



City of Davis
Human Relations Commission Meeting Minutes
Community Chambers, 23 Russell Boulevard, Davis, CA 95616
Thursday, April 23, 2026
6:30 P.M.

Commission Members: Felix Alvarez, Kevin Baker (Co-Chair), Ellie Kaplan, Hilda Khairallah (arrived at 6:36p.m.), Deema Tamimi

Commission Members Absent: Amir Kol, Leonie Pickett (Co-Chair)

Commission Ex-Officio Members: 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. E. Kaplan moved, seconded by D. Tamimi, to approve the agenda. Motion passed by the following vote:
AYES: Alvarez, Kaplan, Tamimi, Baker
NOES: None
ABSENT: Khairallah, Kol, Pickett

3. Brief Announcements from Staff, Commissioners, and Council Liaisons

Community Relations Program Manager Carrie Dyer: April 21—City Council ratified the Thong Hy Huynh Awards Nomination Recommendations. Awards will be presented to recipients at the May 19 City Council meeting. May 5—City Council proclamation recognitions will include Jewish American Heritage Month.

4. Public Comment
 - Alan Miller: Have seen hateful signage and have heard hateful comments toward the Jewish community around Davis.
 - Dan Ovadya: February 28—protest at Farmers Market regarding Israeli-Palestine conflict. Concerned that organization is contributing to divisiveness in community and targeting Jewish groups in Davis.
 - Alan Hirsch: Believe Congregation Bet Haverim Davis approved a letter regarding the MAPA report without approval by the whole congregation.

5. Consent Calendar
 - A. Minutes from the Human Relations Commission Meeting of April 2, 2026.

F. Alvarez moved, seconded by H. Khairallah, to approve the April 2, 2026 minutes. Motion passed by the following vote:

AYES: Alvarez, Kaplan, Khairallah, Tamimi, Baker
NOES: None
ABSENT: Kol, Pickett

6. Regular Items

- A. Subcommittee on Community Engagement on Developing Forums, Educational Opportunities and Materials Regarding Immigrant Safety and Solidarity (F. Alvarez, E. Kaplan, D. Tamimi)

D. Tamimi: Topic areas that subcommittee would like to explore deeper include labor/labor rights and impacts to immigrant community and legal needs. Next subcommittee meeting will focus on mapping out additional potential future topic areas. Should have more to report out at next Commission meeting.

- B. Subcommittee for Events Supporting Davis Immigrant Community and Highlighting and Honoring Farmworkers (H. Khairallah, A. Kol, L. Pickett)

H. Khairallah: Following the recently canceled Cesar Chavez Celebration, a new subcommittee was created at the last Commission meeting to focus on events supporting Davis immigrant community and highlighting and honoring farmworkers. Discussed preliminary ideas. Need to think of ways to incorporate both immigrant and farmworker communities thoughtfully and meaningfully.

Public comment:

- Alan Hirsch: Suggest celebration also include refugee recognition. Celebrate diversity and shared struggles instead of focusing on an individual group.

Commission discussion including timeliness of an event now that the Davis Migrant Center is open for farming season and potential ways to expand resources and opportunities for individuals and families; the importance of acknowledging the historical component of the farmworking industry; moving event space from Central Park/Farmers Market to a larger space (such as an auditorium); and an event in the fall (September or October) or consideration of a larger celebration not condensed into one event.

C. Committee and Liaison Updates

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

D. Tamimi: Currently reviewing draft strategic plan; survey was sent out to committee members with responses due by May 1.

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

K. Baker and H. Khairallah: Subcommittee has been researching Davis history and other cities. Looking for more historical information, but have not

found evidence that Commission has received nor investigated any complaints of discrimination.

Broader research includes about 50 cities and local governments that have human relations commissions (consulted with the California Association of Human Relations Organizations and the California Civil Rights Department). Found a variety of approaches and models; each city seems unique. Some cities have either a civil rights policy with no enforcement mechanism or a civil rights ordinance but have a referral model to the appropriate State and Federal agencies instead of in-house investigations. Many human relations commissions create events and forums on similar topics the Commission has done or is looking to do. Some cities have entire departments or a similar entity to report incidents to.

Commission discussion included potentially scheduling regular public forums to gauge any patterns; developing some sort of reporting mechanism (forum, form, etc.); potential expansion to include hate incidents as well as discrimination; using a community-wide survey to gauge if issue is prevalent in community; and efforts to provide comfortable and accessible spaces for people to share their experiences.

Public comment:

- Alan Hirsch: Subcommittee Designation to Research Effectiveness of Human Relations Commissions on Civil Rights—need to be advocates/ambassadors and push boundaries. Hate Free Together—disappointed in objectives of draft strategic plan; need opportunities for people to come together.

7. Future Agenda Items/Long Range Calendar

C. Dyer: Next meeting tentatively includes updates from Subcommittee on Community Engagement on Developing Forums, Educational Opportunities and Materials Regarding Immigrant Safety and Solidarity and Subcommittee Designation to Research Effectiveness of Human Relations Commissions on Civil Rights.

D. Tamimi: Should consider agendizing standing regular public forum item again to hear hate incidents from members of the public. Provides ability for Commission to also share and discuss hate incidents.

E. Kaplan: Should consider agenizing discussing the process regarding a subcommittee's ability to present work and recommendations at City Council meetings. Current process unclear if request needs to be agendized for Commission approval, procedure during City Council meeting, or a situation when a subcommittee has been dissolved but recommendations are being presented to City Council after the fact.

E. Kaplan moved, seconded by D. Tamimi, to agendize reviewing the Commission's role regarding a subcommittee's ability to present work and recommendations at City Council meetings for a future Commission meeting. Motion withdrawn.

Public comment:

- Alan Hirsch: Suggest Commission ask City Council to change public comment policy for meetings.

E. Kaplan moved, seconded by D. Tamimi, to agendaize reviewing the Commission's role regarding a subcommittee's ability to present work and recommendations at City Council meetings for a future Commission meeting. Motion passed by the following vote:

AYES: Alvarez, Kaplan, Khairallah, Tamimi, Baker

NOES: None

ABSENT: Kol, Pickett

8. Adjournment. Meeting adjourned at 7:58p.m.