

# A G E N D A

## REGULAR MEETING ORANGE COUNTY HUMAN RELATIONS COMMISSION

Thursday, July 9, 2020, 11:00 A.M.



COMMISSION ROOM, FIRST FLOOR  
333 W. Santa Ana Blvd.  
Santa Ana, California

**MICHAEL REYNOLDS**  
Chair

**DR. KERRY REYNOLDS**  
Vice Chair

**TANYA DOBY**  
Commissioner

**MIKE HAMEL**  
Commissioner

**JO-ANNE P. MATSUBA**  
Commissioner

**RABBI RICK STEINBERG**  
Commissioner

**AMY BUCH**  
Commissioner

**M. FAREED FARUKHI**  
Commissioner

**JANY LEE**  
Commissioner

**ADEY NYAMATHI**  
Commissioner

**JENNIFER S. WANG**  
Commissioner

Executive Director  
Norma Lopez

Clerk of the Commission  
Jamie Ross, Deputy

*The Orange County Human Relations Commission. This agenda contains a brief general description of each item to be considered. The Commission encourages your participation. If you wish to speak you may do so during Open Forum. To speak during Open Forum, press \*9 following the Chair's invitation from the public to speak. Once acknowledged and prompted by the Chair or Clerk, you may begin to speak. Except as otherwise provided by law, no action shall be taken on any item not appearing in the agenda. When addressing the Commission, please state your name for the record prior to providing your comments.*

**\*Pursuant to the provisions of California Governor's Executive Order N-29-20, issued on March 17, 2020, this meeting will be held by zoom. Members of the public may observe and address the meeting telephonically. To attend the meeting via teleconference please call: iPhone one-tap: US: +16699009128, 87842224844# or +12532158782, 87842224844#**

**Or Telephone: Dial (for higher quality, dial a number based on your current location): US: +1 669 900 9128 or +1 253 215 8782 or +1 346 248 7799 or +1 312 626 6799 or +1 646 558 8656 or +1 301 715 8592 Webinar ID: 878 4222 4844 (once you enter this code, you should be automatically connected to the call; you will remain on the line until meeting begins).\***

**\*\*In compliance with the Americans with Disabilities Act, those requiring accommodation for this meeting should notify the Clerk of the Board's Office 72 hours prior to the meeting at (714) 834-2206\*\***

# A G E N D A

*All supporting documentation is available for public review online at:  
[http://www.occommunityservices.org/oc\\_human\\_relations\\_commission](http://www.occommunityservices.org/oc_human_relations_commission) and in the office of the Clerk of the Board of Supervisors located in the Hall of Administration Building, 333 W. Santa Ana Blvd., 10 Civic Center Plaza, Room 465, Santa Ana, California 92701 during regular business hours,  
8:00 a.m. - 5:00 p.m., Monday through Friday.*

## **11:00 A.M.**

1. Call the Meeting to Order
2. Opening quote/reflection
3. Welcome new Commissioner Tanya Doby
4. Monthly Summary of Commission Activities

### **OPEN FORUM**

*At this time members of the public may address the Commission on any matter within the jurisdiction of the Commission. The Commission or Chair may limit the length of time each individual may have to address the Commission.*

### **ACTION ITEMS:** (None)

### **DISCUSSION ITEMS:** (Item 5)

5. Discuss proposed forthcoming modifications to the Commission support contract with the OC Human Relations Council

### **HEARING/SPEAKER/PRESENTATION:** (Item 6)

6. Signature Leadership partnership opportunity

### **INFORMATION ITEMS:** (Items 7 - 10)

7. Discuss next steps to Commission Action Plan
8. Anti-Hate Campaign ad hoc update
9. Update from OC Chiefs and Sheriff
10. OCSD Interfaith Council update

### **ANNOUNCEMENTS FROM COMMISSIONERS**

### **AGENDA BUILDING**

*Commissioners to suggest agenda items and/or topics for upcoming meetings.*

# **A G E N D A**

## **ADJOURNED**

## **NEXT MEETING:**

August 13, 2020      Regular Meeting, 11:00 a.m.



## Orange County Human Relations Commission

1300 S. Grand Ave. Bldg. B, Santa Ana, CA 92705 | P: 714-480-2801

### Commissioners

Michael Reynolds, Chair  
Dr. Kerry Reynolds, Vice Chair  
Amy Buch  
Dr. Adey Nyamathi  
Fareed Farukhi  
Jany Lee  
Jennifer S. Wang  
Jo-Anne P. Matsuba  
Chief Mike Hamel  
Rabbi Rick Steinberg  
Tanya Doby

**DATE:** Thursday, July 9, 2020

**LOCATION:** Zoom Conference Call

**TIME:** 11:00

### AGENDA

1. Call the Meeting to Order	Michael Reynolds
2. Opening Quote/Reflection	Michael Reynolds
3. Welcome new Commissioner – Tanya Doby	Michael Reynolds
4. Overview of Monthly Summary of Commission Activities	Jennifer S. Wang

**OPEN FORUM:** *Members of the Public may address the Commission on human relations issues*

### ACTION ITEM(S)

No Action Items

### DISCUSSION ITEM(S)

5. Discuss proposed forthcoming modifications to the Commission support contract with the OC Human Relations Council	Michael Reynolds
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### HEARING/SPEAKER/PRESENTATION

6. Signature Leadership Partnership Opportunity	Dr. John H. Danley Jr.
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### INFORMATIONAL ITEM(S)

7. Discuss next steps to Commission Action Plan	Michael Reynolds
8. Anti-Hate Campaign Ad-Hoc Update	Rabbi Rick Steinberg
9. Update from OC Chiefs and Sheriff	Chief Mike Hamel
10. OCSD Interfaith Council Update	Rabbi Rick Steinberg
11. Announcements from Commissioners	All Commissioners
12. Adjourn Commission Meeting	Michael Reynolds

**MISSION:** *Seek out the causes of tension and conflict, discrimination and intolerance, and eliminate those causes.*

**New Commissioner Bio**

Tanya Doby joined the Los Alamitos City Council in January 2020 and was appointed to the Human Relations Committee in June of 2020.

Mrs. Doby has a Bachelor of Arts from California State University Long Beach, in Speech Communication. She currently owns and operates an apparel brokerage, The Anchored Rose Print Shop and provides HR Consulting. Prior to being a consultant and small business owner, she was an HR Generalist for the YMCA or Greater Long Beach. She has over 15 years Human Resource experience and specializes in Employee Relations and Trainings. She will be a great asset in community relations and community building via open dialogue and communication.

She serves in several volunteer capacities at the elementary school level as well as the school district level. She was also a faithful and dedicated Parks, Recreation and Cultural Arts Commissioner, having served 3 years before being appointed to the Council.

Mrs. Doby has been a resident of Los Alamitos for the past seven years and with her husband, Josiah, is raising her two children. Justus (11) and Sage (7) who both attend school at the local elementary.?

Tanya firmly believes in the culture and wonder that true diversity offers and is excited to do her part to help us grow!



# Orange County Human Relations Commission

**MISSION:** *Seek out the causes of tension and conflict, discrimination and intolerance, and eliminate those causes*

## **MONTHLY SUMMARY OF ACTIVITIES: JUNE 2020 (End of Fiscal Year)**

<b>FY JUL 19 - JUN 20 Commission Activities Matrix</b>			
<b>CONTRACT ACTIVITY</b>	<b>Goal</b>	<b>To-Date</b>	<b>Met/Unmet</b>
A. Monthly HRC meetings	12	12	Met
B. HRC Annual Report	1	1	Met
C. Police-Community Reconciliation cases	20	36	Met
D. Community-Police Meetings	4	4	Met
E. Chief's Advisory Boards & Sheriff's Interfaith Council	8	15	Met
F. Community Outreach & Relationship Building meetings	40	150	Met
G. Police/Diverse Community Dialogues	2	1	Unmet
H. Hate Crime Report & Network Meeting	1	3	Met
I. Support to hate crime victims	8	59	Met
J. Outreach efforts (speeches, presentations, etc.)	10	22	Met
K. Community training on intergroup relations topics	4	6	Met
L. Annual Awards program	1	0	Unmet
M. Participate in community-based/outreach symposiums	2	2	Met

### **UNMET ACTIVITIES**

- Police/Diverse Community Dialogues: Due to COVID-19, Tustin PD decided to delay planned police-youth dialogue for Spring 2020. Currently, Commission staff is planning a community-wide dialogue with Tustin PD that will be offered in the Summer.
- Annual Awards Program: Due to COVID-19, the annual awards event was cancelled this year.

### **Police-Community Relations**

- Commission staff facilitated a community meeting between Huntington Beach PD and Huntington Beach High School students to discuss current community tensions.
- Commission staff led a dialogue circle for the Sheriff's Interfaith Council with approximately 40 interfaith leaders.

### **Intergroup Relations & Relationship Building**

- **Hate-motivated incidents, Community Conflict, & Crisis Response/Meetings**
  - A total of 12 hate-motivated events reported this month (0 Hate Crimes & 12 Hate Incidents).
  - Commission staff has responded to approximately 5 different requests for crisis response workshops, dialogues and processing circles this month.

## **OC Human Relations Council**

### *Proposed Contract Modifications*

#### **BACKGROUND:**

Proposed contract modifications will allow OC Human Relations Council (OCHRC) to focus on the core and critical activities and continue to provide the valuable services and resources identified by the Commission. Like most other Advisory Councils/Commissions within the County of Orange, county employees are tasked and provide administrative oversight and handle the associated clerical type functions.

#### **ADMINISTRATIVE OVERSIGHT OVERVIEW:**

- OC Community Services Director and staff to oversee and provide oversight to the Commission including, but not limited to, Brown Act compliance, County practices and procedures and ensure Commission activities are aligned with the approved Bylaws.
- Coordinate and draft monthly meeting agendas with input from the Commission Chair.
- Track Commissioner meeting attendance.
- Process and coordinate Commissioner appointments, City Selection Committee appointments, resignations, and other related paperwork required by the Clerk of the Board.
- Attend monthly Commission meetings and provide routine administrative support such as organize Commission activities/matters that require input/direction from other County Departments, provide County updates to the Commission as necessary and follow-up on Commission directives.
- Coordinate the release of statements, press releases, the Hate Crime reports, and other reports requested by the Commission according to the Commission Bylaws.
- Follow-up on Commissions decisions and directives.
- Track Commission events and Commission positions taken on issues and ensure that all Commission events are included in the Approved County Event List.
- Track and monitor contracted activities with the OC Human Relations Council.

#### **TIMELINE:**

- Discussion at Commission Meeting (July)
- County/OCHRC Contract Negotiations (July-August)
- Board of Supervisor's Approval (September)
- Contract start date: October 1, 2020



June 29, 2020

Ms. Norma Lopez  
Orange County Human Relations Commission  
1300 S. Grand Avenue, Building B  
Santa Ana, California 92705

Dear Norma,

Thank you for considering a partnership with Signature Leadership. I have provided information below which summarizes who we are and the services can we provide to law enforcement officers in our community.

**Purpose:**

Since the beginning of 2020, the entire world has been impacted by many challenges surrounding COVID-19 and trying to understand our new norms regarding social distancing, high unemployment relating to the virus and implementing a safe plan to have people return back to work. We are all trying to understand the impact of George Floyd, Rayshard Brooks, Botham Jean, Trayvon Martin, Tamir Rice, Michael Brown, Eric Garner, Philando Castile, Sandra Bland, Breonna Taylor and other related deaths causing significant unrest in our communities fear and anxiety.

While appropriate laws and policies are important, we believe that police officers' mindsets are vital to performing their jobs. Understanding this, providing an avenue for them to communicate their thoughts and feelings of what they may be experiencing in their personal life, upbringing or within the workplace is critical. This can open the door to resolving issues that require change in how the community needs are addressed and policing is performed equitably.

Transforming our thinking increases the success of a robust action plan because the way we think impacts the way we act which in turn drives behaviors that ensure the laws and policies are upheld in a just manner. This requires continuous monitoring, mentorship and coaching and this is where Signature Leadership can assist and support our police officers in becoming more effective and open to changes while bringing our community together.



**About Signature Leadership:**

Signature Leadership's purpose is to create value for organizations that require execution know-how and assist and support them in becoming more successful. We work with our clients to figure out the right solutions to become the best in what they do within their workspace. We are a unique company with capabilities in continuous improvement, transformational thinking, and executive coaching. Our services provide a confidential approach through which your officers can explore their talents, strengths, and further their ultimate purpose.

Our coaching plans are customized to each individual because we feel everyone has different strengths and talents. Our methods and techniques are designed to provide clients an external outlet to discuss issues or situations openly while working on actions to resolve issues impacting their productivity and performance.

Our program also supports leaders in achieving professional and personal success, as well as long-term success for their organization(s). While leaders are the experts on their respective careers, our role as Executive Coach is to, in partnership with leaders' direct reports, draw out their expertise through inquiry, curiosity and gentle challenges. In addition, we help leaders to stretch into their best selves through self-observation exercises, behavioral practices, and strength tools. We are attentive to leaders' physical, emotional, cognitive, and spiritual state and help them focus on their presence, behavior and how they portray themselves.

**About Dr. John H. Danley, Jr:**

I am an accomplished Senior Executive and Thought Leader with demonstrated success in building and leading large teams who work cohesively for the benefit of their respective organizations. Leveraging extensive experience in strategic planning has allowed me to execute in a variety of industries as this skillset is universal. My broad areas of expertise include turnarounds, change management, transformation, talent development, team building, executive coaching, risk and profit & loss management.

Signature Leadership offers a customizable program that can be the action plan to support our police and communities. This plan will address today's challenging environment, and I am confident that we can assist both our police departments and our communities in transforming from fear and anxiety to a community of reconciliation, harmony, and trust.

I would be honored to present an action plan at your next meeting, and I look forward to hearing from you.

Sincerely,

Dr. John H. Danley, Jr.

# ORANGE COUNTY HUMAN RELATIONS COMMISSION

## COMMISSIONERS

MICHAEL REYNOLDS,  
Chair

DR. KERRY REYNOLDS,  
Vice Chair

AMY BUCH

M. FAREED FARUKHI

CHIEF MIKE HAMEL

JANY LEE

JO-ANN P. MATSUBA

DR. ADELINE NYAMATHI

RABBI RICK STEINBERG

JENNIFER S. WANG

## **ORANGE COUNTY HUMAN RELATIONS COMMISSION** **ACTION PLAN**

In response to the tragic death of George Floyd and to address current tensions among various groups in Orange County, the Orange County Human Relations Commission will:

1. Host quarterly dialogues among community members.
  - Once per quarter meetings, commissioners will volunteer to moderate the meetings at a church, a mosque, a community center, just to moderate a listening and/or dialogue session.
  - Rotate commissioners to act as moderators.
  - Rotate groups that will be listening to and moderating.
  - Law Enforcement officials and their staff members of particular locations will be invited to each quarterly meeting.
  - Leverage partnership with Orange County Interfaith Network, Interfaith Taskforce and other stakeholders in the community.
  - Meet your fellow commissioners – June or July meeting, each commissioner will spend approximately 5 minutes talking about their perspective and why they joined this Commission.
2. Develop educational curricula that will reduce the potential for interpersonal tension.
  - Currently, there is commission anti-hate campaign proposal that has been submitted to the Board of Supervisors.
3. Expand, where possible, education and training sessions in partnership with law enforcement and the community.
  - Council already does 4-6 hours per year of cultural sensitivity training for law enforcement.
  - Implicit bias training, to increase awareness of and to reduce the impact of subliminal and subconscious bias in decision-making.
  - Rotations and listening sessions.
  - Highly-rated by law enforcement.
  - Positive dialog between law enforcement and communities whose members are often subject to stereotyping.
  - Community Police academies throughout the County, which allow members of the community and law enforcement to learn more about each other. Expand this model throughout the County.