



City of Davis
Human Relations Commission Meeting Minutes
Senior Center Activity Room, 646 A Street Davis, CA 95616
Wednesday, December 10, 2025
6:30 P.M.

Commission Members: Felix Alvarez, Kevin Baker (Co-Chair), Ellie Kaplan, Hilda Khairallah, Amir Kol, Deema Tamimi

Commission Members Absent: Leonie Pickett (Co-Chair)

Commission Ex-Officio Members: Kate Snow (Davis Joint Unified School District Administration Member) (arrived at 8:03p.m.), Mikael Villalobos (UC Davis Administrative Member)

Staff: Community Relations Program Manager Carrie Dyer

1. Call to Order & Roll Call. Co-Chair Baker called the meeting to order at 6:33p.m.
2. Approval of Agenda. F. Alvarez moved, seconded by D. Tamimi, to approve the agenda. Motion passed by the following vote:
AYES: Alvarez, Kaplan, Khairallah, Kol, Tamimi, Baker
NOES: None
ABSENT: Pickett
3. Brief Announcements from Staff, Commissioners, and Council Liaisons

K. Baker: Thanked City for Winter Wonderland event, revision to previous annual event focusing on winter season. Previous Commission subcommittee on City Holiday Observances last year suggested recommendations for changes.

D. Tamimi: Stop AAPI Hate released survey results today titled *Unsafe, Unwelcome, and Uncertain: What International Students are Telling Us*. Shared survey results and quotes.
4. Public Comment
 - Alan Hirsch: Suggest Commission ask City Council to change public comment policy for special meetings.
 - LeAnn Herigstad: Support NorCal Resist organization.
 - Alan Miller: City Council has placed MAPA item on consent calendar for a future meeting.
 - Ning Wan: Public safety concerns regarding sanctuary city status.

5. Consent Calendar

A. Minutes from the Human Relations Commission Meeting of November 5, 2025.

E. Kaplan revision to minutes: Subcommittee Designation to Research Effectiveness of Human Relations Commissions on Civil Rights—members should be K. Baker and H. Khairallah.

D. Tamimi moved, seconded by E. Kaplan, to approve the November 5, 2025 minutes as amended. Motion passed by the following vote:

AYES: Alvarez, Kaplan, Khairallah, Kol, Tamimi, Baker

NOES: None

ABSENT: Pickett

6. Regular Items

A. Sanctuary City Subcommittee on Lived Experiences Update (F. Alvarez, H. Khairallah, D. Tamimi)

D. Tamimi, F. Alvarez, and H. Khairallah: Subcommittee distributed survey to organizations that support immigrant communities; asked what services, education and advocacy work is being provided, how the City of Davis could collaborate/amplify efforts or enact policy, and what solidarity action/protections are needed. Received responses from 17 organizations. Summarized feedback/responses, including perceived needs, themes, potential partnerships, challenges, and opportunities for City action. Positive outcome; highly engaged network of organizations that want to work together and do more. All were interested in future collaboration efforts.

Next steps: continue outreach to organizations and impacted individuals. Anticipate recommendations for commission discussion at next meeting.

Public comment:

- Alan Hirsch, Scott Steward, Ann Block, and unnamed individual: Support NorCal Resist organization, shared personal experiences.
- Alan Miller: Questioned competing narratives by commissioners of NorCal Resist activities; clarity is needed.

F. Alvarez moved, seconded by E. Kaplan, for subcommittee to invite survey respondents to a forum discussion at next Commission meeting on issues/recommendations/proposals regarding the subcommittee's work.

A. Kol: Request defining parameters/expectations of presenters' presentations.

K. Baker clarification: Presenters would speak to concerns and policy recommendations as provided in the survey results.

Motion passed by the following vote:

AYES: Alvarez, Kaplan, Khairallah, Kol, Tamimi, Baker

NOES: None
ABSENT: Pickett

E. Kaplan: Met with UC Davis Undocumented Student Resource Center Interim Director Daniela D. Telles. Discussed housing (specifically renting) challenges for students, especially individuals without a social security number (SSI) (individual taxpayer identification numbers (ITINs) are not accepted by all apartment complexes/landlords). Center interested in information on which companies accept ITIN vs. SSI and educational campaign to encourage acceptance of ITINs. Suggest subcommittee send survey to Center for feedback.

B. Sanctuary City Subcommittee on Institutional Allies Update (K. Baker, E. Kaplan, L. Pickett)

K. Baker and E. Kaplan: Subcommittee researched policy statements and ordinances from other local CA governments and met with Police Chief Todd Henry regarding City police department practices. Looking to present draft ordinance proposal at next Commission meeting. SB98 now requires schools (school districts, colleges (including CSUs and UCs)) to alert students/staff about immigration enforcement on campuses; would like the City to implement something similar for activity in City limits.

Commissioners suggested the subcommittee look at cities that have immigration enforcement notifications and how cities work with/support organizations that already provide notifications and other support resources to community members.

Public comment:

- Ann Block: Offered assistance to subcommittee for resource contacts.

C. Committee and Liaison Updates

i. Hate Free Together (D. Tamimi, H. Khairallah (Alternate))

D. Tamimi: Continuing to process outcomes of Summit and strategic plan.

ii. Dr. Martin Luther King Jr. Celebration Planning Committee (F. Alvarez, E. Kaplan, L. Pickett, S. Vau (ex-officio))

F. Alvarez and E. Kaplan: Awaiting confirmations for potential participants. Will be meeting with C. Dyer to finalize event logistics.

iii. Thong Hy Huynh Awards Planning Committee (K. Baker, A. Kol, D. Tamimi, J. Garcia (ex-officio))

K. Baker: Looking to meet prior to January meeting to prepare to review process.

iv. Subcommittee Designation to Research Effectiveness of Human Relations Commissions on Civil Rights (K. Baker, H. Khairallah)

K. Baker and H. Khairallah: Subcommittee researching discrimination complaint investigation process by looking at ordinances, policies, practices of other CA local governments; many have ordinances similar to the City's current Civil Rights Ordinance. Spoke with staff with the Community Conflict Resolution Unit of the CA State Civil Rights Department for information on what other Human Relations Commissions are doing regarding the process. Researching conflict resolution practices and other activities the Commission can do to connect community.

Public comment:

- Alan Hirsch: Webpage Review—suggest commission correspondence be posted to website.
- Alan Miller: Research Effectiveness of Human Relations Commissions on Civil Rights—suggest subcommittee research cities that have worked to balance humanity between Jews and Arabs, Palestinians, Muslims and their supporters/allies.

7. Future Agenda Items/Long Range Calendar

C. Dyer: January meeting tentatively includes: reviewing Thong Hy Huynh Awards submission process, forum/recommendations from Sanctuary City Subcommittee on Lived Experiences, and draft ordinance proposal from Sanctuary City Subcommittee on Institutional Allies.

Public comment:

- Alan Hirsch: Request Commission ask City to have general public comment on special meetings.
- Alan Miller: Request Commission agendaize discussion banning “evil hate glances” at meetings.

8. Adjournment. Meeting adjourned at 8:15 p.m.