Human Relations Commission Agenda
Special Meeting – LGBTQ Committee

The Human Relations Commission is a citizen commission appointed by the Fremont City Council. Human Relations Commission business is conducted in a public forum and operates within the provisions of the Brown Act. Information on the Brown Act may be obtained from the City Clerk’s office at 3300 Capitol Avenue (phone 284-4060).

General Order of Business

1. Call to order – 6:00 p.m.
2. Roll call
3. Approval of Minutes
4. Oral Communications
5. Written Communications
6. Announcements
7. Old Business
8. New Business
9. Adjournment

Order of Discussion

Generally, the order of discussion after introduction of an item by the Chair will include comments and information by staff followed by Human Relations Commissions questions, inquiries or discussion. The applicant, authorized representative, or interested citizens may then speak on the item. At the close of public discussion, the item will be considered by the Commission and action taken.

Oral Communications

Any person desiring to speak on a matter which is not scheduled on this agenda may do so under Oral Communications. The Human Relations Commission will take no action on an item which does not appear on the agenda. The item will be agendized for the next regular meeting or at a special meeting called in accordance with the terms of the Brown Act. The Human Relations Commission may establish time limits of presentations.

Information

Pursuant to State of California Executive Order N-29-20 dated March 17, 2020, regarding the COVID-19 pandemic, the Human Resources Conference Room will not be open for the October 7, 2021 meeting of the Human Relations Commission. The meeting will be conducted remotely via Zoom.
The Public may watch and/or participate in the public meeting by joining the meeting through the Zoom Video conference link provided below. The public may also join the meeting by calling the below listed teleconference phone number. Further instructions on how to make public comments throughout the videoconference or teleconference will be provided at the meeting.

If you are an individual with a disability and need a reasonable modification or accommodation pursuant to the Americans with Disabilities Act (ADA), please contact the Recording Secretary at ntolentino@fremont.gov or 510-574-2088 at least 24 hours prior to this meeting for assistance.

HOW TO JOIN OR MAKE A PUBLIC COMMENT ONLINE OR BY PHONE: The meeting will begin at 6:00pm PST. Whether you participate online or by phone, you may wish to "arrive" early so that you can address any technology questions prior to the start of the meeting.

ONLINE: https://zoom.us/j/93693667206?pwd=enUzK3NTREEExNDIoTFhtZmxwNC8wUT09
Password: 707460

When prompted, download and run the Zoom software on your computer. If you have not used Zoom on your computer before you may want to join the call 15 minutes early to test your configuration. Someone will be in the conference at that time to help you.

BY PHONE: US: +1 669 900 9128, Webinar ID: 936 9366 7206
Password: 707460

International numbers available: https://zoom.us/u/abkdNe1QZY

Assistance will be provided to those requiring accommodations for disabilities in compliance with the American Disabilities Act of 1990. Interested persons must request the accommodation at least 2 working days in advance of the meeting by contacting Human Services Department at (510) 574-2050.

Information about the City or items scheduled on the Agenda may be referred to:

Suzanne Shenfil, Director
Human Services Department
3300 Capitol Ave.
Fremont, CA 94538
(510) 574-2051

Arquimides Caldera, Deputy Director
Human Services Department
3300 Capitol Ave.
Fremont, CA 94538
(510) 574-2056

Your interest in the conduct of your City’s business is appreciated.
Human Relations Commission-  
LGBTQ Committee

Dharminder Dewan - Chair  
Tejinder Dhami  
Martin H. Kludjian

City Staff

Suzanne Shenfil, Human Services Director  
Arquimides Caldera, Deputy Human Services Director  
Noelle Tolentino, Recording Secretary

Mission Statement

The City of Fremont’s Human Relations Commission (HRC) strives to prevent discrimination and ensure that the rights of all individuals and groups in Fremont are protected under the law. The HRC promotes, supports, and helps create a compassionate community environment where diversity is honored and respected, neighbors reach out and support each other, and the most vulnerable receive services; to allow all a high quality of life in a community where we live, learn, work, and play in peace and harmony.
AGENDA
HUMAN RELATIONS COMMISSION
SPECIAL MEETING – LGBTQ COMMITTEE
THURSDAY, OCTOBER 7, 2021
6:00PM

1. CALL TO ORDER

2. ROLL CALL

3. APPROVAL OF MINUTES
   3.1 Approval of August 5, 2021 LGBTQ Meeting Minutes (Enclosure 3.1.1)

4. ORAL COMMUNICATIONS

5. WRITTEN COMMUNICATIONS

6. ANNOUNCEMENTS

7. OLD BUSINESS

8. NEW BUSINESS (Items on which the Commission has not yet had an agendized discussion or taken action)
   8.1 Review plans for FY21/22 to identify what actions the committee needs to take to facilitate the timeline specified in the recent HRC Strategic Planning Retreat

   Enclosure: 8.1.1 - Fremont Human Relations Commission Strategic Planning – Implementation Calendar

9. ADJOURNMENT
AGENDA
HUMAN RELATIONS COMMISSION
SPECIAL MEETING – LGBTQ COMMITTEE
THURSDAY, AUGUST 5, 2021
6:00PM

1. CALL TO ORDER

2. ROLL CALL
Present: Chair Dewan, Commissioner Dhami and Commissioner Kludjian
Staff Present: Recording Secretary Tolentino

3. APPROVAL OF MINUTES
A motion was made by Commissioner Kludjian and seconded by Commissioner Dhami to approve June 3, 2021. Special Meeting Minutes. Motion passed unanimously.

4. ORAL COMMUNICATIONS: NONE

5. WRITTEN COMMUNICATIONS: NONE

6. ANNOUNCEMENTS: NONE

7. CONSENT ITEMS

7.1 Calendar of HRC special meetings (Enclosure 7.1.1)
A motion was made by Commissioner Kludjian and seconded by Commissioner Dhami to approve consent items. Motion passed unanimously.

8. OLD BUSINESS
HRC will not join Pride events as a group this year due to the lack of preparation time. Commissioners were encouraged to join individually. Commissioner Kludjian suggested to have an annual Fremont Pride event in the future.

9. NEW BUSINESS (Items on which the Commission has not yet had an agendized discussion or taken action)

9.1 Discuss Committee tasks and projects identified during the 2021 HRC Strategic Planning Retreat and how the HRC can help

1) Action Item: Partner with the Police Department to have an LGBTQ liaison

2) Action Item: Partner with City Clerk and City Attorney to update city documents to remove gender terms and replace with a fillable section.

3) Action Item: Survey community to align the need for a LGBTQ center

10. ADJOURNMENT
A motion was made by Chair Dewan and seconded by Commissioner Kludjian to adjourn the meeting at 6:20PM. Motion passed unanimously.
### 2021-2022 Implementation Calendar

**What is our timeline for completing first-year accomplishments?**

|----------------------|-------------------------------|-----------------------------|-----------------------------|-------------------------------|
| **Social Service Grant Process** | • Review and Approve Social Service Grant Priorities (September, October & November 2021)  
• Release FY 2022-25 Human Services Grant RFP (December 2021) | • FY 2022-25 Human Services Grant RFP Deadline (Late January 2022)  
• Review Proposals and Interview Agencies (Feb. - Mar. 2022) | • FY 2022-25 Human Services Grant Recommendations (April 2022) | |
| **Engaging and Empowering Through Communication and Educational Outreach** | • Add HRC messages to HS Dept. weekly Constant Contact emails (September 2021)  
• First responder training for people with special needs/mental health (October 2021) | • Quarterly speaking events on topics such as diversity, Equity and Inclusion and/or affordable housing (February 2022) | • Quarterly speaking events on diversity and Equity and Inclusion topics (May 2022) | |
| **Increasing and Diversifying Resources and Partners** | • Send Survey of Community Needs (November)  
• PD has LGBTQIA+ liaison/task force (November) | • Host 2 meetings with Police and Fire (First responders) (End of Jan 2022)  
• Meet with the 5 high school principals to identify how to increase participation for student volunteers (February 2022)  
• Receive results of Survey of Community Needs and process and present to the wider group (End of Feb 2022) | • Meet with 10 partners and identify how to increase engagement and participation (April 2022)  
• Initiate Fundraising campaigns with increased outreach based on specific goals and close / complete 1 based on the timelines (May 2022) | |
| **Promoting DEI** | • Identification of gendered terms and locations (START: OCTOBER with LGBTQIA+ liaison and CMO office)  
• Identify systemic economic barriers for election filings, ways to create equity. (START: OCTOBER with city attorney)  
• PD has LGBTQIA+ liaison/task force (in process) (NOVEMBER) | • Begin annual DEI education for municipal employees, monthly DEI speakers, quarterly DEI ad campaigns, workshops (MARCH/APRIL)  
• Determine needs of an LGBTQIA+ center (APRIL)  
• Identify sponsors for diversity and inclusion work (MAY/JUNE) | | |
| **Pursuing Continuous Improvement** | • All major projects have a stated, intended and realistic impact that is measured and evaluated at a minimum of 3 check points including project completion, and reported out to the full commission. (Sept 2021 – June 2022 and beyond)  
• Update HRC Job Description to reflect actual roles and responsibility for a clearer understanding of what commissioners do. (Sept/Oct 2021)  
• Evaluate the projects completed in this quarter and discuss as a commission to make sure the stated intent and impact have been evaluated. | • The goal is that each strategic direction will be reviewed in depth in a monthly HRC/Sub Committee meeting and reprioritized based on the needs of the community, staff and partners. (Jan 2022 – June 2022 and beyond)  
• Evaluate the projects completed in this quarter and discuss as a commission to make sure the stated intent and impact have been evaluated. | • Coordinate pop ups in different locations around the city (schools, libraries, outside the resource center, specific strategic areas that bring awareness to a project) sharing knowledge about the HRC, how we support the community. Also share local city resources, events, activities, public meetings, workshops, and surveys (create general survey) to gauge interest areas for followups. We can even have people subscribe to the HRC email distribution list on site. This will be ongoing. (Sept 2021 – June 2022)  
• Evaluate the projects completed in this quarter and discuss as a commission to make sure the stated intent and impact have been evaluated. | |