



CITY OF
PALO ALTO

HUMAN RELATIONS COMMISSION (HRC)

2022-2023 Workplan Overview

Date approved by HRC: 4/28/2022

Staff Liaison: Minka van der Zwaag
Lead Department: Community Services

About the Commission

This workplan covers portions of Fiscal Year 2022 & 2023 (March 1, 2022 - January 30, 2023) for the Human Relations Commission (HRC). There are 5 members on the HRC. Current members include Chair Kaloma Smith, Vice Chair Adriana Eberle, Michelle Kraus, Patti Regehr and Daryl Savage. There are no current vacancies on the Commission. Terms are for 3 years and commence on May 31 of each year. See Palo Alto Municipal Code (PAMC) Sections 2.22. Residency is required. For more information about HRC please visit our webpage, go to <https://www.cityofpaloalto.org/City-Hall/Boards-Commissions/Human-Relations-Commission>

Current Commissioners

Please list the names of the members that were appointed at the time this workplan was created:

- Kaloma Smith (Chair)
- Adriana Eberle (Vice Chair)
- Michelle Kraus
- Patti Regehr
- Daryl Savage

Mission Statement

HRC Mission: To promote the just and fair treatment of all people in Palo Alto, particularly our most vulnerable populations. By promoting awareness of issues and enabling conversations that enhance inclusion, the HRC strives to create a community where civility, respect and responsible actions are the norm.

HRC Jurisdiction: Muni Code 2.22.050

(a) The human relations commission has the discretion to act with respect to any human relations matter when the commission finds that any person or group does not benefit fully from public or private opportunities or resources in the community, or is unfairly or differently treated due to factors of concern to the commission.

(1) Public or private opportunities or resources in the community include, but are not limited to, those associated with ownership and rental of housing, employment, education and governmental services and benefits.

(2) Factors of concern to the commission include, but are not limited to, socioeconomic class or status, physical condition or handicap, married or unmarried state, emotional condition, intellectual ability, age, sex, sexual preference, gender identity, race, cultural characteristics, ethnic background, ancestry, citizenship, and religious, conscientious or philosophical belief.

(b) The commission shall conduct such studies and undertake such responsibilities as the council may direct.

Goal #1 - Inclusion & Belonging - Community Conversations - Created, managed and completed 100 Conversations on Race Initiative. This project involved extensive time by the Chair and former Vice Chair. A community committee was convened to give input to the framing of the initiative. A toolkit was created to help "conversation hosts" lead the conversations and a series of training sessions were offered. Thirty three conversation circles were held involving over 212 individuals. The HRC's findings were presented to both the Policy and Services Committee and the Council.

Goal #2 - Inclusion & Belonging - Hate Crimes Policies/Hate Based incidents - The Commission continues to be very concerned with the number of hate crimes/hate based incidences that have been reported in Palo Alto and spent the year both becoming more knowledgeable about local/regional hate crime trends and communicating their concern to the Council. Sent letter to Council regarding the current pattern of incidents of hate in Palo Alto. Sent a request to Mayor DuBois that he consider becoming a signatory on the "Mayors United Against Antisemitism" statement by the American Jewish Committee and the U.S. Conference of Mayors. Became more knowledgeable on hate crimes in Palo Alto through a presentation by the Palo Alto Police Department. Became more knowledgeable on County wide hate crime through a presentation by Santa Clara County Chief Assistant District Attorney Jay Boyarsky. HRC Representatives attended FBI hate crimes briefing hosted by Rep. Anna Eshoo.

Prior Year Accomplishments **Goal #3 - Housing & Homelessness** - This is an area that the Commission continues to be concerned about and looks for avenues for collaboration, involvement and advocacy. Hosted Panel presentation on issues related to housing insecurity in Palo Alto by Project Sentinel, LifeMoves, Palo Alto Renters Association, and a local renter. Presentation was very helpful in illuminating the struggles of low income individuals, those struggling to pay their rent, and the many challenges faced by local renters in finding and keeping affordable housing in the community. Reviewed and prioritized the HRC's recommendations for Council on a series of proposed City-wide renter protections presented by Clare Campbell, Manager of Long-Range Planning and Lauren Bigelow, Partnership for the Bay's Future Fellow at City of Palo Alto. Commissioners reviewed the nine renter protections presented over two commission meetings. Their recommendations, along with that of the Planning and Transportation Committee, were included in the final recommendation that went to Council. Discussed outreach and options for an event regarding affordable housing on faith-based properties by Commissioners Regehr and Kraus.

Goal #4 - Public Health - Not Started

Goal #5 - Core Responsibilities - Reviewed and made funding recommendation to Council for 16 two-year and 9 one-year Human Services Resource Allocation Process (HSRAP) grants totaling 750,000 to fund critical needs in the community for FY2022-23. Reviewed and made funding recommendations to Finance Committee for 11 grants totaling \$738,000 as part of the Community Development Block Grant (CDBG) Funding program for Fiscal Year 2022. A subcommittee of HRC commissioners and city staff served as the review committee for the Emerging Needs Fund. In 2021, a total of 9 grants totaling \$50,000 was approved.



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Human Relations Commission

FY2022-2023 Workplan

Staff Liaison: Minka van der Zwaag

Lead Department: Community Services

PURPOSE STATEMENT:

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(b) The commission shall conduct such studies and undertake such responsibilities as the council may direct.

GOAL #1 - PUBLIC SAFETY

GOAL #1 - PROJECT #1

Public Safety - Provide input and direction to the City Manager in regards to the hiring of a new police chief.

BENEFICIAL IMPACTS	TIMELINE	RESOURCES NEEDED	MEASURE OF SUCCESS	STATE MANDATED / LOCAL LAW / COUNCIL-APPROVED
Provide both the Commission and the Community the opportunity to give input to the City Manager on the qualities and characteristics of the new police chief in addition to making the City Manager aware of issues important to the community.	March 12, 2022	Staff assistance in conducting outreach to the community regarding the input session.	Number of individuals who attended. Feedback heard from a diverse constituency.	N/A
HIGH PRIORITY		LOWER PRIORITY		COUNCIL-DIRECTED POLICY UPDATE
HIGH PRIORITY				N/A

GOAL #1 - PROJECT #2

Public Safety - Hate Crimes - Explore and implement avenues to decrease hate crimes/hate based incidences in the community. Organize and promote a public education program with input from the FBI and/or other organizations on what constitutes a hate crime and how best to combat it. Increase public awareness and marketing on how to report a hate crime and hate incident.

BENEFICIAL IMPACTS	TIMELINE	RESOURCES NEEDED	MEASURE OF SUCCESS	STATE MANDATED / LOCAL LAW / COUNCIL-APPROVED
All individuals who live, work or worship the community have the right to do so without fear of verbal or physical abuse or attack.	Spring - Fall, 2022.	Adhoc HRC Subcommittee and staff time	Measures may include: How many people attend educational programming, specific actions taken by members of the public to combat hate crimes, increased reporting of hate crimes.	N/A
HIGH PRIORITY		LOWER PRIORITY		COUNCIL-DIRECTED POLICY UPDATE
HIGH PRIORITY				Council Referral May, 2022

GOAL #1 - PROJECT #3

Public Safety - Community Inputs & Results from Goa1 #1, Project #'s 1-2 will determine additional projects and goals in in this area.

BENEFICIAL IMPACTS	TIMELINE	RESOURCES NEEDED	MEASURE OF SUCCESS	STATE MANDATED / LOCAL LAW / COUNCIL-APPROVED
TBD	TBD	Adhoc HRC Subcommittee	TBD	N/A
HIGH PRIORITY		LOWER PRIORITY		COUNCIL-DIRECTED POLICY UPDATE
		LOWER PRIORITY		N/A

GOAL #2 - BELONGING**GOAL # 2 - PROJECT #1:**

Belonging - Explore ways in which the Commission can continue to positively affect the sense of inclusion and belonging in the community. Projects may include:

- Council Referral on Recognizing Key Dates to Advance Race & Equity
- Council Referral to research the lived experience of Asian American and Pacific Islanders and suggest related workplan items as desired;
- Consider organizing "Learning Series" focused on Belonging
- Explore providing a HRC led forum with other City commissions to explore how best to consider issues of equity into the practical work that each commission focuses on
- Attend DEI training for City Commissioners when offered

BENEFICIAL IMPACTS	TIMELINE	RESOURCES NEEDED	MEASURE OF SUCCESS	STATE MANDATED / LOCAL LAW / COUNCIL-APPROVED
All individuals who live, work or worship the community have the right to feel included and valued as members of the community.	Fall - Winter 2022	Adhoc HRC subcommittee and staff time	# of participants, # of AAPI community organizations involved, # of organizations involved in "Learning Series", # of member of the public attending learning series.	N/A
HIGH PRIORITY		LOWER PRIORITY		COUNCIL-DIRECTED POLICY UPDATE
HIGH PRIORITY				Key dates to advance Race & Equity - Council Referral March 2022 AAPI study - Council Referral May, 2022

GOAL #3 - PUBLIC HEALTH

GOAL #3 - PROJECT #1: Public Health - Consider avenues for helping the community move from pandemic to endemic response that maximizes respect and inclusion.

BENEFICIAL IMPACTS	TIMELINE	RESOURCES NEEDED	MEASURE OF SUCCESS	STATE MANDATED / LOCAL LAW / COUNCIL-APPROVED
All individuals who live, work, and worship in Palo Alto have the right to do so without fear and with the tools they need to thrive.	Fall- Winter 2022	Adhoc HRC Subcommittee	Partnerships built with mental health, public health, and business associations to gather feedback on how the community is thriving (or not) during this new stage of the pandemic.	N/A
HIGH PRIORITY		LOWER PRIORITY		COUNCIL-DIRECTED POLICY UPDATE
HIGH PRIORITY				N/A

GOAL #3 - PROJECT #2: Public Health - Housing/Homelessness - Renter Protections

BENEFICIAL IMPACTS	TIMELINE	RESOURCES NEEDED	MEASURE OF SUCCESS	STATE MANDATED / LOCAL LAW / COUNCIL-APPROVED
Provide feedback to City Council on effectiveness of current rental protection ordinances.	Spring- Fall 2022	Adhoc HRC Subcommittee & Staff time	Presentation to the HRC and to City Council. Council implementation of HRC suggestions	Yes, may have suggested changes to local municipal codes.
HIGH PRIORITY		LOWER PRIORITY		COUNCIL-DIRECTED POLICY UPDATE
HIGH PRIORITY				Council Referral - November, 2021

GOAL # 3 - PROJECT #3: Public Health - Housing/Homelessness - Advocate for low income/marginally housed and unhoused residents of Palo Alto.

BENEFICIAL IMPACTS	TIMELINE	RESOURCES NEEDED	MEASURE OF SUCCESS	STATE MANDATED / LOCAL LAW / COUNCIL-APPROVED
To ensure the unhoused population of Palo Alto are treated with dignity and provided with basic needs.	Ongoing	Ad hoc subcommittee	TBD	N/A
HIGH PRIORITY		LOWER PRIORITY		COUNCIL-DIRECTED POLICY UPDATE
		LOWER PRIORITY		N/A

GOAL # 4 - PROJECT #1: Core Responsibilities - Funding Programs - Human Services Resource Allocation Process (HSRAP), Community Development Block Grant Program (CDBG) and Emerging Needs Fund. Continue to review and give input to funding decisions. Priority during this workplan cycle include assisting staff with the review of the HSRAP application and review process in anticipation of the next funding cycle in FY24.				
BENEFICIAL IMPACTS	TIMELINE	RESOURCES NEEDED	MEASURE OF SUCCESS	STATE MANDATED / LOCAL LAW / COUNCIL-APPROVED
Ensuring that the HSRAP solicitation, review and awards process is responsive to the needs in the community, applicant and City.	Spring - Fall 2022	Adhoc HRC Subcommittee & staff time	HSRAP process (application and review) process is considered easier to understand by applicants after changes are made. Council passes any related recommendations made by the HRC in regards to human services needs in the community.	N/A
HIGH PRIORITY		LOWER PRIORITY		COUNCIL-DIRECTED POLICY UPDATE
HIGH PRIORITY				N/A
GOAL #5 - PROJECT #1 Climate Change - Explore ways in which climate change may disproportionately affect specific populations in the community				
BENEFICIAL IMPACTS	TIMELINE	RESOURCES NEEDED	MEASURE OF SUCCESS	STATE MANDATED / LOCAL LAW / COUNCIL-APPROVED
Climate change is a priority for the State of California and the City of Palo Alto. Climate awareness and changes in habits help everyone thrive and special attention should be paid to vulnerable populations.	Fall - Winter 2022	Adhoc subcommittee	TBD	N/A
HIGH PRIORITY		LOWER PRIORITY		COUNCIL-DIRECTED POLICY UPDATE
		LOWER PRIORITY		N/A
GOAL #6 - PROJECT #1: Emerging Needs - The HRC will identify emerging issues in the community, prioritize those that need further attention and bring any major initiatives, including those that involve significant staff time to the Council for approval. The Commission will also be responsive to future referrals by the Council.				
BENEFICIAL IMPACTS	TIMELINE	RESOURCES NEEDED	MEASURE OF SUCCESS	STATE MANDATED / LOCAL LAW / COUNCIL-APPROVED
The HRC has the discretion to act with respect to any human relations matter when the commission finds that any person or group does not benefit fully from public or private opportunities or resources in the community, or is unfairly or differently treated due to factors of concern to the commission.	Ongoing	TBD	TBD	
HIGH PRIORITY		LOWER PRIORITY		COUNCIL-DIRECTED POLICY UPDATE
		LOWER PRIORITY		