity</b>	<b>Location</b>	<b>Role</b>
7/13/17	Human Relations Commission Meeting	Santa Ana, CA	Lead
7/26/17	OC Sherriff's Interfaith Council Meeting	Orange, CA	Lead
8/9/17	Hate Crime/Incident Presentation at ERDD Meeting	Orange, CA	Presenter
8/10/17	Human Relations Commission Meeting	Santa Ana, CA	Lead
8/19/17	Implicit Bias Workshop for BMT training	Santa Ana, CA	Presenter
8/23/17	OC Solidarity Convening	Irvine, CA	Participant
8/24/17	Keeping Peace in our Communities Event	Santa Ana, CA	Presenter
8/25/17	OCIN Breakfast Event	Tustin, CA	Participant
8/25/17	Community Resiliency Presentation	Huntington Beach, CA	Presenter
9/12/17	Hate Crime Report & Network Launch	Santa Ana, CA	Lead
9/14/17	Human Relations Commission Meeting	Santa Ana, CA	Lead
9/21/17	Hate Crimes: Origins & Meaning – presentation on Commission work	Irvine, CA	Participant
9/26/17	Board of Supervisors Meeting – Bylaws Changes	Santa Ana, CA	Attendee
9/29/17	OC Sherriff's Interfaith Council Meeting	Santa Ana, CA	Lead

## Q2 Commission Events/Activities

<b>Date</b>	<b>Activity</b>	<b>Location</b>	<b>Role</b>
10/3/17	Experiencing a Community Building Circle Workshop	Irvine, CA	Lead
10/12/17	Human Relations Commission Meeting	Santa Ana, CA	Lead
10/25/17	Implicit Bias Training for Teachers	Laguna Beach, CA	Lead
10/31/17	Board of Supervisors Meeting -Bylaws Changes	Santa Ana, CA	Attendee
11/1/17	Human Relations Commission – Special Meeting	Santa Ana, CA	Lead
11/8/17	Police-Youth Dialogue – Currie Middle School	Tustin, CA	Lead

# Quarterly Report for Orange County Human Relations Commission

Date: 1/11/18

Submitted by: Norma Lopez, Executive Director

11/9/17	CAHRO's Social Convening	Los Angeles, CA	Presenter
11/9/17	Human Relations Commission Meeting	Santa Ana, CA	Lead
11/15/17	Implicit Bias Presentations – CSUF	Fullerton, CA	Lead
11/17/17	Walk in My Shoes Conference (attendance)	Fullerton, CA	Attendee
11/30/17	OC Sherriff's Intertfaith Council Meeting	Newport Beach, CA	Lead
12/5/17	Implicit Bias Training for marketing firm	Irvine, CA	Lead
12/17/17	Board of Supervisors Open House Event	Santa Ana, CA	Attendee
12/17/17	Human Relations Commission Meeting	Santa Ana, CA	Lead
12/18/17	Wassall Open House for OC Human Relations Council	Santa Ana, CA	Participant

## Commission Positions

Q1	Commission did not take any positions this quarter.
Q2	Commission did not take any positions this quarter.
Q3	
Q4	

received 1-11-18

#7c.



Human Relations  
Commission

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

**1801 E. EDINGER AVE., SUITE 120  
SANTA ANA, CA 92705**



**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.*

Please RSVP by January 12th to  
[don@ochumanrelations.org](mailto:don@ochumanrelations.org) or 714-480-6576

**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](mailto:don@ochumanrelations.org)  
(714-480-6576)