

MINUTES
HUMAN RELATIONS COMMISSION
WEDNESDAY, AUGUST 15, 2012

Chair Abrams called the 244nd meeting of the City of San Diego Human Relations Commission (HRC) came to order at 5:45 PM

- **WELCOME**

Roll Call

Commissioners Present: Bruce Abrams, Mary Alcock, Monica Bauer Federman, Mark Dillon, Shonee Henry, Gagandeep Kaur, Mitz Lee, Joyce Singer Abrams, Lorena Slomanson, Joel Trambley, Patricia Washington

Leave of Absence: Tiffany Harrison is on an approved leave of absence.

Absent: Gracia Molina de Pick, George Mitrovich

Staff: Danell Scarborough, Executive Director; Karen Li, Deputy City Attorney; Pam Holmberg, Labor Relations

- **PRESENTATIONS AND DISCUSSION**

Student Safety and Prevention – Becky Phillpott, San Diego Unified School District

Ms. Phillpott provided a presentation to the Commission discussing the San Diego Unified School District's efforts to provide a safe, bullying free school environment and programs they are doing to help keep kids in school. A district wide Bullying, Harassment, and Intimidation Prohibition Policy was adopted in March, 2011. They are doing outreach to educate on bullying and will have an anti-bully week again this school year. Their dropout rate of 5.9% is the lowest among the state's large urban school districts. Expulsions are at their lowest rate in 15 years. The school district has been working with interested community groups on dropout prevention strategies. The district received study grant money to hire five full time mentors that work with 25-30 students each. The mentor follows the student from 9th grade through graduation not matter what school they attend. They are hoping the grant study shows encouraging results and this can become a permanent program. Another program, Project Recovery, checks on all students who don't report for the new school year within the first two weeks of classes. If they don't attend class there is follow up to find out where the student is. The Credit Recovery program helps students make up missed or failed classes on-line. Only five high schools offered summer classes this year so this option helps many students keep up with their class. Positive Behavior Intervention and Support helps reiterate the rules of the school and rewards in a positive manner. They have seen positive results with all of these programs and hope to continue to keep kids interested in school.

Campus Civility Project, Steven Dinkin, President, National Conflict Resolution Center

Mr. Dinkin gave an overview of The Exchange, the National Conflict Resolution Center's course. The goal of the course is to help create an environment of civility and respect and it is aimed towards college students. They have been conducting one-day classes at Cal State San Marcos and UCSD. Their goal is to make the course pervasive in San Diego and then

throughout California and the UC system. They would also like to introduce it to Communities that are in conflict.

A motion was made by Commissioner Alcock for the Commission to send a letter of recommendation to the Mayor and Council and also local assembly members. The motion was seconded by Commissioner Kaur and unanimously approved.

The cost of the training, which is \$5000 for the one-day training was discussed. Mr. Dinkin said they will work with groups to see what can be done to help fund the training.

Commissioner Washington made a motion that Executive Director Scarborough investigate to see if the training is economically feasible for the Commission. The motion was seconded by Commissioner Abrams and passed unanimously.

Employment Non Discrimination Act Documentary, Lisa Kove, executive Director, DOD Fed Globe

Ms. Kove spoke with the Commission about concerns regarding employee rights and non-discriminatory job protection for member of the LBGT community at both the Federal and State level. She would like to interview members of the HRC on camera expressing their views on the importance of non-discriminatory job protection laws. Executive Director Scarborough will coordinate between Ms. Kove and the Commission.

Resolution regarding Proposition 34 – Death Penalty Repeal, Gary Lynn, Community Volunteer

Gary Lynn addressed the Commission regarding Proposition 34, which would eliminate the death penalty in California and replace it with life in prison without possibility of parole. Mr. Lynn was seeking a resolution from the Commission expressing their support for the Proposition plus a letter of support to the Mayor and City Council. There was concern expressed by some of the Commissioners that no speaker presented to the Commission expressing views against Proposition 34. Executive Director Scarborough will inquire into finding someone to express the opposing view at the September meeting. The Commission will consider a resolution at that time.

- ACTION AGENDA

New Business

1. Proposed changes to San Diego Municipal Code Article 6 Division 9: Human Relations Commission
Postponed to the next meeting
2. Proposed protocol for Human Relations Commission media response
The Media sub-committee continues to work on developing this protocol.
3. Proposed protocol for Human Relations Commission presentations
Postponed to the next meeting
4. Proposed plan for response to crisis situations when Executive Director is not available
The Media sub-committee will investigate options on how to respond to events in the event the Executive Director is not available and develop a protocol.

Old Business

1. Update from HRC 2012 Priority Committees

Hate Motivated Behavior – Gagandeep Kaur, Chair
No new report

Education – Commissioner Mitz Lee, Committee Chair
The sub-committee is continuing to meet to work out their goals in partnership with the school districts. They hope to have a student representative to sit on the Commission appointed once school is back in session.

Immigrant Rights – Vice Chair Mark Dillon, Committee Chair
The SDIRC has provided more sessions on the Dream Act and its accompanying issues and risks.

Access Issues – Commissioner Lorena Slomanson, Committee Chair
Commissioner Slomanson is working to connect with UMI to see what assistance the Commission can provide.
The County does seem to be more responsive to the requests of the Commissioners and the needs of the Community and there is the perception of movement in the right direction. Improvements have been made to the County website and minutes from the HHSA meetings are now posted.
Chair Abrams invited the Commissioners to participate the Hunger Advocacy Networks challenge to live for one week on the Calfresh food budget of \$34.31 for a week.

Special Projects – Commissioner Mary Alcock, Committee Chair
The sub-committee is continuing to work on proposed changes to the City's Municipal Code.

Media and Communications – Joel Trambley, Committee Chair
The sub-committee is working on crafting a final Media response kit.

Outreach and Advocacy – Chair Bruce Abrams, Committee Chair
No new report.

2. Review of proposed guidelines for excused absences
Postponed to the next meeting.

- **INFORMATION AGENDA**

Chair's Report

1. "Peace and Tolerance for All"-- Candlelight Vigil for Victim and Families of Oak Creek Sikh Temple sponsored by the Sikh Foundation San Diego
Chair Abrams reported on the vigil and expressed his gratitude to the Sikh Foundation for being so open and sharing. The vigil was well attended by people from within and outside of the community. Commissioner Kaur was appreciative of the support shown by the community throughout San Diego.

Commissioners' Report:

There were no reports.

Executive Director's Report:

1. "Healing Our Community" – Neighborhood Dialog Sunday, August 12, 2012 in City Heights to develop strategies for addressing the devastation of gun and gang Violence.

Executive Director Scarborough attended the Healing Our Community along with some of the Commissioners. They felt it was a great event but wished for greater participation from the property owners and the youth in the community.

The Commissioners were reminded that the awards ceremony will be coming up in November and to please consider nominations.

Approval of Minutes

A motion was made by Commissioner Alcock to approve the July 18 2012 minutes. The motion was seconded by Commissioner Lee. The motion passed unanimously.

The meeting was adjourned at 7:50 p.m.