

SUMMARY ACTION MINUTES

REGULAR MEETING ORANGE COUNTY HUMAN RELATIONS COMMISSION

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

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

EXCUSED: Commissioners Hamel, Piazza and Sedgwick

PRESENT: EXECUTIVE DIRECTOR Norma Lopez
CLERK OF THE COMMISSION Jamie Ross, Deputy &
Valerie Sanchez, Chief Deputy

The Orange County Human Relations Commission is an independent advisory body, and our positions do not necessarily reflect the positions of the County of Orange Board of Supervisors.

1. Call the Meeting to Order
MEETING CALLED TO ORDER AT 11:06 A.M. BY CHAIR STEINBERG
2. Monthly Summary of Commission Activities
PRESENTED

OPEN FORUM
No Comments Received

SUMMARY ACTION MINUTES

ACTION ITEMS: (Item 3)

3. Discussion and approval of recommendations for Good Will Committee
712345689 10 **APPROVED CREATION OF GOOD WILL COMMITTEE**

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**COMMISSIONERS DEMISSIE, K. REYNOLDS AND M. REYNOLDS
AGREED TO PARTICIPATE ON GOOD WILL COMMITTEE;
COMMITTEE TO MEET AND BRING THEIR RECOMMENDATIONS
BACK TO COMMISSION**

**CHAIR STEINBERG SUGGESTED COMMITTEE LOOK AT HOW
NOMINEES ARE VOTED ON, CONSIDER COMMISSION STAFF TIME
AND TO FOCUS ON COMMISSION'S MISSION STATEMENT**

HEARING/SPEAKER/PRESENTATION: (Item 4)

4. Abridged Implicit Bias Presentation
PRESENTED

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

**PRESENTED; CHAIR STEINBERG ASKED EXECUTIVE DIRECTOR TO
INFORM ORANGE COUNTY CITY MANAGERS OF IMPLICIT BIAS
TRAINING**

6. Update from OC Chiefs and Sheriff
NO UPDATE

7. OCSD Interfaith Council update
PRESENTED

COMMISSIONER QUESTIONS

None

ANNOUNCEMENTS FROM COMMISSIONERS

Executive Director announced meeting with OCCR Director and staff regarding Commission budget.

AGENDA BUILDING

None

ADJOURNED: 12:24 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 Jany 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/

RABBI RICK STEINBERG

Chair

/s/

*Jamie Ross, Deputy
Clerk of the Commission*



Orange County Human Relations Commission

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

Commissioners

Rabbi Rick Steinberg, Chair
Dr. Chiarina Piazza, Vice-Chair
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 &
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.

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

Draft: GOOD WILL COMMITTEE

1. Motivation for committee development

With the profusion of negative news that OC residents are exposed to on a daily basis-- political vitriol, inexplicable and unpredictable natural disasters, evil human acts, and multiple terrorist events, we often wonder what this is all about. Is there a deeper cultural meaning or spiritual message? Regardless of such speculation, it definitely seems to be a pivotal time to focus on POSITIVE energy, to move out of the dark space of relentless negativity. Various psychological studies support the idea that humans tend to attract the experience and energy that they give most attention to. Although there are valid and abhorrent cases of hate crimes, observable bias and prejudice, and other aberrant human behavior, Orange County is not a hateful community. Our county is home to numerous intelligent, hard-working, compassionate people who are doing good things every day to make our world and local community a healthier, safer, and fairer place for all to live and thrive.

2. The nature and role of the committee

Volunteer or appointed commissioners will serve. They will engage in the discovery process, finding ways to reach out to the community and generate prospective nominations. The committee will develop script and pertinent criteria for prospective nominations. It will then be distributed to the public through various media outlets, schools, hospitals, businesses, and public/government agencies.

3. Possible criteria for judging "good will"

- a. Evidence that this person, group, club, school, medical institution, charity, or business has worked collaboratively and effectively to achieve goals and/or performance criteria.
- b. Evidence that a major obstacle of bias was overcome (racial, gender, religious, age)
- c. Evidence of resolved major conflict toward each other (individuals or groups)
- d. Elimination of hate crimes and incidents in the work place-- through life coaching, counseling sessions, or mediation-- where individuals reveal increased understanding and compassion for one another.
- e. Observed role model for cooperative, effective, and respectful communication and behavior ALREADY in effect.
- f. Unusual acts of courage, compassion, and good deeds.

4. Objective of committee

Change the appearance of the HR Committee by focusing on positive, supportive advocacy. To applaud and celebrate the inherent goodness in thousands of OC residents who are committed to making the county and world a better place for all. To balance the various grievances of the oppressed, shamed, and abused victims with the good deeds of benevolent souls.

rec. 2-8-18 #4

BIASES DEFINITION LIST

Selective Attention (Inattentional Blindness)

A mental process through which we selectively see some things but not others, depending upon our point of focus, or what we happen to be focusing on at a particular time.

- Selective attention is important in maintaining our ability to function in a world in which we are constantly bombarded by stimuli.

Diagnosis Bias

The propensity to label people, ideas, or things based on our initial opinions.

- Studies demonstrate the way our quick decisions about people affect the way we treat these same people.

Pattern Recognition

The tendency to sort and identify information based on prior experience or habit.

Confirmation Bias

A tendency for people to gather information or respond to a circumstance in a way that confirms their already established beliefs or ideas.

- Example: Studies have shown that teachers who believe children are good students treat them differently than those who think they are bad students. Employers do the same thing with their employees.

Priming

The implicit tendency to respond to something based on expectations created by a previous experience or association.

- The priming effect is centrally connected to most of our other mental lenses because our minds are primed to have us see certain things and not others.

Commitment Confirmation (Loss Aversion)

A form of confidence bias or self-motivated reasoning.

- Our mind often reconstructs our memories in ways that permit us to remember the positive aspects of ourselves far more than the negative areas.

Stereotype Threat (Internalized Bias)

The experience of anxiety or concern in a situation where a person has the potential to confirm a negative stereotype about their social group.

- Often referred to as "internalized oppression".

Anchoring Bias (Focalism)

The common tendency to rely too heavily or "anchor" on one trait or piece of information when making decisions.

- The initial "anchor" often determines the remainder of our thinking about the person or subject to be confronted

Group Think

Thoughts and biases that are deeply influenced by the cultures and groups with whom we associate.

- All of us want to fit in. The sense of connection and belonging is vital to our existence, both emotionally and on practical basis as well.

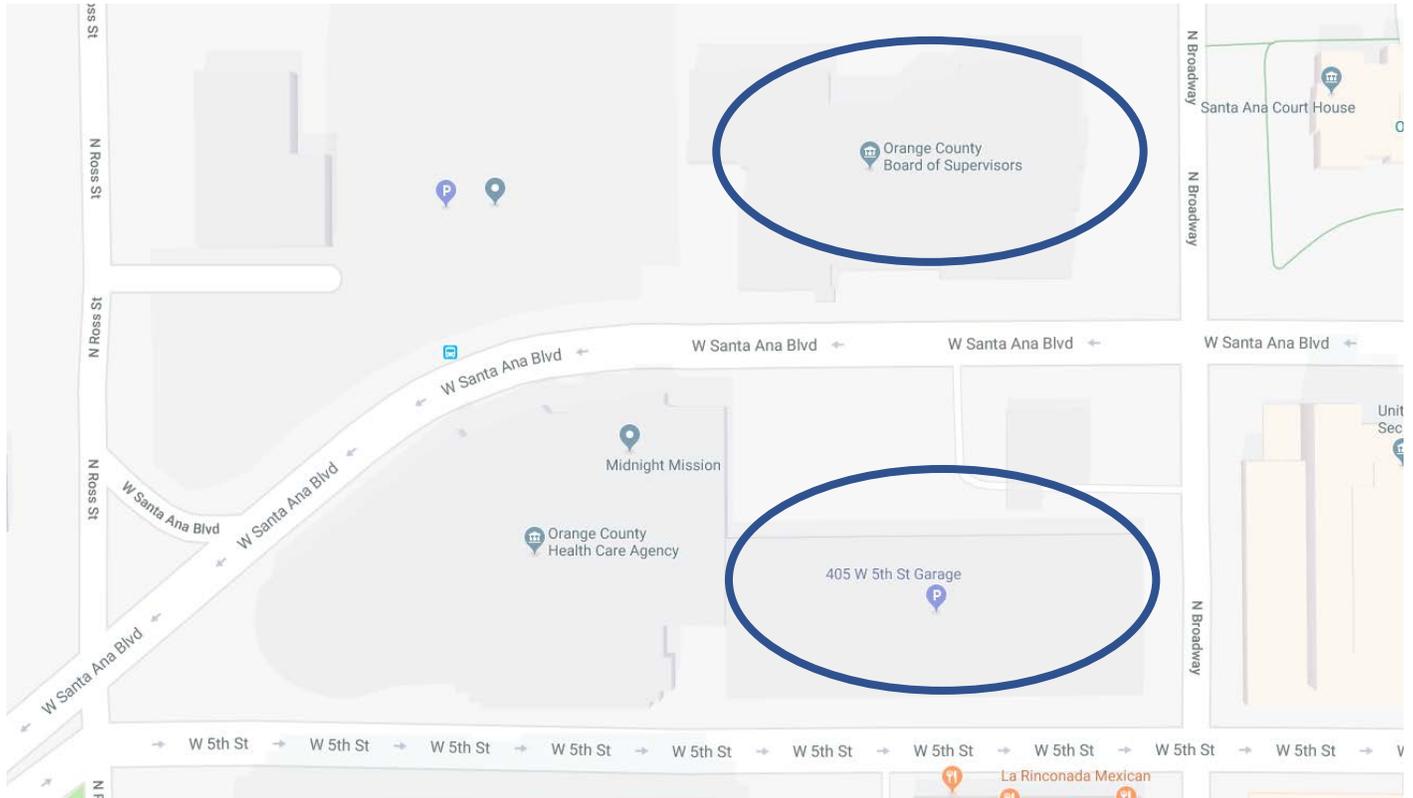
2018 OC HUMAN RELATIONS COMMISSION MEETING CALENDAR

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: 2nd Thursday of every month from 11 A.M. to 1 P.M.

PARKING GARAGE: 405 W. 5th 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

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:

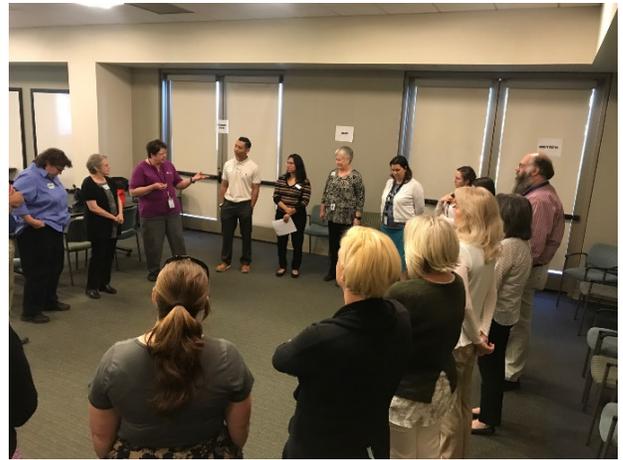
- Addition of Emotional Intelligence as a tool for debiasing has strengthen our latter part of the training and it has been well received.
- Our approach to this subject matter has been well received – it does not focus on ousting anybody for having dissenting viewpoints, which many participants have 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



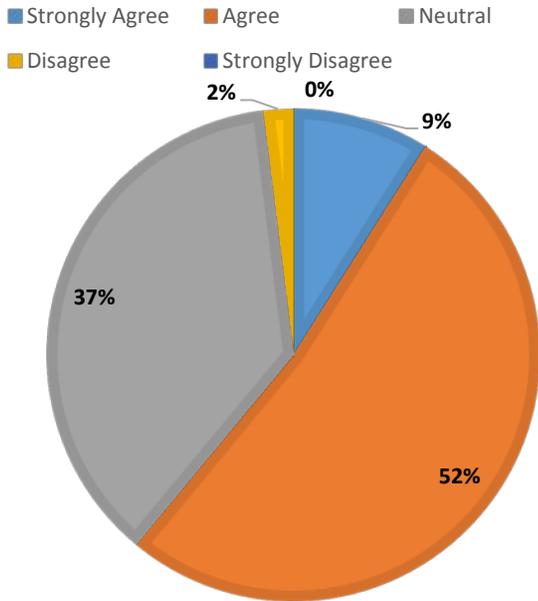


Orange County Human Relations Commission WRAP-UP REPORT

Total of Respondents: 46

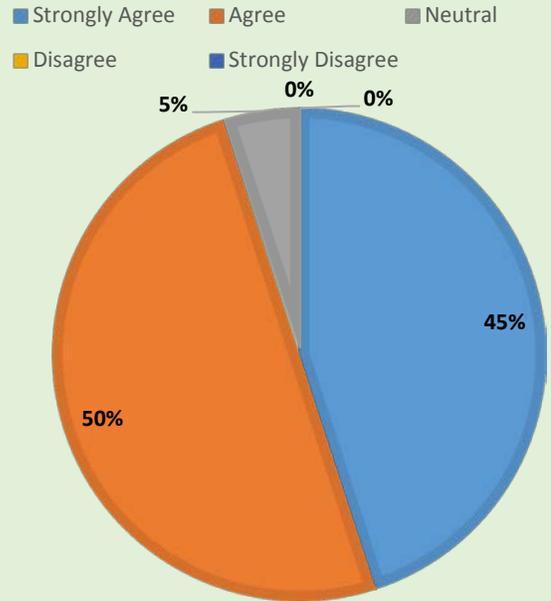
PRE- SURVEY RESULTS

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

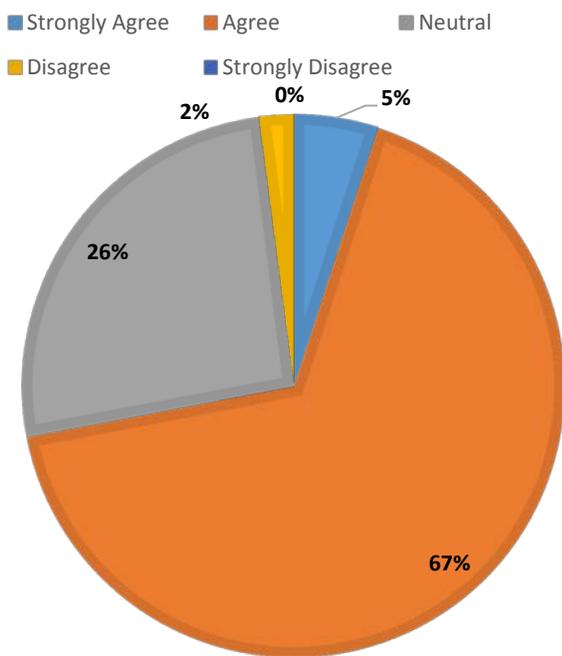


POST SURVEY RESULTS

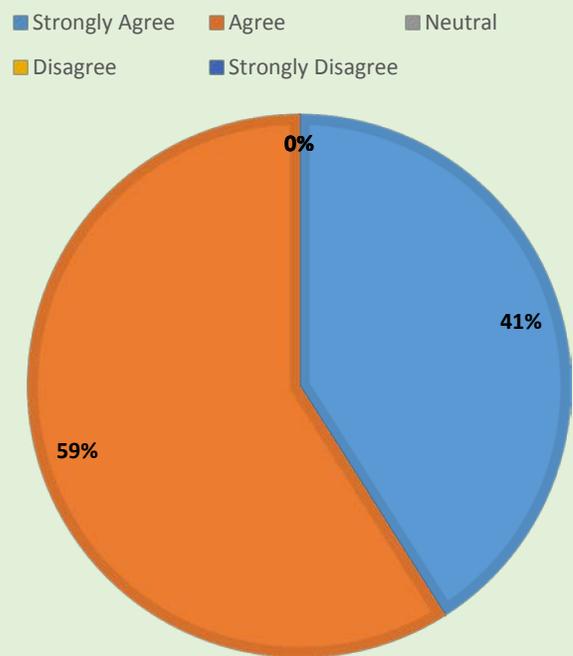
I HAVE GOOD UNDERSTANDING ABOUT THE DIFFERENT TYPES OF BIASES THAT EXIST.



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.



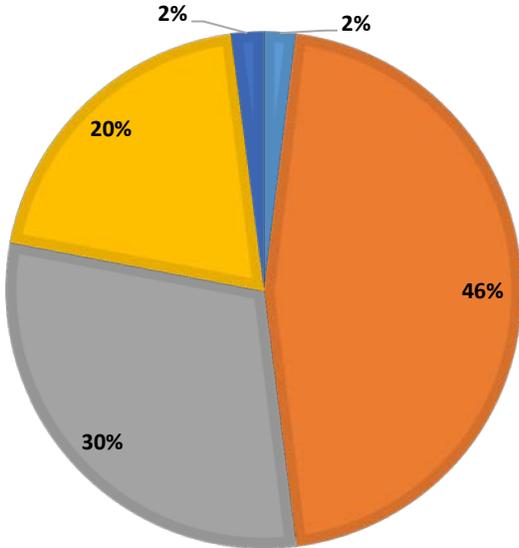


Orange County Human Relations Commission WRAP-UP REPORT

PRE- SURVEY RESULTS

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

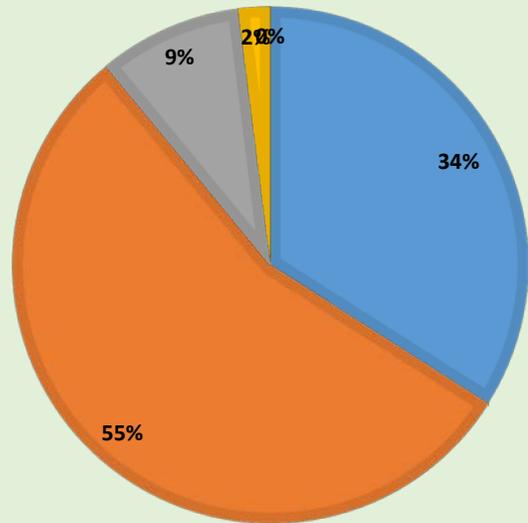
- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree



POST SURVEY RESULTS

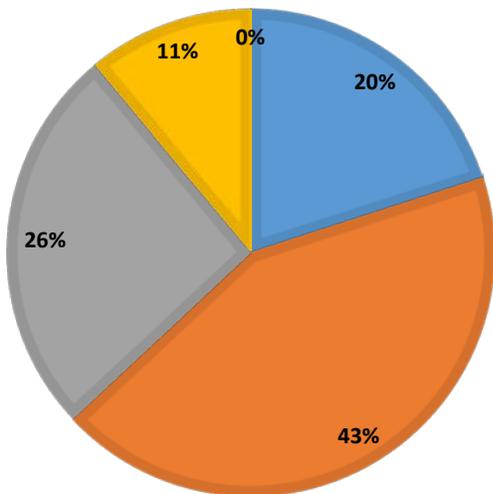
I BELIEVE I HAVE BIASES THAT IMPACT THE WAY I INTERACT WITH OTHERS.

- 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

