



**CITY OF REDLANDS  
HUMAN RELATIONS COMMISSION**

**Redlands City Council  
35 Cajon Street, Suite 2, Redlands CA 92374  
January 9, 2021 9:00 am**

**MEETING MINUTES**

**PRESENT:**

Gretchen Andrews, Chairperson  
Kenneth Ford, Vice Chairperson  
Shaheen Zakaria, Commissioner  
Ana McNaughton, Commissioner  
Stephanie Miranda, Commissioner  
DC Lozano, Commissioner  
Janelle Guerrero, Commissioner  
Jay Patel, Commissioner  
Isabella Martinez-Spencer, Student Commissioner  
Councilmember Eddie Tejeda, City Council Member

**ABSENT:**

**I. Call to Order, Roll Call**

A Quorum was established. The meeting opened at 0907.

**II. Public Comment**

No public comment

**III. Approval of Minutes of Month meeting**

On motion of Chair Gretchen Andrews, the Human Relations Commission approved the minutes of the regular meeting from November 9th, 2020. The minutes will be made available online.

Votes: 8-0 Approved

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting please contact Michael Pool of Municipal Utilities and Engineering Department at (909) 798-7518. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting. (28 CFR 35.102-35.104 ADA Title II) NOTE: Any writings or documents distributed to a majority of the Human Relations Commission regarding an open session agenda item less than 72 hours before this meeting are available for public inspection at the Redlands Police Department, 300 Cajon Street, Redlands, CA.



Absention: 1

#### **IV. Status Reports**

- A. City Council - Commissioner Miranda reviewed the City Council meeting from 12/01/20 with nothing to report for the Human Relations Commission. Commissioner Ford reviewed the City Council Meeting from 12/15/20 and noted the proposal and discussion about choosing the city Mayor. No action was taken.
- B. Common Vision Coalition - nothing to report
- C. RCRC - nothing to report
- D. RHS Key Club/UNICEF and Service Club,
- E. RAIC- Commissioner Zakaria reported on the annual “Bagel Bash” event saying it will likely continue but with changes to accommodate covid-19 concerns. She spoke about Redlands De-Polarization group for HRC participation and will share email.
- F. Chamber of Commerce - Commissioner Patel reported that the Chamber of Commerce is working with local business to assist in Covid-19 relief grants.
- G. Family Services - Commissioner Andrews noted that the Family Services continues to provide food relief to the community and is working to vaccinate volunteers as soon as possible.

#### **V. Old Business**

- A. Compassions Games at Redlands High School - Commissioner Zakaria reports that there is no new action to take at this time. Commissioner Guerrero recommends communication with Carl Baker to ensure city statements go through him to encourage small business participation.
- B. CERT Training - Commissioner Ford reported on the event from November 13, 2021. No new action is taken at this time. He will share webinar info re: upcoming Emergency Response panel.
- C. “Healing Racism in Redlands Public School” - Commissioners discuss a recent racist tik tok video reportedly made by a student from Redlands East Valley High School. Commissioner Zakaria says the video went viral in December 2020 and that the school has opened a discussion about the video and an investigation. Commissioners further discuss the issue within the conversation of planning for 2021.

#### **VI. New Business**

- A. **2021 Planning Survey** - Members took 5 mins at 9:45 to complete the survey reviewing 2020. Open discussion following its completion:

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1. Concerns of too much time between meetings without follow up or structure. Commissioners discussed using the time in between meetings more productively. Commissioner Lozano suggests we use the time in between meetings to build relationships in the community. Commissioner Ford suggested that we meet monthly but this is an ongoing discussion because of staff availability. Commissioner McNaughton suggested the minutes should be ready within a week of the meeting.
2. The need for relationship building in the community was prioritized. Using social media was discussed and it was suggested we look into posting events/updates on City Hall facebook page. Commissioners McNaughton and Ford volunteer to speak with the city for more information.
3. Commissioners agree the survey can be a useful tool to track how the commission is performing within the community and as a group next year.

**B. Election of Leadership Roles** - Motion by Commissioner Miranda and seconded by Commissioner McNaughton the election will be moved to the last item on the agenda. Commissioners voted Unanimously.

**C. Discussion of Department of Justice Guideline for Human Relations Commission**

1. Commissioners reviewed the document [USDOJ:CRS: Guidelines for Effective Human Relations Commissions](#). An open discussion followed:
  - a) Commissioner McNaughton Ana: spoke to the first paragraph: “Learning” and informing ourselves of what action is needed. Suggests we should push ourselves to understand and assess needs in our community.
  - b) Commissioner Andrews read the Redlands Human Relations Commission mission statement. Multiple commissioners pointed out that it is broad. Commissioners agree a more specific mission would be helpful. The word “equity” should be included. Stephanie, Janelle, DC & Ana volunteer to work towards revisions for Mission and Purpose in bylaws.
  - c) *Point #2: Secure specific responsibilities and powers.* Commissioners discuss the need to better understand our responsibility to the City as a commission. This led into a discussion about being able to communicate to the public and create a structure. The Commission agrees that we need to



adopt tools such as social media and to ask the City Council or City Manager. Multiple commissioners pointed to our ability to make recommendations to the City Council. Councilmember Tejeda suggests the use of subcommittees to help identify needs and make specific recommendations to the City Council. Multiple Commissioners agree subcommittees are a route to explore.

- d) Point #3: Secure an adequate budget.
  - (1) Councilmember Tejeda asks the City Manager to confirm our budget. Last minutes state \$827.
  - (2) Commissioners discussed ways we might use the budget.

#### **D. Discussion and Vote on 2021 Focus**

1. Based on survey results from earlier in the meeting the top three focus issues include (1.) Addressing Racism as a Public Health Crisis, (2) Houslessness in Redlands, (3) Education and Student engagement. Commissioners also noted the usefulness of a Human Relations Report to set the stage for more developmental changes and goals. After a brief discussion commissioners voted on a topic for 2021.

Commissioner Guerrero motions to make Addressing Racism is Public Health Crisis/ Racial Equity in Redlands as our primary focus, second by Commissioner Lozano. The Commission approves unanimously.

2. A discussion of how to execute the focus leads to a discussion of creating subcommittees to address specific issues within Racial Equity/Racism as a Public Health Crisis.

Commissioner Guerrero makes a motion to create a subcommittee, second by commissioner Miranda. The Commission approves unanimously.

3. A discussion of the structure subcommittees followed. Commissioners discussed how each subcommittee will operate, including 1. Outreach and relationship building with relevant community groups and 2. answering a set of proposed questions to assess needs in our community. Each subcommittee will report back with recommendations and possible initiatives during the March 2021 regular meeting. The subcommittees include:
  - a) Finance subcommittee - Shaheen and Ken



- b) Housing - Janelle, Ana and Stephanie
- c) Employment - Janelle and Stephanie
- d) Education - Isabella, Janelle and Shaheen
- e) Criminal Justice - DC and Shaheen
- f) Hate Crimes - Stephanie, DC, Shaheen and Janelle

Questions to answer by each subcommittee include:

*How is racial inequity in (housing, employment, education, or criminal justice) manifested in Redlands?*

*What population in our community is most affected by inequality in (housing, employment, education, or criminal justice)?*

*What community groups work to address racial inequity in (housing, employment, education, or criminal justice)?*

*What action can the Human Relations Commission take to address racial inequity in (housing, employment, education, or criminal justice)?*

Commissioner Ford motions to approve creating the subcommittees of finance, housing, employment, criminal justice and hate crimes, seconded by Commissioner McNaughton. The Commission approves unanimously.

4. As discussion of ideas for subcommittee initiatives included support of racial equity HUB and addressing items within the City of Redlands [Resolution Affirming that Racism is a Public Health Crisis](#). Councilman Tejeda suggests connecting with Joe Richardson who leads a Racial and Economic Justice practice at McCuan, Wright and Arevalo. Commissions discuss holding a special meeting in February to help make subcommittee reports for March. Commissioner Andrews offers to reach out.

Councilman McNaughton motions to have a special meeting in February if Mr. Richardson is available, seconded by Kenneth & Janelle. Voted unanimously in favor.

**VII. Choosing Initiatives and Organizational planning - Motioned by Commissioner Miranda and secondly by Commissioner Ford, agenda sections E-F will be considered by subcommittees and discussed at the next meeting.**



VIII. **HRC Leadership roles** - Called on to vote at 12:15pm. The following Commissioners were election into roles:

1. Chairperson: Stephanie Miranda
2. Vice Chair: DC Lozano
3. Secretary: Janelle Guerrero
4. Treasurer: Kenneth Ford

**IX. Adjourn**

The Commission by formal motion approved adjourning the meeting at 13:22