

COMMISSION SUBCOMMITTEE REPORT

DATE: April 24, 2025

TO: Human Relations Commission

FROM: Subcommittee on Inquiry into Discriminations against Arabs, Palestinians, Muslims and their supporters/allies within the Davis community in 2023 and 2024 (Baker, Kaplan, Tamimi)

SUBJECT: Review the MAPA (Muslims, Arabs, Palestinians and their Allies) Report and consider recommendations

Recommendation

Receive the subcommittee report titled Report on MAPA Climate & Experiences in Davis and consider forwarding the following recommendations to the City Council.

1. Acknowledgement of anti-MAPA discrimination in Davis:

While the City of Davis has worked to recognize Arab American Heritage month on April 1, 2025, many feel an acknowledgement of the anti-MAPA discrimination in Davis since 2023 is needed.

2. Commitment to free speech, including speech advocating for justice for Palestine and the Palestinian people.

In recognizing anti-MAPA discrimination, many feel a commitment to demonstrate solidarity and care for the MAPA communities going forward requires a commitment to explaining that political non-hate speech is protected, including speech on justice for Palestine and the Palestinian people.

3. The City Manager or appropriate city staff will reach out to set up meeting(s) to review the report and discuss appropriate next steps with DJUSD and UCD administrators.

Report on planned next steps within 6 months and implementation progress provided to HRC within 1 year.

4. City commitment to Anti-Palestinian Racism and Anti-Muslim Bias Training for staff and council.

As part of creating a comprehensive anti-bias and anti-racism training set, we recommend the inclusion of anti-Palestinian racism and anti-Muslim bias training in the city's professional development requirements.

5. A request from the City for the DJUSD Superintendent to acknowledge and release a statement on MAPA discrimination in Davis.

While the school district has taken steps to remedying a lack of focus on MAPA communities, an acknowledgement of the lack of communication to show solidarity and care for the MAPA communities would be helpful.

6. A request from the city for the UCD Administration to acknowledge and release a statement on MAPA discrimination in Davis.

Given the deep concerns regarding the treatment and handling of complaints by UCD MAPA communities, which were brought up by faculty, staff and administrators, many believe a statement of solidarity with MAPA communities and a public commitment to protect them on campus is needed

Background

At the October 24 meeting of the Human Relations Commission, the commission created a subcommittee made up of Baker, Kaplan and Tamimi to inquire into Discriminations against Arabs, Palestinians, Muslims and their supporters/allies within the Davis community in 2023 and 2024.

At the April 2 meeting of the Human Relations Commission, the subcommittee presented an update report to include their findings to the Commission. At the Commission's request, this item is being brought back for additional review and consideration of the recommendations of the subcommittee.

ATTACHMENTS

- MAPA Report