



**City of Davis
Human Relations Commission
Minutes
Thursday, January 23, 2025**

1. Call to Order & Roll Call

Chair Baker called the meeting to order at 6:32 p.m.

*Commissioners present: Felix Alvarez, Kevin Baker (Chair), Connor Gorman (Vice Chair), Ellie Kaplan (Alternate), Amir Kol, Leonie Pickett, Deema Tamimi
Ex-Officios present: Megan Macklin (for Mikael Villalobos), Kate Snow
Commissioners absent: Edgar Wong-Chen
Council Liaisons present: None
Others present: City of Davis staff –Carrie Dyer*

2. Approval of Agenda

Pickett moved with second by Kaplan approval of the agenda as presented. The motion passed as follows:

AYES: Alvarez, Baker, Gorman, Kaplan, Kol, Pickett, Tamimi

NOES: None

ABSTAIN: None

ABSENT: Wong-Chen

3. Brief Announcements from Staff, Commissioners and Liaisons

- Baker – Thank you to MLK planning committee*
- Baker – HRC co-sponsoring film screening on February 19th at the Vets Theatre to acknowledge Day of Remembrance*
- Baker – PAC hosting free outreach event on February 12 “Who You Gonna Call”*
- Dyer - Community Conflict Resolution Unit (CCRU) within the California Civil Rights Department (CRD) works with communities and local and state public bodies to constructively manage or resolve conflict and minimize or eliminate the potential for hate-motivated violence impacting communities. All CCRU services are free.*
- Kaplan – Training on Understanding Anti-Palestinian Racism is taking place on Sunday, January 26*
- Kol – Olive project received a small grant to do a full day of community harvesting and follow up event.*

4. Public Comment

- Alan Hirsch – Acknowledge what is going on now. Would like Davis to live together in a community that struggles in a safe way. Drive out the fear. Talk in a safe way. Celebrate amazing things we have done. Don’t need to succumb to negativity.*

- Sawyer Va – Student at DaVinci and interested in being an ex-officio member of the HRC. Bring awareness to the problematic and concerning recent executive action taken to only recognize people's gender by their reproductive cells. Article 3, subsection F.

5. Consent Calendar

Kol moved with second by Kaplan approval of the November 21 minutes with amendments to Pickett's absences. The motion passed as follows:

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

NOES: None

ABSTAIN: Pickett

ABSENT: Wong-Chen

6. Regular Items (7:00)

A. Public Forum on Recent Hate Incidents in the Davis Community

The Human Relations Commission provided an opportunity to discuss and receive public input on recent hate incidents in the Davis community.

Public Comment

- *Alan Hirsch –Calling someone a racist when it's not true, is a hate incident. Put on radar locally to not drive fear and hate in our community.*

B. Annual Thong Hy Huynh Awards

The Commission finalized the information and schedule for the 2025 Thong Hy Huynh awards.

Public Comment:

- *None*

Commissioner Comments:

- *Would like commission to receive a list of all nominations as well as a list of recommendations after subcommittee review*
- *Change pronouns on nomination form to themselves*
- *Add notation that City Council can't be nominated for the award*

Tamimi moves with second by Alvarez to move forward with timeline and suggested changes. Motion passes as follows:

AYES: Alvarez, Baker, Gorman, Kaplan, Kol, Pickett, Tamimi

NOES: None

ABSTAIN: None

ABSENT: Wong-Chen

Kol, Alvarez, Kaplan and Wong-Chen all interested in serving on the subcommittee. The commission will determine the subcommittee at the February meeting.

C. Committee Updates

Committees provided updates as needed

*a. Campus Council on Community and Diversity (Wong-Chen) – no update
Public Comment - None*

*b. City Holiday Observances (Gorman, Kol, Pickett, Snow)
Public Comment – None*

Commissioner Comments-

- o Enjoyed event, very family friendly, fun, enjoyed by community. Don't try to make it something it's not.*
- o Saw survey that will be going out via City staff and found it to be thorough.*
- o Committee thinking of different celebrations that the City could recognize.*
- o Committee will meet again to determine future work.*

c. Civil Rights Ordinance Process (Alvarez, Baker, Kaplan)

Public Comment –

- Sawyer Va– As a high school student, important to educate the public, especially students on what our rights are. Make sure people know what their protections are at their state and local levels. Would like to see outreach to students to make sure they know what their rights are. Grateful to see the great work that the commission is doing.*
- Scott Steward – Suggests that it adds the date the state ordinance was recognized.*

Commissioner Comments –

- o Intention is that proposal will equalize the City ordinance with State protections.*
- o Concern about taking the specific list of protected classes out to generalize it under state or federal law.*

Tamimi moves with second by Kol to move the proposed ordinance changes to the City Council. Motion passed as follows:

AYES: Alvarez, Baker, Gorman, Kaplan, Kol, Pickett, Tamimi

NOES: None

ABSTAIN: None

ABSENT: Wong-Chen

d. Dr. Martin Luther King Jr. Celebration (Alvarez, Pickett, Kol)

Public Comment – None

Commissioner Comments:

- *SAYS speakers were excellent and suggest bringing them back next year.*
- *Lots of positive comments*
- *Suggest putting in land acknowledgement at beginning of program*
- *Suggest putting in automated options to add to inclusivity*

e. Cesar Chavez Celebration (Gorman, Tamimi, Wong-Chen) –

Update:

- *Have met a couple of times and coming up with program ideas*

Public Comments:

- *Alan Hirsch – Consider Si Se Puede as theme*

f. Research Ways to Report Hate Incidents (Alvarez, Baker, Gorman)

Update:

- *Have met twice and looked into existing resources that people may not know about.*
- *More informal reporting mechanisms – what exists already*
- *Discussion around challenges around reporting*
- *What happens with reports and stories?*
- *Privacy and confidentiality issues*
- *List different resources on HRC webpage*
- *Initial thought to compile resources and make it clear which kind of reporting does different things.*
- *Let people know about existence of HRC*

Commissioner Comments

- *Connect with DJUSD with how students can report*
- *Supports adding resources to website*
- *HFT lists DJUSD as a resource*
- *Consider what is the purpose of reporting*

Public Comment:

- *Alan Hirsch – Concerned about what this will fix and how will it make things better. Collecting data on people in a public file is a concern. How does someone defend themselves?*

Pickett moves with second by Tamimi to extend the meeting to go through item 6E. Motion passed as follows:

AYES: Alvarez, Baker, Gorman, Kaplan, Kol, Pickett, Tamimi

NOES: None

ABSTAIN: None

ABSENT: Wong-Chen

- g. *Inquiry into Discriminations against Arabs, Palestinians, Muslims and their supporters/allies within the Davis community in 2023 and 2024 (Baker, Kaplan, Tamimi)*

Update:

- *Arab American Heritage month is in April and the committee will discuss ways to recognize.*

Public Comment:

- *Scott Steward – Does committee want to figure out what the “bar” is in terms of reporting on incidents. Would like to report and have a dialog about incidents that have been said to him.*
- *Alan Hirsch – the accusation that people are terrorists is very serious.*

- h. *Investigate and document incidents of Antisemitism and discrimination within the City of Davis and propose strategies to combat it (Kol, Pickett, Wong-Chen)*

Update:

- *Committee has met three times.*
- *Want to focus on strategies to combat it.*
- *Looking at May is Jewish American Heritage month with an event put on by members of the community with HRC report.*

Public Comment:

- *Jacob – Supports promoting a Jewish American Heritage Month*
- *Alan Hirsch – Definition of Antisemitism is very controversial.*

D. Sanctuary City

The Commission discussed Davis as a Sanctuary City and created a subcommittee to determine what might be done locally to support people with concerns surrounding immigration status.

Commissioner Comments –

- *Look at what already is in the Davis Sanctuary City language and determine if there is language that should be added*
- *Wouldn't limit subcommittee work to just language around the Sanctuary City status*
- *Instigating some conversation with other Davis entities that are sanctuary entities, so that there is a larger group of people to brainstorm.*
- *Are there specific and concrete ways that the City can support being a Sanctuary City?*
- *Could City help facilitate discussion with local entities to have a plan if ICE shows up and what are the specific laws. There is organization in the community around how to be responsive and suggest that subcommittee would be in communication with other local work.*

- *Research ways other Sanctuary Cities are planning to respond.*

Public Comment – None

Pickett moves with second by Tamimi to create a subcommittee to review the Sanctuary City ordinance and policies and actions to support or address concerns around immigration status. Motion passed as follows:

AYES: Alvarez, Baker, Gorman, Kaplan, Kol, Pickett, Tamimi

NOES: None

ABSTAIN: None

ABSENT: Wong-Chen

Pickett moves with second by Tamimi to have Pickett, Alvarez, Gorman and Snow on the subcommittee. Motion passed as follows:

AYES: Alvarez, Baker, Gorman, Kaplan, Kol, Pickett, Tamimi

NOES: None

ABSTAIN: None

ABSENT: Wong-Chen

E. 2025 Election of Chair and Vice Chair

The Commission elected a chair and vice chair for 2025.

Pickett moves with second by Kaplan for Baker to continue as chair. Motion passed as follows:

AYES: Alvarez, Baker, Gorman, Kaplan, Kol, Pickett, Tamimi

NOES: None

ABSTAIN: None

ABSENT: Wong-Chen

Baker moves with second by Kaplan to have Pickett serve as vice chair.

Motion passed as follow:

AYES: Alvarez, Baker, Gorman, Kaplan, Kol, Pickett, Tamimi

NOES: None

ABSTAIN: None

ABSENT: Wong-Chen

Public Comment: None

B. Future Agenda Items/Long Range Calendar

- *Bill HR 9495 – February*
- *CCRU presentation – February or March*
- *Thong Hy Huynh Award Subcommittee - February*
- *Highlighting and Reviewing Federal Policy Changes, DEI and how it effects existence of commission – February*
- *Huynh Award Nomination Review – March or April*
- *Review workplan and calendar items for the upcoming year*

- *Webpage Review - February*
- *Free Speech*
- *Multi-culturalism event for youth in Davis*
- *Critical Race Theory/Ethnic Studies Counter Narrative*

Public Comment – None

8. Adjournment

The meeting adjourned at 9:05 p.m. to the next regularly scheduled meeting of February 27, 2025.