



Human Relations Commission

Agenda

October 25, 2018
6:00 p.m.

HR Conference Room B111-B112
Public Services North – Bldg. C
276 Fourth Avenue
Chula Vista, Ca 91910

CALL TO ORDER

ROLL CALL: Commissioners Branch, Felix, Godínez, Gonzales, Gutierrez, Lake, Medina, Zadah, Vice-Chair Gonzalez, Chair Martinez-Montes

CONSENT CALENDAR (Items 1-2)

The Commission will enact the Consent Calendar staff recommendations by one motion, without discussion, unless a Commissioner, a member of the public, or staff requests that an item be removed for discussion. Items pulled from the Consent Calendar will be discussed immediately following the Consent Calendar.

1. CONSIDERATION OF REQUEST FOR EXCUSED ABSENCE

E-mail from Commissioners B. Gonzales and Zadah requesting an excused absence from the September 27, 2018 regular Human Relations Commission meeting

Staff recommendation: Commission excuses the absence.

2. APPROVAL OF MINUTES of September 27, 2018

Staff recommendation: Commission approves minutes.

PUBLIC COMMENTS

Persons speaking during Public Comments may address the Board/Commission on any subject matter within the Board/Commission's jurisdiction that is not listed as an item on the agenda. State law generally prohibits the Board/Commission from discussing or taking action on any issue not included on the agenda, but, if appropriate, the Board/Commission may schedule the topic for future discussion or refer the matter to staff. Comments are limited to three minutes.

ACTION ITEMS

The Item(s) listed in this section of the agenda will be considered individually by the Board/Commission and are expected to elicit discussion and deliberation. If you wish to speak on any item, please fill out a "Request to Speak" form and submit it to the Secretary prior to the meeting

3. PRESENTATION FROM ROBERTO GARCIA, U.S. CENSUS BUREAU, REGARDING THE 2020 CENSUS AND POSSIBLE ESTABLISHMENT OF DESIGNEE OR AD HOC COMMITTEE TO PARTICIPATE IN U.S. CENSUS BUREAU'S COMPLETE COUNT COMMITTEE

Staff recommendation: Commission take such action(s) as it deems appropriate.

4. DISCUSSION AND POSSIBLE ACTION TO COORDINATE PRESENTATIONS FOR TWO COUNCIL ITEMS ON NOVEMBER 13, 2018 – NATIONAL CONFLICT RESOLUTION CENTER'S CODE OF CIVIL DISCOURSE AND PROPOSED RESOLUTION OPPOSING DISCRIMINATORY POLICIES THAT LIMIT IMMIGRATION ACCESS FROM SPECIFIED COUNTRIES

Staff recommendation: Commission take such action(s) as it deems appropriate.

5. REVIEW AND SUBMISSION OF CERTIFIED WELCOMING CITY APPLICATION

Staff recommendation: Commission take such action(s) as it deems appropriate.

6. REVIEW, DISCUSSION AND POSSIBLE ESTABLISHMENT OF AN AD HOC COMMITTEE TO REVIEW THE CITY'S WELCOMING CITY COMMUNICATION PLAN

Staff recommendation: Commission take such action(s) as it deems appropriate.

7. DISCUSSION AND POSSIBLE ACTION TO PARTICIPATE IN THE STARLIGHT PARADE AND CREATE AN AD HOC COMMITTEE AS APPROPRIATE

Staff recommendation: Commission take such action(s) as it deems appropriate.

OTHER BUSINESS

8. CHAIR'S COMMENTS

9. COMMISSIONERS' COMMENTS

10. STAFF'S COMMENTS

ADJOURNMENT to the meeting on Thursday, December 27, 2018 at 6:00 p.m., in Conference Room B111-B112, Public Services North Bldg. C, at City Hall 276 Fourth Avenue, Chula Vista, California.

Materials provided to the Human Relation Commission related to any open-session item on this agenda are available for public review in Human Resources Department at City Hall, Building C, Human Resources Department 276 Fourth Avenue, Chula Vista during normal business hours.

***In compliance with the
AMERICANS WITH DISABILITIES ACT***

The City of Chula Vista requests individuals who require special accommodations to access, attend, and/or participate in a City meeting, activity, or service, contact the Human Resources Department at (619) 691-5041 (California Relay Service is available for the hearing impaired by dialing 711) at least forty-eight hours in advance of the meeting.

Jay Agan

From: BG - [REDACTED]
Sent: Tuesday, September 25, 2018 7:48 AM
To: Jay Agan
Subject: Re: City of Chula Vista Human Relations Commission Meeting - September 2018 Agenda & Attachments

Jay, due to a family health matter I will not be in attendance tonight. Sorry for any inconvenience.

Bernard Gonzales
619.723.0477

On Fri, Sep 21, 2018 at 8:43 AM Jay Agan <jagan@chulavistaca.gov> wrote:

Good morning,

Please find the agenda and associated documents for the Human Relations Commission meeting to be held on Thursday, September 27, 2018 at 6:00 p.m.

At your earliest convenience please respond to this email to confirm your attendance to ensure that we will have a quorum.

Thank you,

Jay Agan | Senior Fiscal Office Specialist
City of Chula Vista | Human Resources Department

619-476-2371 | jagan@chulavistaca.gov

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Bernard
God, Family, Country, Community

Jay Agan

From: A Zadah · [REDACTED]
Sent: Thursday, September 27, 2018 5:06 PM
To: Jay Agan
Cc: Courtney Chase; Anne Steinberger; Glen Googins
Subject: Re: City of Chula Vista Human Relations Commission Meeting - September 2018 Agenda & Attachments

I am sorry. I can't make it today. An urgent matter came out.

Thanks,

Ahmad Zadah

Sent from my iPad

On Sep 24, 2018, at 7:24 AM, Jay Agan <jagan@chulavistaca.gov> wrote:

Good morning Commissioners,

Thank you for your responses. This e-mail confirms that we will have a quorum for this week's meeting.

Thank you,

Jay Agan | Senior Fiscal Office Specialist
City of Chula Vista | Human Resources Department
619-476-2371 | jagan@chulavistaca.gov

From: Jay Agan
Sent: Friday, September 21, 2018 8:43 AM
Cc: Courtney Chase <cchase@chulavistaca.gov>; Anne Steinberger <ASteinberger@chulavistaca.gov>; Glen Googins <GGoogins@chulavistaca.gov>
Subject: City of Chula Vista Human Relations Commission Meeting - September 2018 Agenda & Attachments

Good morning,

Please find the agenda and associated documents for the Human Relations Commission meeting to be held on Thursday, September 27, 2018 at 6:00 p.m.

At your earliest convenience please respond to this email to confirm your attendance to ensure that we will have a quorum.

Thank you,

Jay Agan | Senior Fiscal Office Specialist
City of Chula Vista | Human Resources Department
619-476-2371 | jagan@chulavistaca.gov

**MINUTES OF A SPECIAL MEETING OF THE
HUMAN RELATIONS COMMISSION OF THE CITY OF CHULA VISTA**

September 27, 2018

6:00 p.m.

The regular meeting of the Human Relations Commission of the City of Chula was called to order at 6:02 p.m. in HR Conference Room B111-B112 located in Public Services North Bldg. C at 276 Fourth Avenue, Chula Vista, California.

ROLL CALL

PRESENT: Commissioners Branch, Felix, Godinez, Gutierrez, Lake, Medina, Vice-Chair Gonzalez, and Chair Martinez-Montes

ABSENT: Commissioners B. Gonzales, and Zadah

OTHERS: Police Department's Community Advisory Committee Co-Chair Norma Cazares, Director of Human Resources Courtney Chase, City Attorney Glen Googins, Police Chief Roxana Kennedy, and Marketing & Communications Manager Anne Steinberger

INFORMATIONAL ITEMS

1. INTRODUCTION OF HUMAN RELATIONS COMMISSIONER RICARDO GUTIERREZ
 - 25 years with the of San Diego Social Services at the South Bay offices

2. PRESENTATION REGARDING THE ROLE AND FUNCTION OF THE CITY OF CHULA VISTA POLICE DEPARTMENT'S COMMUNITY ADVISORY COMMITTEE BY COMMITTEE CHAIR, NORMA CAZARES AND CHIEF OF POLICE ROXANA KENNEDY WITH ADDITIONAL COMMENTS FROM CHIEF KENNEDY REGARDING CVPD EFFORTS TO ADVANCE CITY WELCOMING CITY OBJECTIVES
 - Community Advisory Committee Co-Chair Norma Cazares stated:
 - Community Advisory Committee (CAC) is a diverse group that represents all groups of Chula Vista
 - Confident that the City is looking into the SDG&E Park incident and the Committee making sure the City is looking into the matter
 - Inquiring about additional training opportunities
 - CAC has assisted with immigration guidelines, domestic violence protocols, sex offender residency, homeless outreach team, Grand Jury reports, and more
 - The SDG&E incident is not a Police Department issue, it is a City issue

 - Chief of Police Roxana Kennedy stated:
 - Police Department partners with CAC to work on the issues in the community
 - Invited Human Relations Commissioners to participate in ride-a-longs
 - Working with Anne to complete the Welcoming City objectives

- Will work with Norma Cazares to create a CAC website that will list agendas and minutes
- CVPD Officers get 90 hours of training every two years exceeding the State required 24 hours of training
- Homeless Outreach is finding resources and aiding the homeless
- Increase in officer hiring due to officers retiring
- CVPD has reached out to various community (People Power, Spanish radio, school partnerships, and South Bay Community Services)

CONSENT CALENDAR

3. CONSIDERATION OF REQUEST FOR EXCUSED ABSENCE

E-mail from Vice-Chair Gonzalez requesting an excused absence from the August 23, 2018 regular Human Relations Commission meeting

Staff recommendation: Commission excuses the absence.

4. APPROVAL OF MINUTES of August 23, 2018

Staff recommendation: Commission approves the minutes.

ACTION: Commissioner Felix moved to approve staff’s recommendation and offered Calendar Items 3 and 4, headings read, text waived. Commissioner Medina seconded the motion, and it carried by the following vote:

YES: 8 – Felix, Medina, Branch, Godinez, Gutierrez, Gonzales, Lake, Martinez-Monte
 NO: 0
 ABSTAIN: 0

PUBLIC COMMENTS

- Maggi Baker stated:
 - Additional concern is needed proposed changes for the public charge rules for immigrants
 - New rules will have drastic effect on families
 - Work on the communication plan to get the word out of how policies are affecting families
 - Education for immigrant rights

ACTION ITEM:

5. CONSIDER AND TAKE ACTION ON PROPOSED RESOLUTION AND RECOMMENDATION TO CITY COUNCIL TO OPPOSE DISCRIMINATORY POLICIES THAT LIMIT IMMIGRATION ACCESS FROM SPECIFIED COUNTRIES

Staff recommendation: Commission take such action(s) as it deems appropriate.

ACTION: Commission Lake recommended that the resolution be approved with changes pending Commissioner Zadah's approval. Commissioner Medina seconded the motion, and it carried by the following vote:

YES: 8 – Lake, Medina, Branch, Felix, Godinez, Gutierrez, Gonzalez,
Martinez-Montes
NO: 0
ABSTAIN: 0

6. AD HOC COMMITTEE UPDATES, DISCUSSIONS AND POSSIBLE ACTIONS TO FURTHER IMPLEMENT CITY APPLICATION FOR CERTIFIED WELCOMING CITY STATUS

Staff recommendation: Ad Hoc Committees provide updates and take appropriate actions to further and finalize City's Welcoming City application.

ACTION: There was none.

- Courtney Chase stated goal is to submit application by the end of October 2018.

7. DISCUSSION AND POSSIBLE ACTION REGARDING CORRESPONDENCE FROM AMERICAN FRIENDS SERVICE COMMITTEE IN CONNECTION WITH INCIDENT AT SDG&E PARK ON AUGUST 15, 2018

Staff recommendation: Commission take such action(s) as it deems appropriate.

ACTION: Chair Martinez-Montes recommended that she and Commissioner Medina draft a response letter for American Friends Service Committee and submit to staff for review by the second week of October 2018. Commissioner Branch seconded the motion and it was carried by the following vote:

YES: 8 – Martinez-Montes, Branch, Felix, Godinez, Gutierrez, Gonzales,
Lake, Medina
NO: 0
ABSTAIN: 0

OTHER BUSINESS

8. CHAIR'S COMMENTS

- Chair Martinez- Montes stated:
 - Provided update on City flag raising for Pride Day
 - Welcoming Week Proclamation at City Council

9. COMMISSIONERS' COMMENTS

- Commissioner Media stated:
 - Would like to get additional assistance with Maggi Baker's request of additional communication
 - Suggested that the HRC participate in the Starlight Parade
- Commissioner Lake stated:

- Would like action regarding to the green card approval being linked to public services
- Commissioner Felix stated:
 - Agrees with Commissioner Media that Chula Vista is rising in status with immigration and with LGBTQ
- Commissioner Godinez stated:
 - 340 employees from United Technology plant will be impacted when the plant moves to Mexico
 - Possibility of assisting the impacted employees
- Vice-Chair Gonzalez stated:
 - Early voting begins on October 8, 2018

10. STAFF'S COMMENTS

- Director of Human Resources Courtney Chase stated:
 - Chula Vista shared the third spot, with New York, in the New American Economy's Cities Index
 - Has a conference call with the Census Bureau
- City Attorney Glen Googins stated:
 - The Code of Civil Discourse is schedule to go in front of City Council on October 16, 2018 and suggested to move the agenda to be placed on the October 23, 2018 City Council meeting

ADJOURNMENT At 7:56 p.m. Chair Martinez-Montes adjourned the meeting to the regular meeting on October 25, 2018 at 6:00 p.m. in the HR Conference Room B111-B112 located in Public Services North Bldg. C at 276 Fourth Avenue, Chula Vista, California.

Jay Agan, Secretary to the Commission



Welcoming City Communications Plan

Background

The City of Chula Vista is located at the center of one of the richest cultural, ethnically diverse, and multilingual communities in the United States. It is the second-largest City in San Diego County with a population of 268,000. Chula Vista boasts more than 50 square miles of coastal landscape, canyons, rolling hills, mountains, quality parks, and miles of trails. Chula Vista is a leader in conservation and renewable energy, has outstanding public schools, and has been named one of the top safest cities in the country. The City is proud of and strengthened by its diverse communities. While some families claim generations of history others have located here more recently because of a strong connection to the City's community character.

On April 25, 2017, the Chula Vista City Council unanimously supported a resolution to affirm city policies regarding immigration enforcement and to join the "Welcoming America" network. The action further directed staff to develop and implement a program for better communication of City policies and services to the City's immigrant community and to provide the City Council with opportunities to actively support or oppose laws to advance city interests and policies on immigration enforcement. This Plan provides a framework for implementing the communications program.

To support the City's commitment to the immigrant community, the City has become a member of the Welcoming America network. Welcoming America provides tools and resources to help cities and partners "reduce the barriers that immigrants face to fully participating and build bridges between newcomers and long-time residents."

The Human Relations Commission and the Police Chief's Community Advisory Committee (CAC) have a key role in guiding the implementation of this Plan. Through the Commission and the CAC, communications efforts will be reviewed and implemented, partner agencies will collaborate, initiatives will be pursued, and results will be evaluated.

In addition, many individuals, groups and organizations have attended meetings and provided input and feedback to Mayor, City Council and staff regarding the current issues surrounding immigration. This initial input and feedback is reflected in the plan. The City will continue to engage with the public as the Communications Plan is implemented. This plan is designed to be flexible and adaptable. It can be modified and amended to reflect changing conditions.

Communications Plan Overview

I. Goals

This communications plan is designed to communicate the following goals.

1. Increase awareness of City policies regarding immigration
2. Assist residents in need to access available immigration services and City services
3. Engage the Human Relations Commission to guide communications efforts

II. Target Audiences

The target audience is City of Chula Vista residents regardless of immigration status including, homeowners, renters, families, students, faith community, community based organizations, and other stakeholders.

III. Strategic Priorities

The Strategic Priorities describe how the goals will be accomplished. For each Strategic Priority, Actions are outlined to be implemented to help meet the goals of the Plan. Through the Actions, we will track and measure results.

1. Develop communications tools to describe City policies, services, and community resources to all residents
2. Communicate City policies, including Chula Vista Police Department policies, regarding immigration
3. Connect residents in need to immigration services and City services
4. Expand community engagement and partnerships regarding immigration

1. Develop communications tools to promote City policies, services, and resources

It is important to develop communications materials in terms that are easily understood by the public. The materials also should be available in a variety of formats to reach the widest audience possible. The materials also should be available in the languages spoken by residents in Chula Vista. This includes English, Spanish and other languages as needed.

Actions

- Utilize a variety of communication platforms to disseminate information on immigration issues and services including City website, social media, direct mail, electronic notifications and newsletters and news releases.
- Develop communication tools in easy-to-understand terms regarding immigration policies and services.

- Develop “Welcoming City” web page (www.chulavistaca.gov/welcoming) to promote information on immigration policies, services, opportunities for engagement and partnerships.
- Develop printed materials for use by Mayor, Council, staff and partners to disseminate widely in the community.
- Develop social media messages to reach residents.
- Develop videos for use on social media, City website and partner websites.
- Develop information in English, Spanish and other languages as needed. Information posted to the website can be translated into more than 90 languages.
- Enhance City and Explore Chula Vista web sites with information on City’s diversity, history, and commitment to inclusion.
- Identify other methods and channels to reach immigrant community.
- Provide information and easy access to Chula Vista Police Department Policy 428 on CVPD web pages and “Welcoming City” web page.
- Provide information and easy access to community services related to immigration.

2. Communicate City policies regarding immigration

Chula Vista Police Department Policy 428 outlines long-standing policies in place that are reflective of core values that focus on public safety – not immigration. CVPD is committed to providing equal service and enforcement of the law to the public regardless of immigration status. CVPD wants residents to call the police with the comfort of knowing their immigration status is not an issue. If members of the public need assistance, (whether as the victim of a crime, involved in an accident, or a witness to a crime) they should feel secure that contacting the Chula Vista Police Department will not make them vulnerable to deportation.

Actions

- Develop easy-to-understand content regarding Policy 428.
- Produce information on Policy 428 for print and online formats.
- Provide Policy 428 information in English, Spanish and other languages as needed
- Collaborate with Human Relations Commission, Police Chief’s Community Advisory Committee (CAC), community based organizations, school districts, and others to disseminate information regarding City policies regarding immigration

- Coordinate with CVPD and the School Resources Officers to collaborate with Chula Vista Elementary School District and Sweetwater Union High School District to disseminate information regarding City immigration policies.
- Coordinate with the City and Southwestern Community College to disseminate information regarding City policies regarding immigration
- Participate in existing outreach and community events to inform attendees about City immigration policies such as Coffee with a Cop in the community; Coffee with the Principal in schools; and other established meetings.

3. Connect residents to immigration services and City services

The City will collaborate with community based organizations, school districts, faith-based organizations and others to promote immigration services available to residents. Many services are provided by established organizations that have the knowledge and capacity to assist residents on immigration issues.

Actions

- Connect residents to immigration information and services provided by the United States Citizenship and Immigration Services (USCIS), State of California Office of Immigrant Assistance, California Court System, American Civil Liberties Union (ACLU), and other resources.
- Conduct outreach to determine what information residents need regarding immigration and services.
- Provide communication information and resources to other organizations such as including the Chula Vista Chamber of Commerce, Third Avenue Village Association, South County Economic Development Council, water districts, health care providers, businesses, and others.

4. Expand community engagement and partnerships regarding immigration

Through the Human Relations Commission, the CAC, and other local agencies and groups, the City will expand community engagement regarding immigration. The Office of Communications will promote opportunities to engage on immigration issues through City communications efforts including City website, Community Connection newsletter, social media, press releases, community events, and other platforms.

Actions

- Engage community leaders in developing efforts to expand outreach efforts beyond City stakeholders and networks
- Promote public meetings that address immigration issues including Human Relations Commission meetings, agenda items at City Council meetings, and meetings and events held by partner organizations

- Collaborate with Human Relations Commission and partner organizations to participate in community events to promote access to immigration information and services
- Collaborate with South Bay Community Services, San Ysidro Health Center, Alliance of Californians for Community Empowerment (ACCE), South Bay People Power, Courage Campaign, and others to expand outreach
- Utilize a variety of communication platforms to disseminate information including City website, social media, direct mail, electronic notifications and newsletters and news releases. The Office of Communications will continue using all outreach platforms at its disposal while considering new channels that may arise.
- Develop video messages to engage the community regarding immigration policies and resources

IV. Next Steps

Office of Communications and CVPD will coordinate with Human Relations Commission, prepare communications materials, update City website, and identify resources to implement the plan.

Progress updates will be presented to the Human Relations Commission and City Council semi-annually.

The Communications Plan will be reviewed by City staff and other stakeholders after one year. Any proposed revisions to the plan will be presented to the Human Relations Commission for consideration and approval. Staff will recommend to the Human Relations Commission a schedule for subsequent plan updates.