

# A G E N D A

## REGULAR MEETING ORANGE COUNTY HUMAN RELATIONS COMMISSION

Thursday, February 8, 2018, 11:00 A.M.

COMMISSION ROOM, FIRST FLOOR  
333 W. Santa Ana Blvd.  
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](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.

**11:00 A.M.**

1. Call the Meeting to Order

AGENDA – ORANGE COUNTY HUMAN RELATIONS COMMISSION MEETING, THURSDAY, FEBRUARY 8, 2018

# A G E N D A

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:** (Item 3)

3. Discussion and approval of recommendations for Goodwill Committee

## **HEARING/SPEAKER/PRESENTATION:** (Item 4)

4. Abridged Implicit Bias Presentation

## **INFORMATION ITEMS:** (Items 5 – 7)

5. Executive Director's Report:
  - a. 2018 Commission meeting calendar
  - b. Hate Crime Network meeting update
  - c. Sheriff's Academy update
  - d. Awards nomination update
  - e. Implicit Bias Training update
6. Update from OC Chiefs and Sheriff
7. OCSD Interfaith Council update

## **COMMISSIONER QUESTIONS**

## **ANNOUNCEMENTS FROM COMMISSIONERS**

## **AGENDA BUILDING**

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

## **ADJOURNED**

## **NEXT MEETING:**

March 8, 2018      Regular Meeting, 11:00 A.M.



## 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, February 8, 2018

**LOCATION:** 333 W. Santa Ana Blvd., Santa Ana, 92701 (Commission Room – First Floor)

**NEW TIME:** 11:00 AM – 1:00 PM

### AGENDA

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

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

### ACTION ITEMS

- |  |                    |
|--|--------------------|
| 3. Discussion and approval of recommendations for Goodwill Committee | Dr. Kerry Reynolds |
|--|--------------------|

### HEARING/SPEAKER/PRESENTATION

- |  |               |
|--|---------------|
| 4. Abridged Implicit Bias Presentation | Joyce Sanchez |
|--|---------------|

### INFORMATIONAL ITEMS

- |                                      |                                   |
|--------------------------------------|-----------------------------------|
| 5. Executive Director's Report       | Norma López &<br>Commission Staff |
| a. 2018 Commission Meeting Calendar  |                                   |
| b. Hate Crime Network Meeting Update |                                   |
| c. Sheriff's Academy Update          |                                   |
| d. Awards Nominations Update         |                                   |
| e. Implicit Bias Training Update     |                                   |
| 6. Update from OC Chiefs and Sheriff | Chief Mike Hamel                  |
| 7. OCSD Interfaith Council Update    | Rabbi Rick Steinberg              |
| 8. Announcements from Commissioners  | All Commissioners                 |
| 9. 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: JANUARY 2018

### Police-Community Relations

- **Police Community Reconciliation Program:** Commission Staff conducted an assessment and provided information to a resident in Newport Beach.
- **Chief's Advisory for Tustin PD:** Commission staff participated in Board Meeting with Tustin PD this month.
- **Sheriff's Interfaith Council:** Commission Director led meeting that focused on developing 2018 meeting goals.

### Intergroup Relations & Relationship Building

- **Community Outreach & Presentations:**
  - Commission staff met with LGBT Center of OC staff to discuss possibility of a town hall in March.
  - Commission Director participated as a panelist at the Sheriff's Academy representing the Latino community.
- **Hate Free OC Campaign:**
  - Commission staff reconvened the Hate Crime Network to brainstorm on 2018 projects and focus.
  - Commission staff participated in California Association for Human Relations Organizations (CAHRO) conference call to discuss HateFree OC and Know Hate campaigns.
  - Commission staff met with the Orange County Intelligence Assessment Center (OCIAC) and the Department of Homeland Security (DHS) to review 2016 Hate Crime report.
- **Commission Director One-on-Ones:**
  - Commission Director met with two community members interested in learning about the Commission and application process.

### Capacity Building, Training, & Commission Endorsed activities

- **Sheriff's Academy Training:** Commission staff facilitated the LD 42 – Cultural Diversity training at the Sheriff's Academy and trained 68 recruits.
- **Implicit Bias Training:** Commission staff facilitated 2 trainings for a total of X directors, managers, and supervisors for the City of Mission Viejo.
- **Awards Event:** Commission staff sent out judging packets for Awards nominations and is collecting results.

<b>CONTRACT ACTIVITY</b>	<b>JANUARY</b>	<b>TO-DATE</b>	<b>GOAL</b>	<b>STATUS</b>
A. Monthly HRC meetings	1	7	<b>12</b>	
B. HRC Annual Report	0	0	<b>1</b>	
C. Police-Community Reconciliation cases	0	12	<b>20</b>	
D. Community-Police Meetings	0	2	<b>4</b>	
E. Tustin Chief's Advisory Board & Sherriff's Interfaith Council	2	6	<b>8</b>	
F. Community Outreach & Relationship Building meetings	3	39	<b>40</b>	
G. Police/Diverse Community Dialogues	0	1	<b>2</b>	
H. Hate Crime Report & Network Meeting	1	2	<b>1</b>	<b>MET</b>
I. Support to hate crime victims	0	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.)	3	8	<b>4</b>	<b>MET</b>
L. Annual Awards program	0	0	<b>1</b>	
M. In-Collaboration with OC Human Relations – Bridges Program	333	8666	<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>	

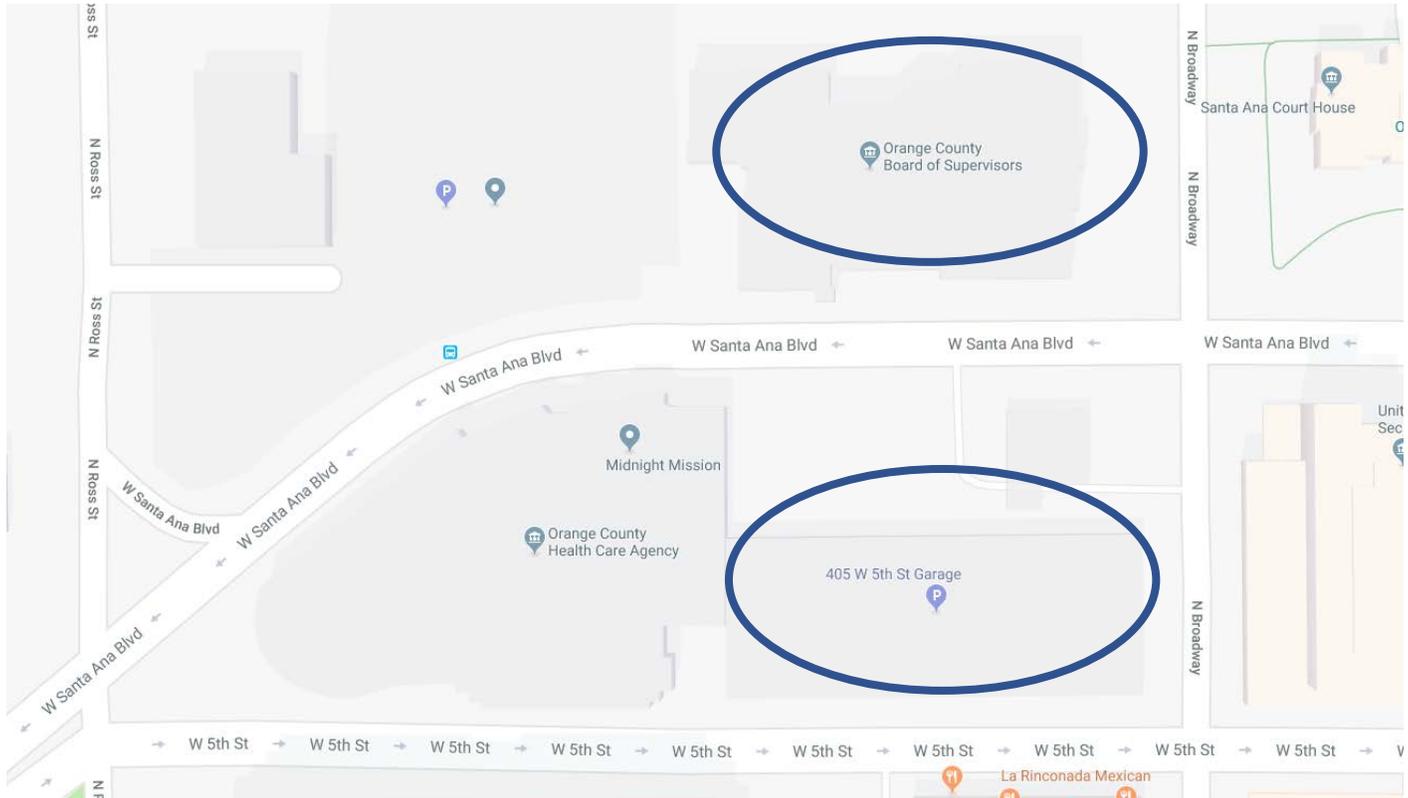
## 2018 OC HUMAN RELATIONS COMMISSION MEETING CALENDAR

**WHERE:** 333 W. Santa Ana Blvd. Santa Ana, CA 92701

(Commission Room on the first floor at the Hall of Administration, 333 W. Santa Ana Blvd., Santa Ana, 92701)

**WHEN:** 2<sup>nd</sup> Thursday of every month from 11 A.M. to 1 P.M.

**PARKING GARAGE:** 405 W. 5<sup>th</sup> St. Santa Ana, CA



**February 8, 2018**

**March 8, 2018**

**April 12, 2018**

**May 10, 2018**

**June 14, 2018**

**July 12, 2018**

**August 9, 2018**

**September 13, 2018**

**October 11, 2018**

**November 8, 2018**

**December 13, 2018**



## Orange County Human Relations Commission 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, January 16, 2018*

**Location:** *OC Human Relations-1801 E. Edinger Ave. Suite 115, Santa Ana, CA 92705*

**Team:** *OCHR Commission*

**Facilitators:** *Commission's Director Norma Lopez, Commission's staff-Don Han, Joyce Sanchez*

**Collaborators/Sponsors:** *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:**

- Hate Crime Network Powerpoint Presentation.
- Laptop and Projector
- Hate Crime Education pamphlets

### **Attendance:**

- Total attendance: *20 participants*
- *Law enforcement, Community Leaders, Grassroot organizers and Nonprofits.*

### **Results:**

- Great turn out from the invited organizations and hate crimes reporting partners.
- Attendees strongly agreed that Orange County Hate Crime Network must be relaunched.
- Orange County Human Relations Commission staff presented the highlights of U.S. Department of Justice report on Hate Crime Victimization, 2004-2015.
- The group conducted a working session to exam the roles and goals of the network for 2018.
- The network's participants agree to take turn in hosting the future meetings.

### **Learning points/Future Development:**

- The partnership and collaboration of all attendees was necessary.
- Diversity is key for the future functioning of this group.
- Educational presentation on hate crime and information sharing are needed.
- Need Commissioner presence at future meetings.

### **Next Steps:**



## Orange County Human Relations Commission WRAP-UP REPORT

- Next meeting is scheduled for the end of April of 2018 at Islamic Institute of Orange County.
- Follow-up thank you email was sent on 1/16/18
- Continue reaching out to invite the AAPI, Latino and African American Communities to attend the next meeting.





## Orange County Human Relations Commission WRAP-UP REPORT

**Title:** Diversity Training LD 42

**Concept:** To bring awareness of how perceptions and stereotypes can affect our day to day interactions

**Dates:** January 18, 2018

**Location:** Sheriff's Academy

**Facilitators:** Joyce Sanchez and Don Hon

**Collaborators/Sponsors:** Sheriff's Academy, PFLAG, CAIR, SIKH member

### Goals:

- Increasing awareness how our daily attitudes and differing perceptions can affect our daily interactions.
- Develop intercultural awareness and increase understanding of different multicultural perspectives
- Build relationship between law enforcement and local organizations

### Resources:

- Multicultural Guide handouts
- Panelists from different communities: Sikh, LGBT, Latino, Asian and Muslim

### Attendance:

- 68 Recruits
- Panelist from PFLAG, CAIR, SIKH, and OC Human Relations Council

### Results:

- Recruits were introduced to the work of OC Human Relations Commission.
- Recruits had the opportunity to review and reflect on the meaning of perception and stereotyping.
- Recruits got to meet and interact with members of communities which they had not interacted before

### Recruits Survey comments:

- I really enjoyed the panel and the one on one interactions with the different groups.
- Very great training. Direct relevance to Law Enforcement. ***I promise to be a community policing officer!***
- The block of instruction was helpful and full of knowledge. I learned a lot, about the Sikh community.
- The panel participants were fantastic.
- This information was extremely beneficial to my personal understanding of these diverse groups. I would not have an opportunity to learn so much in such a short amount of time.
- Learning from different communities and cultures was very beneficial. It helped to reinforce the idea of being a lifelong student and expanding my horizons.
- I wish we had more time to speak with the panelists. Great activities and engagement from the panelists! This should be a mandatory refresher course for law enforcement in their careers!
- Sikh presenter did a great job addressing officer safety.



## Orange County Human Relations Commission WRAP-UP REPORT

Sharing about the SIKH Community:



Sharing about the Transgender community:





## Orange County Human Relations Commission WRAP-UP REPORT

**Title:** Implicit Bias Training

**Concept:** Interactive, engaging training that focuses on key implicit bias concepts, how the influence of bias may affect interactions and decision-making, and explore effective interpersonal approaches to minimize and begin exploring/addressing implicit biases.

**Dates:** Friday, 1/12/18 & Monday, 1/29/18

**Location:** City of Mission Viejo – City Hall

**Team:** Commission Staff in collaboration with OCHR Bridges Team

**Facilitators:** Norma Lopez, Joyce Sanchez and Julie Vue

**Collaborators/Sponsors:** In collaboration with Human Relations Council

### Goals:

1. Define and understand explicit, implicit and confirmation bias
2. Understand and acknowledge these biases is the first step towards addressing them
3. Identify tools to address implicit biases

### Resources:

- Powerpoint Presentation
- Flipchart & Markers
- Training Facilitator Guide
- Handouts: Bias Definitions, Bias in Decision Making, and Creating Safe Spaces Questions

### Attendance:

- 1/12 & 1/29 training date total of attendees: **50 supervisors, managers and directors**

### Results:

- Pre & Post Survey Results – Please see page 3 & 4
- Evaluation Comments:
  - *“I very much appreciate that this training did not espouse any particular agendas! I enjoyed the sharing. I think even more time could be spent on the benefits of EQ. Thank you!”*
  - *“Definitely eye opening for me. It was interesting to stop and think about what my personal biases are. I look forward to applying what I have learned here today in both my professional and personal situations.”*
  - *“Thank you! Great training. Very thought provoking. I enjoyed the mix of discussion, lecture, and group activities. The moderators were terrific - very respectful and thoughtful.”*

### Learning points:

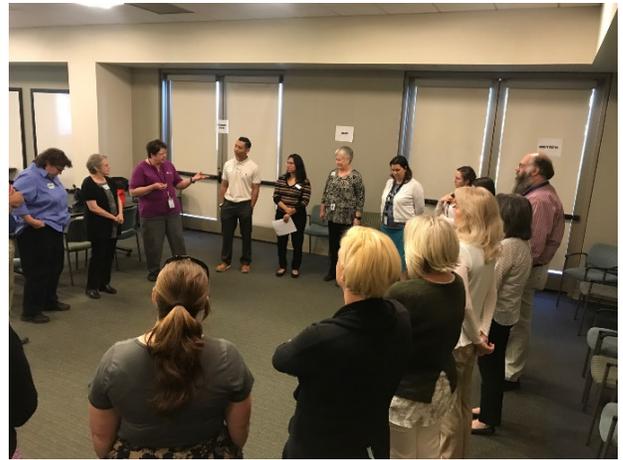
- Addition of Emotional Intelligence as a tool for debiasing has strengthen our latter part of the training and it has been well received.
- Our approach to this subject matter has been well received – it does not focus on ousting anybody for having dissenting viewpoints, which many participants have stated they were nervous about before the training but were pleasantly surprised that it was different from what they expected.

### Future Development:

- Research more practical tools that people can use to begin debiasing journey.



# Orange County Human Relations Commission WRAP-UP REPORT



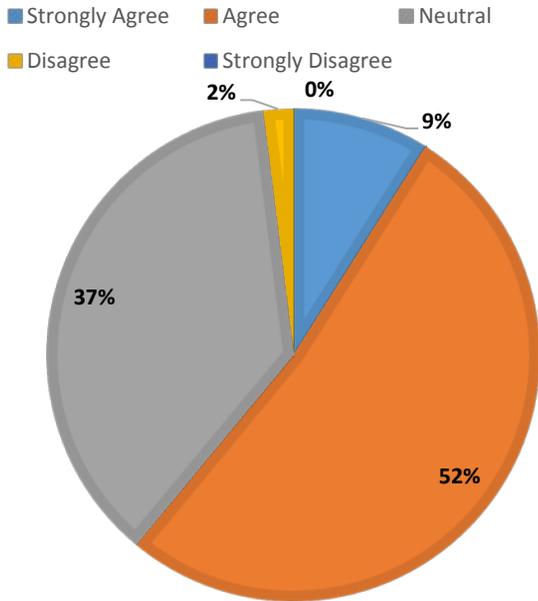


# Orange County Human Relations Commission WRAP-UP REPORT

Total of Respondents: 46

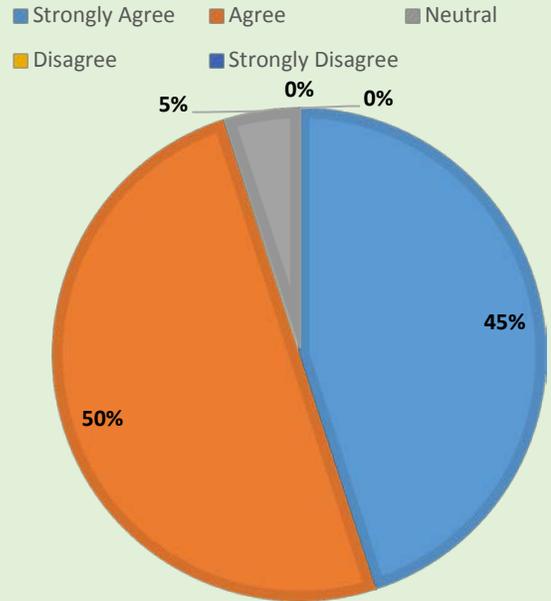
## PRE- SURVEY RESULTS

I HAVE GOOD UNDERSTANDING ABOUT THE DIFFERENT TYPES OF BIASES THAT EXIST.

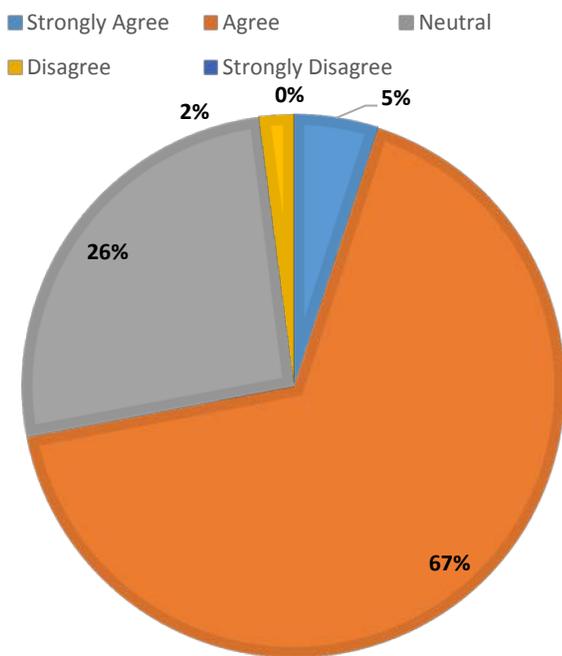


## POST SURVEY RESULTS

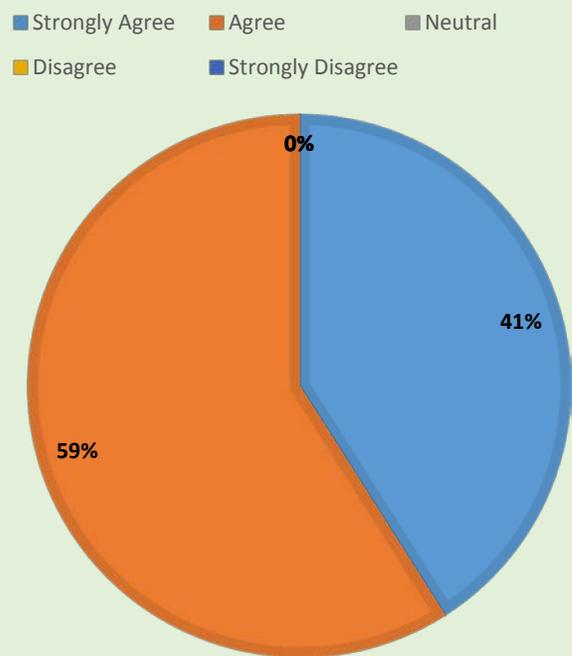
I HAVE GOOD UNDERSTANDING ABOUT THE DIFFERENT TYPES OF BIASES THAT EXIST.



I AM ABLE TO IDENTITY AND ASSESS THE STEREOTYPES I HAVE OF OTHERS.



I AM ABLE TO IDENTITY AND ASSESS THE STEREOTYPES I HAVE OF OTHERS.



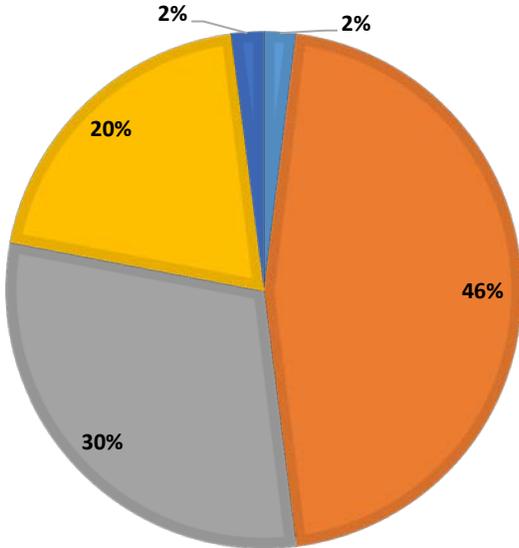


# Orange County Human Relations Commission WRAP-UP REPORT

## PRE- SURVEY RESULTS

I BELIEVE I HAVE BIASES THAT IMPACT THE WAY I INTERACT WITH OTHERS.

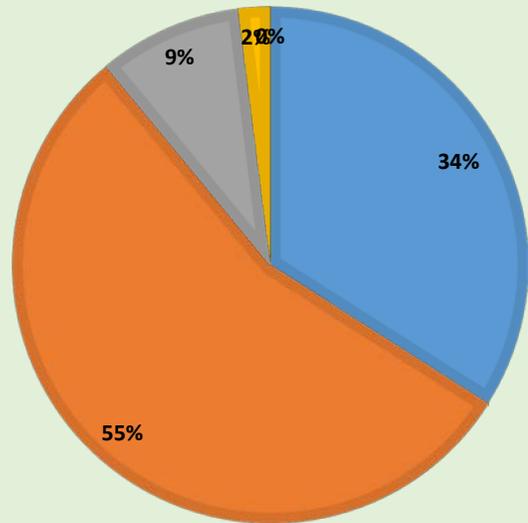
- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree



## POST SURVEY RESULTS

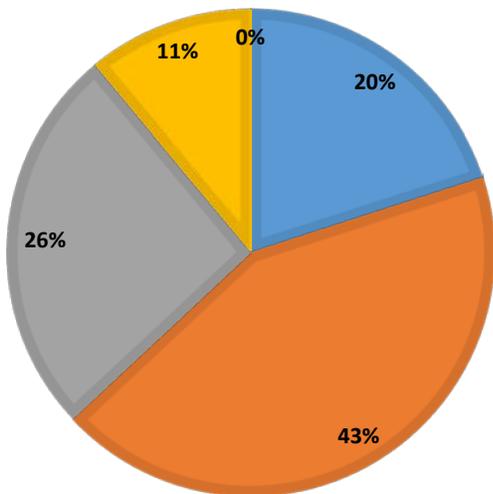
I BELIEVE I HAVE BIASES THAT IMPACT THE WAY I INTERACT WITH OTHERS.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree



I UNDERSTAND THE DYNAMICS OF POWER AND PRIVILEGE AND HOW THEY LEAD TO DIFFERENT FORMS OF OPPRESSION.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree



I UNDERSTAND THE DYNAMICS OF POWER AND PRIVILEGE AND HOW THEY LEAD TO DIFFERENT FORMS OF OPPRESSION.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

