

HUMAN RIGHTS COMMISSION
CITY OF PALM SPRINGS, CALIFORNIA

www.palmspringsca.gov

MEETING AGENDA

Monday
December 11, 2023
5:30 p.m.



Palm Springs City Hall
3200 E. Tahquitz Canyon Way
Large Conference Room

Mission Statement

Palm Springs is an inclusive world-class city dedicated to providing excellent and responsive public services to enhance the quality of life for current and future generations.

Pursuant to Assembly Bill 361, this meeting may be conducted by teleconference. There will be in-person public access to the meeting location. To join the meeting via teleconference, please use the following link:

<https://us02web.zoom.us/j/89144291995?pwd=ZFViS284c0UwcG5WZDBUOGhDQnJCdz09>

or call (669) 900-6833 Zoom Meeting ID 891 4429 1995, Passcode 648818

- Written public comment may also be submitted to cityclerk@palmspringsca.gov. Transmittal prior to the meeting is required. Any correspondence received during or after the meeting will be distributed to the Board/Commission as soon as practicable and retained for the official record.
- The meeting will be recorded and the audio file will be available from the Office of the City Clerk and will be posted on the City's YouTube channel, as soon as practicable.

1. **CALL TO ORDER:** Chair Hugo Loyola
2. **ROLL CALL:** Commission Members: Glenn Flood, Oliver Cleary, Edwin Ramoran, Carlotta Rinke, Michael MJ Horne, Beverly Greer, Bobby T. Rimas, Vice Chair David Vignolo, Chair Hugo Loyola
Student Representatives: Lilly Hanner

3. **MISSION STATEMENT & GOALS:**

"The Mission of the Palm Springs Human Rights Commission is to promote and protect the diversity of our community and to improve human relations through education and community awareness."

Human Rights Commission Goals:

- To develop community education programs;

- *To investigate and mediate instances of discrimination of groups or individuals;*
- *To bring persons and groups together in common support of human rights issues;*
- *To acquire the fiscal and human resources necessary to support and accomplish the work of the Commission;*
- *To provide management and coordination for the Commission;*
- *To promote diversity through the appointment of candidates to all city boards and commissions to proportionately reflect the diversity of the population of the City of Palm Springs;*
- *The Commission and each Committee shall develop goals and objectives annually, for adoption by the commission;*
- *The Commission shall work closely with the Mayor, City Council, and City Cabinet and with all other City Commissions and Boards in joint endeavors that support the Commission's mission statement and City's goals and objectives.*

4. PRESENTATION:

- A. Presentation on "Human Rights as it relates to Human Services & Lessons from the West Hollywood Human Services Commission" - Commissioner Michael MJ Horne

5. ACCEPTANCE OF THE AGENDA:

- 6. **PUBLIC COMMENTS:** This time has been set aside for members of the public to address the Human Rights Commission on agenda items; and items of general interest within the subject matter jurisdiction of the Commission. Three (3) minutes is allowed for each speaker. Although the Commission values your comments, pursuant to the Brown Act, it generally cannot take any action on items not listed on the posted agenda. Commissioners will not enter into discussion with speakers, but during Commission Comments, may refer the matter to staff for report and recommendation at a future Commission meeting.

7. CHAIR COMMENTS:

- 8. **APPROVAL OF MINUTES:** November 13, 2023

9. ITEMS FOR DISCUSSION/ACTION:

A. Committee and Liaison Reports

- 1. Executive Report Standing Committee (Loyola, Vignolo, Greer)
 - a. Next meeting of Executive Committee – Thursday, December 28, 2023, at 10:00 am via Zoom
 - b. Approval of recommended award recipients for 2023 Community Service Requirements (Motion Required)
- 2. PSPD LGBT Outreach Liaison Report (Loyola)
- 3. Master Calendar Liaison Report (Vignolo)
 - a. Report on Certified Farmers’ Market Participation
 - b. Opportunities to participate in 1Q 2024 events (Vignolo)
 - c. Human Rights Commission’s participation in City of Palm Springs Black History Month Parade (Saturday, February 24,2024)
- 5. Main Street Liaison Report (Loyola)

- 6. Organized Neighborhoods of Palm Springs Liaison Report (Horne)
- 7. Desert Highland Gateway Estates Community Association Liaison Report (Flood)
- 8. Veterans Issues Liaison (Flood, Vignolo)
- 9. Youth/Education Affairs Standing Committee (Hanner, Vignolo)
- 10. Mediation Liaison (If anything needs to be reported by any Commissioner – no liaison at this time)
- 11. Equity and Social Justice Committee Liaison (If anything needs to be reported by any Commissioner – no liaison at this time)

B. Results of Survey for At-Risk Population

- C. Review of updated Draft **RULES AND STANDARD OPERATING PROCEDURES of the HUMAN RIGHTS COMMISSION OF THE CITY OF PALM SPRINGS** document (November 2023) (Vignolo)
 - 1. Organization Structure – Duties of Executive Committee
 - 2. Definition of At-Risk & Vulnerable Population Groups Section
 - 3. Target Communities for 2024

10. AGENDA ITEMS FOR THE NEXT HRC MEETING:

11. ANNOUNCEMENTS:

12. ADJOURNMENT: The Commission will adjourn to a regularly scheduled meeting on Monday, January 8, 2024.

PUBLIC NOTICES

Pursuant to G.C. Section 54957.5(b)(2) the designated office for inspection of records in connection with the meeting is the Office of the City Clerk, City Hall, 3200 E. Tahquitz Canyon Way.

It is the intention of the City of Palm Springs to comply with the Americans with Disabilities Act (ADA) in all respects. If, as an attendee or a participant at this meeting, or in meetings on a regular basis, you will need special assistance beyond what is normally provided, the City will attempt to accommodate you in every reasonable manner. Please contact the Office of the City Clerk, (760) 323-8204, at least 48 hours prior to the meeting to inform us of your particular needs and to determine if accommodation is feasible.

AFFIDAVIT OF POSTING

I, Jay Virata, Director of Community & Economic Development, of the City of Palm Springs, California, hereby certify this Agenda was posted at City Hall before 5:00 p.m., December 7, 2023, and posted on the City’s website as required by established policies and procedures.

/S/ Jay Virata
Jay Virata
Community & Economic Development

CITY COUNCIL STAFF REPORT

05/12/2022 1.M.

City Clerk-

SUBJECT

MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN CITY OF PALM SPRINGS AND QUEER WORKS, A CALIFORNIA PUBLIC BENEFIT NON-PROFIT CORPORATION REGARDING THE DUE DILIGENCE PROJECT TO PURSUE A STATE GRANT FOR A POSSIBLE GUARANTEED INCOME PILOT PROGRAM RECOMMENDATION:

Review and approve the accompanying Memorandum of Understanding (MOU) between the City of Palm Springs and Queer Works, a California public benefit non-profit corporation.

Attachments

[Item 1M](#)



CITY COUNCIL STAFF REPORT

DATE: May 12, 2022

CONSENT CALENDAR

SUBJECT: MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN CITY OF PALM SPRINGS AND QUEER WORKS, A CALIFORNIA PUBLIC BENEFIT NON-PROFIT CORPORATION REGARDING THE DUE DILIGENCE PROJECT TO PURSUE A STATE GRANT FOR A POSSIBLE GUARANTEED INCOME PILOT PROGRAM

FROM: Justin Clifton, City Manager

BY: Jeffrey S. Ballinger, City Attorney

SUMMARY:

This item provides the City Council with the opportunity to approve a memorandum of understanding (MOU) between the City of Palm Springs and Queer Works, a California public benefit non-profit corporation. The MOU is intended to establish the relationship between the City and Queer Works, as Queer Works conducts the due diligence necessary to pursue a grant from the State of California for a possible guaranteed income pilot project.

RECOMMENDATION:

Review and approve the accompanying Memorandum of Understanding (MOU) between the City of Palm Springs and Queer Works, a California public benefit non-profit corporation.

BUSINESS PRINCIPAL DISCLOSURE:

Queer Works is a California public benefit non-profit corporation. As a non-profit corporation, Queer Works does not have any investors. Included as **Attachment A** is Queer Works Statement of Information, on file with the California Secretary of State. The Statement of Information lists the following Queer Works officers: Jacob Rostovsky, Chief Executive Officer; Alan Guno, Chief Financial Officer.

BACKGROUND:

At its March 24, 2022 regular meeting, the City Council considered a request by Queer Works and Desert AIDS Project (DAP) Health to provide up to \$200,000 in financial

support for the purpose of conducting due diligence (the “project”) in pursuing a State of California grant for a possible guaranteed income pilot program. The State grant involves providing up to \$35 million in funding for guaranteed income pilot programs over the next five years, pursuant to authority of California Welfare & Institutions Code sections 18997 through 18997.2.

The State agency responsible for administering the grant, the California Department of Social Services (CDSS), has stated that the CDSS believes that guaranteed income can be a tool to advance equity for communities that have been disproportionately impacted by poverty and wealth disparities. CDSS has further stated that it will work in partnership with participants in terms of race, ethnicity, gender, lesbian, gay, bisexual, transgender, queer, intersex, asexual (LGBTQIA) identity, age, disability, housing status, language, immigration status, justice involvement, rural or urban location, and other factors.

Transgender and nonbinary individuals are particularly vulnerable to unemployment, homelessness, assault, and discrimination, and as a result have been disproportionately impacted by poverty and wealth disparities.

At the March 24, 2022 City Council meeting, the Council voted to approve the request for financial support for the due diligence necessary to pursue the State grant.

STAFF ANALYSIS:

The accompanying Memorandum of Understanding (MOU), **Attachment B**, establishes the relationship between the City and Queer Works with regard to the Council-approved financial assistance for due diligence in pursuit of the State grant.

Before turning to the terms of the proposed MOU, it is important to understand where the MOU fits within the previously approved action by the City Council. One important facet of the March 24, 2022 Council approval is that the current project is simply a *due diligence* project, which is aimed at seeking State grant funding of a pilot program for guaranteed income. The Council did not approve spending any funds on a guaranteed income project itself.

With that in mind, the MOU provides for a general framework for the relationship between the City and Queer Works, as Queer Works conducts that due diligence. Among the MOU’s terms, the following are some notable provisions:

- The City and Queer Works are to meet regularly in order to coordinate due diligence project needs and deliverables.
- The parties are to conduct all financial affairs with transparency.
- Comply with all federal, state, and local laws and regulations.

- The City will provide, on a reimbursement basis, up to Two Hundred Thousand Dollars (\$200,000) for operational costs that are necessary for the due diligence project.
- Queer Works, either directly or through a partner such as Desert AIDS Project (DAP), is to perform all of those activities necessary for the due diligence project. Those items are listed as an exhibit to the MOU, and include such items as:
 - Draft and submit a proposal to the Mayors for a Guaranteed Income (MGI)
 - Raise funds, both public funds and private philanthropic funds
 - Seek community engagement
 - Receive feedback from MGI
 - Develop program design needs, including number of participants, income eligibility, staff requirements, and participant eligibility. With regard to the participant eligibility component, while the March 24 discussion included targeting transgender and nonbinary individuals living in Palm Springs as the target recipients of the pilot program, it should be noted that the final participant eligibility has yet to be finalized, and may be modified based on policy considerations, legal considerations, as well as State grant funding requirements.
- Queer Works is required to exercise good faith efforts to stay within the budget that is attached to the MOU.
- Queer Works is required to keep the City apprised of changes made to the program, state grant opportunities, fundraising and other information pertinent to execution of the scope of work.
- Queer Works is required to provide to the City Manager a periodic progress report (monthly, unless indicated otherwise by the City Manager, in writing) that would outline activities and progress. Such reports would include basic quantifiable and qualitative information, such as number of individuals participating in focus groups, grants or donations sought and/or received, information gleaned from due diligence etc.
- Queer Works is required to comply with all IRS, FTB and (as applicable) California Attorney General non-profit requirements to remain in good standing.
- Queer Works is required to submit reasonably detailed, written, reimbursement requests, including back-up information (such as invoices, cancelled checks, payroll information) to the City, for purposes of the City's reimbursement of such operational expenses.
- Queer Works is required to keep its books and records open to the City for audit, for up to three (3) years.

Therefore, City staff and the City Attorney recommend the City Council review and approve the accompanying MOU, in order to carry out the due diligence program previously approved.

ENVIRONMENTAL ASSESSMENT:

The approval of this MOU will not have any environmental impacts. As such, no further review is required under the California Environmental Quality Act (CEQA), Cal. Pub. Res. Code 21000 et seq.

ALIGNMENT WITH STRATEGIC PLANNING:

This MOU and the pilot program that is pursued aligns with the City Council's goals of improving homelessness and advancing economic development, by providing a pilot program to address historic and systemic economic barriers within the community.

FISCAL IMPACT:

The approval of this MOU carries out the City Council's prior policy decision to spend up to \$200,000. It is possible that less than such amount may be expended in pursuit of the due diligence project.

REVIEWED BY:

City Attorney	Jeffrey S. Ballinger
City Manager:	Justin Clifton

ATTACHMENTS:

- A. Statement of Information – Queer Works
- B. Memorandum of Understanding (MOU)

CITY COUNCIL STAFF REPORT

10/17/2022

CONSIDER PROPOSAL FROM WE ARE ONE UNITED INC. REQUESTING FINANCIAL ASSISTANCE IN THE AMOUNT OF \$400,860 FOR THE UNITED FOR SAFE YOUTH INITIATIVE

RECOMMENDATION:

1. Consider Proposal from We Are One United Inc. to provide financial assistance in the amount of \$400,860 for the United for Safe Youth Initiative.
2. If supportive of funding request, authorize the Interim City Manager or designee to negotiate an agreement with We Are One United Inc. and execute all documents as needed.

Justin Clifton, City Manager

SUBJECT:

CONSIDER PROPOSAL FROM WE ARE ONE UNITED INC. REQUESTING FINANCIAL ASSISTANCE IN THE AMOUNT OF \$400,860 FOR THE UNITED FOR SAFE YOUTH INITIATIVE

RECOMMENDATION:

1. Consider Proposal from We Are One United Inc. to provide financial assistance in the amount of \$400,860 for the United for Safe Youth Initiative.
2. If supportive of funding request, authorize the Interim City Manager or designee to negotiate an agreement with We Are One United Inc. and execute all documents as needed.

Attachments

[Item 3B](#)

[Item 3B - Additional Material](#)



CITY COUNCIL STAFF REPORT

DATE: OCTOBER 17, 2022 BUSINESS & LEGISLATIVE

SUBJECT: CONSIDER PROPOSAL FROM WE ARE ONE UNITED INC. REQUESTING FINANCIAL ASSISTANCE IN THE AMOUNT OF \$400,860 FOR THE UNITED FOR SAFE YOUTH INITIATIVE

FROM: Teresa Gallavan, Interim City Manager

BY: Community & Economic Development Department

SUMMARY:

We Are One United Inc. (WAOU) is a community-based organization (CBO) and self-described social enterprise, training and development company based primarily in Palm Springs working for community, equity, and well-being. WAOU was awarded a \$2,155,632 grant from the California Violence Intervention and Prevention (CalVIP) program. The grant requires WAOU secure matching funds in the amount of \$2,170,632. WAOU is requesting the City of Palm Springs contribute \$400,860 as part of the required match (Proposal, **Attachment 1**). The City contribution will be used to provide startup funding for WAOU'S United for Safe Youth Initiative (Program) – a comprehensive, holistic approach to reducing and preventing violence in the District One area of Palm Springs for at-risk youth.

RECOMMENDATION:

1. Consider Proposal from We Are One United Inc. to provide financial assistance in the amount of \$400,860 for the United for Safe Youth Initiative.
2. If supportive of funding request, authorize the Interim City Manager or designee to negotiate an agreement with We Are One United Inc. and execute all documents as needed.

BUSINESS PRINCIPAL DISCLOSURE:

The Business Principal Disclosure Form for We Are One United Inc. is not available at the time of the writing of this report but will be provided as Additional Materials to this item in advance of the meeting.

BACKGROUND:

The California State Legislature established the CalVIP Grant Program in Fiscal Year 2018. CalVIP encourages cities disproportionately impacted by violence to develop local approaches that best meet the diverse needs of each community in reducing violent crime. In 2019, Governor Newsom signed Assembly Bill (AB) 1603, codifying the CalVIP program as the Break the Cycle of Violence Act, and established the Board of State and Community Corrections (BSCC) to administer the program.

AB 1603 specifies that CalVIP grants shall be used to support, expand, and replicate evidence-based violence reduction initiatives, including but not limited to:

- Hospital-based violence intervention programs
- Evidence-based street outreach programs
- Focused deterrence strategies

In addition to the \$400,860 requested from the City of Palm Springs, WAOU is currently seeking assistance from other entities to provide the balance of matching funds required (\$1,769,772).

STAFF ANALYSIS:

Violence in the Desert Highlands Gateway Estates and East San Rafael communities has been on the rise over the past few years. Recent statements issued by the Palm Springs Police Department (PSPD) indicate that Desert Highland Gateway Estates community accounts for approximately 2% of the city's population and 30% of the City's total gun violence. Information gathered by PSPD through community meetings, speaking with youth involved, police reports and meetings with school officials, indicate ages of the youth involved in the violence are between the ages of 13 and 17 years old, which is the target population for the Program.

As proposed, the Program would be implemented in three phases.

Phase 1 – Street Outreach & Mentoring delivered by Community Messengers

WAOU in conjunction with the Desert Highland Gateway Estates and East San Rafael Communities, will utilize the CalVIP grant to create a Street Outreach Team of community restoration specialists, crisis-diffusers, and violence-interrupters to reduce the violence that has been on the rise. By working with “entrenched members of the community,” with training and stipends for the work they do, the Street Outreach Teams will be a bridge between WAOU and the community, and they will be instrumental in recruiting other like-minded individuals to advance the Program.

The Proposal cites how, “Workers with street experience have unique insight into what attracts youth to negative life choices and can serve as role models to at-risk and gang-

involved youth.” By including individuals previously impacted by violence, including system impacted and/or formerly/currently system-involved individuals in their plan, clients will be more likely to engage in programs because they will be able to interact with someone who comes from their community, has been where they are and has made a positive life change.

Phase 2 – Job Training, Mental Health & Wellness, Youth Programming

This phase will address gaps in access to educational opportunities and training for at-risk youth to help create pathways to in-demand and high paying jobs such as healthcare, advanced manufacturing and trades, cybersecurity, and information technology. To increase client “hireability” and employability the Program will provide practical skills, life skills, mentoring, internships/apprenticeships, and job placement and an alumni program. Through these activities clients will be connected to industry partners for paid apprenticeships and internships and be assisted with employment and business opportunities, attend speaker series with entrepreneurs and thought leaders, and be connected to certificate programs and associate degree programs.

This phase will also include Mental Health/Wellness/Youth Programming. Clients will work with intervention specialists to connect with mental health programs, and families will be educated on the current state of the client until licensed professionals or psychiatric resources and community-based support services will take over the case. Activities will also augment afterschool programs by providing extended hour weekday and weekend recreation opportunities including a media and music studio, Science Technology Engineering Arts and Mathematics (STEAM), Virtual Reality experience, and gaming tournaments in a safe space. Virtual cafes, forums, and mixers to address trauma, share aspirations, and build relationships will also be part of the programming for this phase.

Phase 3 – Leave a Legacy Leadership Challenge

This phase is a one-year program to help youth become leaders and agents of change. During this phase clients will be provided with training and skill development in leadership, project management, public speaking, conflict mediation, professional networking, business writing, and creating a social enterprise.

Clients are viewed as the future leaders of the community and the Program is meant to create a pipeline of future leaders and advocates that will continue the work for future generations. The goal is to create an economic development mindset within the community, to engage in the creation of opportunities for the community, such as starting worker-owned businesses, investing in a credit union, and creating a supermarket.

Details for each phase are included in the attached Proposal (**Attachment 1**).

Support and implementation of the WAOU Program would not only be beneficial in addressing increased levels of violence in the City, but also in changing the trajectory for the youth in the community.

ENVIRONMENTAL ASSESSMENT:

The recommended action is not a “project” for purposes of the California Environmental Quality Act (CEQA), as that term is defined by CEQA guidelines (Guidelines) section 15378.

ALIGNMENT WITH STRATEGIC PLANNING:

This addresses the Quality of Life Strategic Plan Goal – Reduce Crime Key Objective, Focus on Violent Crime task.

FISCAL IMPACT:

WAOU has been awarded a CalVIP grant in the amount of \$2,155,632. The grant requires WAOU secure matching funds in the amount of \$2,170,632 for a total budget of \$4,326,264. In addition to the \$400,860 requested from the City of Palm Springs, WAOU is currently seeking assistance from other entities to provide the balance of \$1,769,772 in matching funds.

Sufficient funds are available for workforce development activities in Fiscal Year 2023 budget in account 1001060-40000.

REVIEWED BY:

Department Director:	Jay Virata
Interim City Manager:	Teresa Gallavan

ATTACHMENTS:

- A. We Are One United Proposal
- B. Business Principal Disclosure (to be provided as Additional Materials in advance of the meeting)

CITY COUNCIL STAFF REPORT09/26/2023

SUBJECT:

APPROVE CONTRACT SERVICES AGREEMENT WITH MARTHA'S VILLAGE AND KITCHEN FOR OPERATIONS OF THE PALM SPRINGS ACCESS CENTER LOCATED AT 225 EL CIELO ROAD, AND THE EARLY ENTRY FACILITY AND NAVIGATION CENTER LOCATED AT 3589 MCCARTHY ROAD

RECOMMENDATION:

1. Approve Contract Services Agreement with Martha's Village and Kitchen for operations of the Palm Springs Access Center located at 225 El Cielo Road, and the Early Entry Facility and Navigation Center located at 3589 McCarthy Road.
2. Appropriate General Funds in the amount of \$5,250,000 per year for four years, beginning in Fiscal Year 2025, for ongoing operations of the Access Center, Early Entry Facility, and Navigation Center.
3. Authorize the City Manager or Designee to execute all necessary documents, including making minor, non-substantive changes, and to sign all documents necessary.

Attachments[Item 3A](#)[Item 3A Supplemental Memo](#)



CITY COUNCIL STAFF REPORT

DATE: SEPTEMBER 26, 2023

BUSINESS & LEGISLATIVE

SUBJECT: APPROVE CONTRACT SERVICES AGREEMENT WITH MARTHA'S VILLAGE AND KITCHEN FOR OPERATIONS OF THE PALM SPRINGS ACCESS CENTER LOCATED AT 225 EL CIELO ROAD, AND THE EARLY ENTRY FACILITY AND NAVIGATION CENTER LOCATED AT 3589 MCCARTHY ROAD

FROM: Scott C. Stiles, City Manager

BY: Community & Economic Development Department

SUMMARY:

The Council previously approved a contract services agreement with Martha's Village and Kitchen (Contractor) on January 29, 2021 for the operations of the Palm Springs Navigation Center. Given the changes in the facility design and operations, an updated contract services agreement (Agreement, **Attachment A**) has been prepared for City Council review and approval. The Agreement incorporates off-site intake operations at the Access Center, overnight sleeping accommodations for qualified patrons at the Early Entry Facility, and the transitional housing and services originally contemplated for the Navigation Center.

RECOMMENDATION:

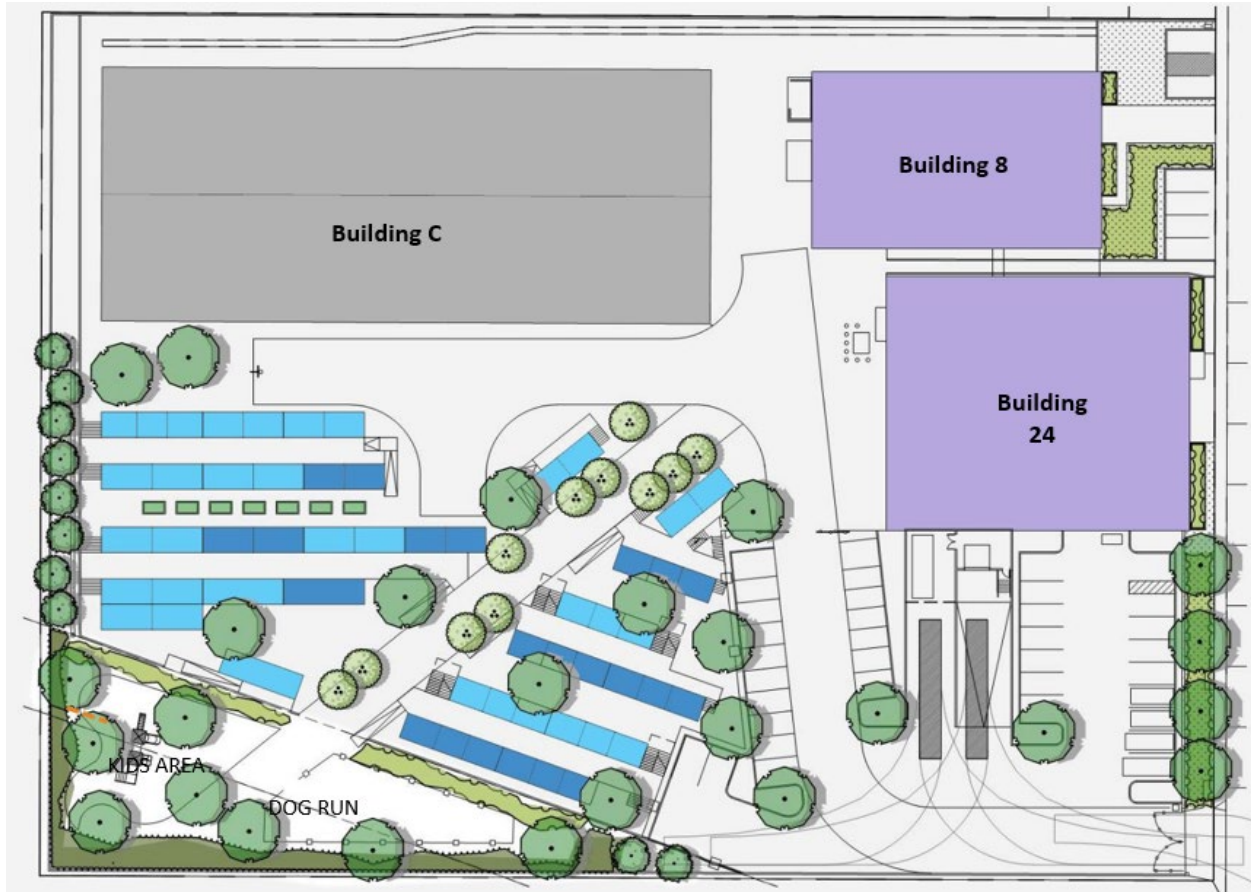
1. Approve Contract Services Agreement with Martha's Village and Kitchen for operations of the Palm Springs Access Center located at 225 El Cielo Road, and the Early Entry Facility and Navigation Center located at 3589 McCarthy Road.
2. Appropriate General Funds in the amount of \$5,250,000 per year for four years, beginning in Fiscal Year 2025, for ongoing operations of the Access Center, Early Entry Facility, and Navigation Center.
3. Authorize the City Manager or Designee to execute all necessary documents, including making minor, non-substantive changes, and to sign all documents necessary.

BUSINESS PRINCIPAL DISCLOSURE:

See **Attachment B**.

The Navigation Center and Early Entry Facility site on McCarthy Road has three buildings as shown in site plan below.

Image 2
Navigation Center and Early Entry Facility Site Plan



Due to cost overruns, the Navigation Center was redesigned. While the location of the buildings will remain the same, they will be used for different purposes. Specifically, Building 8 was changed to be utilized as an Early Entry Facility which will house individuals who are waiting to be placed in the independent living modular units.

This change, however, also necessitated additional services for the Early Entry Facility and Access Center as part of the Navigation Center operations, with the Access Center serving as the intake facility for the Navigation Center and Early Entry Facility. These changes are incorporated in the Agreement. The Palm Springs Access Center is located at 225 El Cielo Road as shown in Image 3 on the following page. Together, these facilities (Navigation Center, Early Entry Facility, and Access Center) make up the Navigation Center Facilities.

Image 3
Access Center Location



As proposed in the Agreement, Martha's Village and Kitchen will operate the Navigation Center Facilities as follows:

Early Entry Facility - Building 8 will serve as the Early Entry Facility where 50 beds will be available as an overnight facility between the hours of 4:00pm and 7:30am. Clients will be transported to and from the Access Center to the Early Entry Facility seven days a week. Transportation from the Access Center to the Early Entry Facility will occur at approximately 4:00pm every day. Transportation from the Early Entry Facility to the Access Center will occur at approximately 7:00am every day. Five (5) beds at the Early Entry Facility are to be reserved for referrals from the Palm Springs Police Department.

Breakfast and dinner will be provided for the clients. For the period that the Navigation Center Kitchen is not open (estimated to be before July 2024), breakfast and dinner may be catered or delivered. After the Navigation Center Kitchen is open breakfast and dinner may be prepared in the Navigation Center Kitchen or if necessary, may be catered or delivered.

Navigation Center - The Navigation Center functions will operate in Building 24, the 80 modular residential units, and office space in Building C. The residential units will include kitchenettes and bathroom facilities. Five of the units are for families and 10 units are for transitional age youth. The Navigation Center also includes a children’s play area; general parking; green space; and hardscape and landscape. Recuperative care services will be provided in the modular residential units as needed. Building 24 includes the commercial kitchen, dining/ multi-purpose room, and administrative offices. Existing office space in Building C will be used to replace some of the office space, case management, employment services, and flex space.

Access Center - The Access Center will serve as a Daytime Drop-in Center with associated activities for homeless individuals and those at risk of homelessness and will offer access to community service providers through appointments made at the Access Center. Life skills workshops/classes will be offered, individuals will have access to employment services and the onsite computer lab and study area. A primary function of the Access Center is to serve as the point-of-entry (Intake) for those individuals and families seeking admission to the Early Entry Facility.

As the Navigation Center and Early Entry Facility are not yet constructed, services under the Agreement will be phased in as follows:

Table 1
 Navigation Center Facility Phases

	Services	Budget	FTE
Phase 1 October 1, 2023 - December 31, 2023	<u>Access Center</u> Daytime Drop-in Center, access to community service providers, life skills workshops/classes will be offered, individuals will have access to employment services and the onsite computer lab and study area. A primary function of the Access Center is to serve as the point-of-entry (Intake) for those individuals and families seeking admission to the Early Entry Facility.	629,970	24.1
Phase 2 January 1, 2024 - June 30, 2024	<u>Access Center</u> (described above) <u>Early Entry Facility</u> Overnight sleeping facility, beds for a maximum of 50 clients. Five (5) beds to be reserved for referrals from the Palm Springs Police Department, breakfast and dinner will be provided for the clients.	1,790,600	60.9

	Services	Budget	FTE
Phase 3 July 1, 2024 - June 30, 2027	<u>Access Center</u> (described above)	4,904,400 (annually)	60.9
	<u>Early Entry Facility</u> (described above)		
	<u>Navigation Center</u> 80 transitional housing units up to a maximum of six-months, commercial kitchen operations, counseling services, job training, case management support, and general administrative office functions. A primary function of the Navigation Center is to connect individuals to and navigate them through housing resources to obtain permanent housing.		

Phase 1 and Phase 2 are partial operations of the Navigation Center Facilities. The budget and staffing (FTEs) for Phase 1 and Phase 2 gradually increase over the next nine months, until the Navigation Center and Early Entry Facility can be occupied. It is during this time that Martha’s Village and Kitchen anticipates hiring and training staff.

Phase 3 represents the total operations of the Navigation Center Facilities. After the Navigation Center (and 80 modular residential units) are constructed, residents may begin moving in and services may commence.

ENVIRONMENTAL IMPACT:

The requested City Council action is not a “Project” as defined by the California Environmental Quality Act (CEQA). Pursuant to Section 15378(a), a “Project” means the whole of an action, which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment. The requested action is to amend a lease of a City-owned property and is exempt from CEQA pursuant to Section 15378(b), in that a “Project” does not include: (5) Organizational or administrative activities of governments that will not result in direct or indirect physical changes in the environment.

FISCAL IMPACT:

The City currently has the following grant funds available for Navigation Center operating expenses:

Homeless Housing and Assistance Program (HHAP)	\$5,300,000
<u>HomeKey</u>	<u>3,024,000</u>
Total	\$8,324,000

If approved, operating expenses for the remainder of Fiscal Year 2024 (October 1, 2023 – June 30, 2024) will be approximately \$2,420,570 (i.e., Operating expenses for Phase 1 and Phase 2 combined). This will leave a grant fund balance of \$5,903,430, which is sufficient to cover operating expenses for Fiscal Year 2025 and two- and one-half months of operating costs for Fiscal Year 2026 (approximately \$999,030). Future General funds would have to cover approximately \$3,905,370 for the remainder of Fiscal Year 2026, and \$4,904,400 for Fiscal Year 2027.

It should be noted however, that Congressman Calvert has announced he has secured federal funding in the amount of \$2,005,961 for the Palm Springs Navigation Center. The formal award of these funds is pending. In addition, Martha's Village and Kitchen anticipates generating revenue through California Advancing and Innovating Med-Cal (CalAIM, which integrates the State's Medi-Cal program with other social services), Recuperative Care, and Fundraising. Without having operating history for these programs at the Navigation Center they are unable to determine how much additional revenue will be available for Navigation Center operations. According to the terms of the Agreement, Martha's Village and Kitchen will hold annual budget meetings to review revenue generated by Martha's Village and Kitchen at the Navigation Center to be used for Navigation Center Operations.

REVIEWED BY:

Department Director:	Jay Virata
Deputy City Manager	Flinn Fagg
City Manager:	Scott Stiles

ATTACHMENTS:

- A. Contract Services Agreement
- B. Business Principal Disclosure

January

2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 New Year's Day	2	3	4	5	6 Certified Farmers' Market, Palm Springs Cultural Center (home of the historic Camelot Theatres) Parking Lot, 2300 E. Baristo Rd. 8:00 am – 1:00 pm
7	8	9	10	11	12	13 Martin Luther King Jr. Youth Basketball Classic, Demuth Community Center
14 Martin Luther King Jr. Commemoration Celebration, La Quinta	15 Martin Luther King Jr. Day	16 One-PS Membership Meeting, 4:30-6:00, Police Training Center	17		19	20 Certified Farmers' Market, Palm Springs Cultural Center (home of the historic Camelot Theatres) Parking Lot, 2300 E. Baristo Rd. 8:00 am – 1:00 pm
21	22	23	24	25	26	27
28	29	30	31			

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LEGEND:

OLIVER CLEARY (OC)

GLENN FLOOD (GF)

BEVERLY GREER (BG)

MICHAEL MJ HORN (MH)

BOBBY T. RIMAS (BR)

EDWIN RAMORAN (ER)

CARLOTTA RINKE (CR)

LILLY HANNER (LH)

DAVID VIGNOLO (DV)

HUGO LOYOLA (HL)

LEGEND:

Event is Confirmed: **GREEN**

Event is Tentative: **YELLOW**

February

2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3 Palm Springs Black History Committee's 14 th Annual Awards Gala, Margaritaville Resort
4 Rosa Parks Day	5	6	7	8	9	10 Chinese New Year Certified Farmers' Market, Palm Springs Cultural Center (home of the historic Camelot Theatres) Parking Lot, 2300 E. Baristo Rd. 8:00 am – 1:00 pm
11	12	13 One-PS Membership Meeting, 4:30-6:00, Police Training Center	14	15	16	17 Certified Farmers' Market, Palm Springs Cultural Center (home of the historic Camelot Theatres) Parking Lot, 2300 E. Baristo Rd. 8:00 am – 1:00 pm
18	19 Presidents' Day	20	21	22 Villagefest 6:00 pm - 10:00 pm	23	24 Palm Springs Black History Committee's 37 th Annual Parade & Town Fair
25	26	27	28	29		

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LEGEND:

OLIVER CLEARY (OC)

GLENN FLOOD (GF)

BEVERLY GREER (BG)

MICHAEL MJ HORN (MH)

BOBBY T. RIMAS (BR)

EDWIN RAMORAN (ER)

CARLOTTA RINKE (CR)

LILLY HANNER (LH)

DAVID VIGNOLO (DV)

HUGO LOYOLA (HL)

LEGEND:

Event is Confirmed: **GREEN**

Event is Tentative: **YELLOW**

March 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2 Certified Farmers' Market, Palm Springs Cultural Center (home of the historic Camelot Theatres) Parking Lot, 2300 E. Baristo Rd. 8:00 am – 1:00 pm
3	4	5	6	7	8	9
10	11 Ramadan Begins	12 One-PS Membership Meeting, 4:30-6:00, Police Training Center	13	14	15	16 Certified Farmers' Market, Palm Springs Cultural Center (home of the historic Camelot Theatres), Parking Lot, 2300 E. Baristo Rd. 8:00 am – 1:00 pm
17	18	19	20	21	22	23 Purim Begins
24 Palm Sunday	25	26	27	28	29	30
31 Easter Sunday						

LEGEND:

OLIVER CLEARY (**OC**)

GLENN FLOOD (**GF**)

BEVERLY GREER (**BG**)

MICHAEL MJ HORN (**MH**)

BOBBY T. RIMAS (**BR**)

EDWIN RAMORAN (**ER**)

CARLOTTA RINKE (**CR**)

LILLY HANNER (**LH**)

DAVID VIGNOLO (**DV**)

HUGO LOYOLA (**HL**)

LEGEND:

Event is Confirmed: **GREEN**

Event is Tentative: **YELLOW**

RULES AND STANDARD OPERATING PROCEDURES
of the
HUMAN RIGHTS COMMISSION OF THE CITY OF PALM SPRINGS

The mission of the Human Rights Commission of Palm Springs is to promote and protect the diversity of our community and to improve human relations through education and community awareness.

GOALS

1. To develop community education programs;
2. To investigate and mediate instances of discrimination of groups or individuals;
3. To advocate on behalf of community groups and at-risk populations in common support of human rights issues;
4. To facilitate through the City Council sufficient funding and staff to assist the Commission in carrying out its duties and responsibilities;
5. To establish an ongoing dialogue with the City Council, City Manager and City staff to support the Commission's mission statement and City's Strategic Plan.

COMMISSIONERS

Each member of the commission is an officially appointed representative of the City and thereby is expected to behave in a professional manner that is representative of a City official.

In addition, in accordance with the City of Palm Springs' government representative program for students, there is a non-voting position on the city's Human Rights Commission.

SUBPOENA POWER

The Mayor and the City Council have expressed a willingness to provide such authority on a case-by-case basis.

ROLE OF STAFF

Staff will provide coordination and clerical support, will act as a liaison to other city departments, and will serve as a resource to the Commission.

ORGANIZATION STRUCTIJRE

- A. Commission members are appointed by the City Council for three (3) year terms. Terms are staggered, with three (3) members appointed annually. If a vacancy on the Commission

occurs, the City Council will appoint a new commissioner to serve out the remainder of the term of the past commissioner.

B. Commission meetings are to be held on a regular basis as determined by the Commission. All meetings are open to the public per the requirements of the Ralph M. Brown Act and California Government Code Section 54940. Special commission meetings may be called by the Chair, by any three (3) members of the Commission, or by the Executive Committee. The agenda shall be made available to the public in one (1) location, posted a minimum of 72 hours prior to a regular meeting, or 24 hours in the case of a special meeting. Items for the agenda must be given to the Chair by the Executive Committee meeting prior to the regular commission meeting. Items may be added to the agenda where a need to act arose subsequent to the posting of the agenda, and 2/3 vote of the membership or unanimous if less than 2/3 of the members are present. A regular meeting may be adjourned for lack of a quorum to a new time. If within five (5) days from the original meeting date, no new agenda posting is required.

C. The duties of the Executive Committee shall be to:

- 1) Keep the focus of the Commission on fulfillment of its goals;
- 2) Set the strategic vision of the Commission;
- 3) Act as a liaison with other City commissions, boards, and committees; and
- 4) Provide agenda items to the staff liaison in a timely manner sufficient to meet the agenda requirements in accordance with all laws and policies of the State of California and the City of Palm Springs (i.e., Brown Act.)

B-D. The Commission may call a special meeting for any one of the following conditions. Prior to discussing any item pursuant to this section, the Commission shall publicly identify the item through the posting of the agenda for the special meeting.

- 1) Upon a determination by a majority vote of the Commission that an emergency exists.
- 2) Upon a determination by a two-thirds vote of the members of the Commission present at the meeting, or, if less than two-thirds of the members are present, a unanimous vote of those members present, that there is a need to take immediate action and that the need for action came to the attention of the Commission subsequent to the agenda being posted.
- 3) The item was posted on the agenda for a prior meeting of the Commission occurring not more than five calendar days prior to the date action is taken on the item, and at the prior meeting the item was continued to the meeting at which action is being taken; and
- 4) To consider action on a request from a member to participate in a meeting remotely due to emergency circumstances, pursuant to Cal. Gov. Code Section 54953 if the request does not allow sufficient time to place the proposed action on the posted agenda for the meeting for which the request is made. The Commission may approve such a request by a majority vote of the legislative body. (Cal. Gov. Code 54954.2(b).)

C-E. Agenda Format

- 1) Reading of the Mission Statement
- 2) Roll Call

- 3) Acceptance of the Agenda
- 4) Approval of the Minutes
- 5) Public Comments
- 6) Chairperson's Report
- 7) Speaker Presentation (When scheduled)
- 8) Commission Liaisons and Staff Liaison Reports (if any)
- 9) New Business
- 10) Commissioners' Comments
- 11) Motion to Adjourn

D.F. It is the intention of the Commission to comply with the Americans with Disabilities Act (ADA) in all respects. If, an attendee or any commissioner needs special assistance beyond what is normally provided, the Commission will attempt to accommodate the individual in every reasonable manner. Individuals should contact the Office of the City Clerk, (760) 323-8204, at least 48 hours prior to the meeting to inform the Commission of any particular needs and to determine if accommodation is feasible.

E.G. Minutes of the commission and its committees, as well as documents related to the agenda, will be submitted to the membership no less than 48 hours prior to the next regular Commission meeting. All recorded copies of Commission activities shall be retained and kept on file in the Commission designated office. The minutes shall contain all actions taken (who, what, when, why and how), motions made and seconded, the nature of the vote, committee reports, topics discussed, decisions and how reached (vote or by consensus), and action items, identified.

F.H. The Commission shall conduct a strategic planning special meeting annually and issue a follow-up report.

G.I. A biennial report regarding the meeting of the Commission's annual goals and objectives shall be prepared and reported to the City Council. The Commission's strategic plan shall support the Council's own two-year strategic priorities.

H.J. All Commission members will be given sufficient opportunity to comment on all issues, after which staff may be allowed to speak on the same issues, as appropriate.

I.K. All agenda items for consideration by the Executive Committee must be submitted no later than two (2) weeks after a regular or special meeting of the Commission.

OFFICERS

Officers of the Commission will consist of the Chairperson, a Vice Chairperson and an elected Commissioner, who shall serve as a member of the Executive Committee. All officers shall serve 12 months and all officers are elected by the Commission at large.

Nomination and election of officers shall take place during the second meeting in July annually.

The role of the Chairperson shall be to lead meetings of the Commission, call special meetings as necessary, represent the Commission at official City Council meetings and official city events, serve as the Chairperson for all Executive Committee meetings, function as liaison with Commission city staff, other city boards and/or commissions, members of City government and perform other duties as required.

The Vice-Chairperson shall assist the Chairperson in all stated duties of the Chair and will serve as Chairperson in the absence of that individual.

The Rotating Member of the Executive Committee shall serve as Chairperson in the absence of the Chairperson and the Vice-Chairperson; this individual represents the Commissioners at large on the Executive Committee and has an equal vote on the Executive Committee in all matters.

VOTING

The quorum of the Commission is 50% of the membership plus one. Once a quorum is established, a simple majority of the members of the Commission present at the time of voting is required for any formal action; voting will be by a voice vote. Consensus as an agreement without formal action can be reached if all are in favor and none are in dissension.

PARLIAMENTARY PROCEDURE

Meetings of the Human Rights Commission are guided by Robert's Rules of Order.

MEDIA POLICY

All news and press releases generated by the Commission must be reviewed by the Executive Committee. Members of the Executive Committee are the primary spokespersons of the Commission. The Staff Liaison is responsible for the coordination of communications with the city's Office of Communications & Media Relations. Any member of the Commission may elect to respond to the media as an individual, however, any issue involving business of the Commission requires communication with an Executive Committee member prior.

CONFLICT OF INTEREST

All commissioners are required to complete a conflict-of-interest statement and file it with the City Clerk. Conflicts of interest are covered in Government Code Section 81000. Statements of economic interest (Form 730) must be filed pursuant to the Code (when entering office, annually and upon leaving Commission).

ATTENDANCE

A quorum is essential for the conduct of commission business. Commissioners shall contact the Commission staff liaison 48 hours prior to the next scheduled regular meeting of their intent to attend.

If a quorum is not present, the meeting may be adjourned by the members who are there. If no members are present, the meeting may be adjourned by the staff liaison.

Unexcused Absences

If a Commission member misses three (3) consecutive or 25% of the regular meetings in a fiscal year (3 meetings), his/her membership is automatically terminated. If the absence at the regular meeting is due to the fact that the regular meeting was changed from the normal second Monday of each month, then the absence shall be considered excused for purposes of this attendance policy.

The same policy shall apply to membership on the Executive Committee, three (3) consecutive or 25% of the meetings in a fiscal year. The member shall be allowed to continue on the Commission if they were not absent from the regular meetings.

Excused Absences

- a) Advance Notice:
The period of time for advance notice to be given is a minimum of one week prior to the next scheduled regular meeting;
- b) Sudden Illness:
No advance notice is required;
- c) Unexpected Business/Personal Matters:
A minimum of 48 hours prior notice required

All notices regarding absences shall be reported to the Commission staff liaison and approved by the Executive Committee.

Any tardiness or leaving early from a Commission regular/executive meeting of 15 minutes or greater which causes a lack of a quorum shall be judged as an absence and shall be handled under the absence policy.

REMOVAL OR RESIGNATION OF COMMISSION MEMBERS

A commissioner wishing to resign from the Commission should submit a letter of resignation to the Mayor, Chairperson of the Commission, and City Clerk.

Regarding the issue of absenteeism, the Chairperson shall file a certification with the City Clerk that such absences have occurred in violation of Commission Policy, and his/her office shall thereupon automatically become vacant, the affected member shall be notified in writing, and the vacancy shall be filled as any other vacancy.

Removal from the Commission may be recommended by the Chairperson on behalf of the Commission for any / or all the violations listed:

1. Failure to follow-through with Commissioner responsibilities in a reasonable and timely fashion as required for the meeting of the goals and objectives of the Commission;
2. Failure to adhere to the media policy;

Any of the above violations shall cause the Chairperson of the Commission to certify in written form to the member such violation has occurred. After three (3) violations in one fiscal year the Chairperson of the Commission shall certify with the City Clerk that such violations of Commission policy have occurred, and the members office shall automatically become vacant. The affected member shall be notified in writing, and the vacancy shall be filled as with any other vacancy.

The Mayor has the ability to remove a commissioner from office, should he/she deem such action appropriate.

VACANCY

Vacancies on the commission shall be filled through current City policy.

FISCAL YEAR

July 1 through June 30.

BUDGET PROCESS

The Executive Committee shall establish a biennial budget, to be approved by a vote of the Commission at Large at its July meeting. Requests for expenditures and/or reimbursements from eligible funding sources such as the Community & Economic Development department, which are less than \$100, shall only require the approval of the Chairperson. Any requests for funds in excess of \$100 shall be reviewed and approved by the Executive Committee.

INDEMNIFICATION

Commissioners are indemnified in accordance with City policy.

Revised & Adopted ~~9/12/96 November~~ December 11, 2023

ATTACHMENTS (TBD)

~~List of Community Liaison Groups~~

Bill of Rights

Universal Declaration of Human Rights

City Ordinance No 1426

Conflict of Interest Code

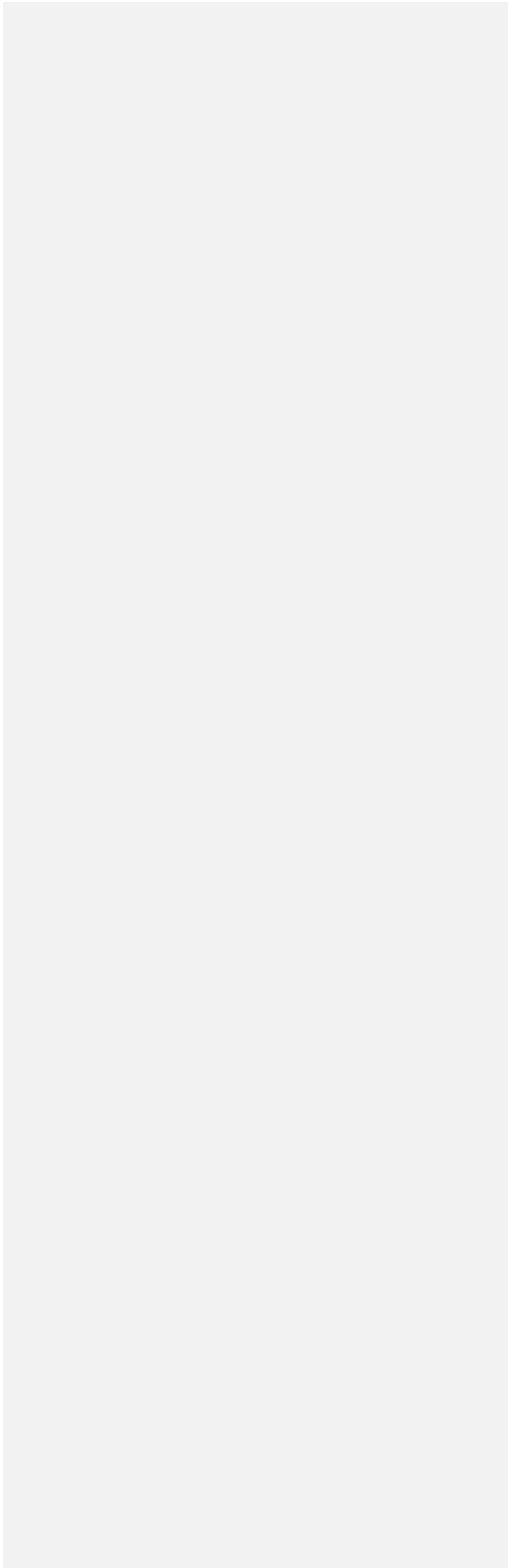
Task Force Report

Civil Rights Acts

American with Disabilities Act

Fair Employment and Housing Act

Hate Crime Definition
Relevant legislation/ court decisions



LIST OF COMMUNITY LIAISON GROUPS AT-RISK POPULATION GROUPS AND PARTNERS

The Commission will focus on specific groups within the City of Palm Springs that are considered vulnerable. Some common examples of vulnerable groups in society may include elderly people, people with low incomes, uninsured people, homeless people, racial or ethnic minorities, people in prison, migrant workers, pregnant women, people in the LGBTQIA community, and children. Vulnerable populations are defined as “groups who are at a disadvantage because of an inherent quality they possess or a status they occupy.” At risk populations are defined as “groups who are at a higher risk of exposure to a certain event.”

Each Commissioner will choose which vulnerable or at-risk population group he/she is most passionate about and shall engage with community partners to identify how the Commission might facilitate better outcomes for the affected group. Commissioner Liaisons shall periodically report back to the full Commission on their work and what opportunities might present for the full Commission to recommend changes in policies or programs for consideration by the City Council.

The following populations shall be the initial focus of the Human Rights Commission in 2024:

- LGBTQIA+ Community
- Homeless Community
- Older Adults Community

LGBTQIA+ Community Liaison Partners

Partners: All civic groups working with the LGBTQIA+ Community, including but not limited to Desert Business Association, DAP Health, Gay & Lesbian Alliance of the Desert, AIDS Assistance Program, Desert Rodeo Association, National Organization of Women (NOW), Parents & Friends of Lesbians & Gays(P-FLAG), Palm Springs Lesbian & Gay Pride, Gay Associated Youth, Gay, Lesbian, Bi-Veterans, Desert Women's Network, Log Cabin Republicans, Democratic Club of the Coachella Valley, American Association of University Women, League of Women Voters, The Center; Transgender Health & Wellness Center of Palm Springs.

Homeless Community Liaison Partners

Partners: Martha's Village and Kitchen; Palm Springs Police Department; Roman Ruiz City of Palm Springs' Homelessness Services Coordinator; Operation Safe House; DAP Health; Tenet Healthcare; Desert Healthcare District; Riverside University Health System – Behavioral Health; Jewish Family Service (San Diego); FIND Food Bank; OFRS Inc.; Coachella Valley Rescue Mission; Desert Care Network; Cal State San Bernardino Nursing Unit; Desert Physicians Medical Group Health

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Older Adults Community Liaison Partners

Human Rights Commission
CITY OF PALM SPRINGS, CALIFORNIA



REGULAR MINUTES
November 13, 2023
Palm Springs City Hall, Large Conference Room

FOR APPROVAL

1. **CALL TO ORDER:** Chair Loyola called the meeting to order at 5:30p.m
2. **ROLL CALL:**
Present: Commissioners: Cleary (*Not Present During Roll Call*), Vignolo, Flood, Rimas, Rinke, Horne, Greer, Loyola and Student Representative Hanner

Absent: Cleary, Ramoran

Staff Present: Jay Virata, Director, Community & Economic Development

3. **MISSION STATEMENT & GOALS:**

4. **PRESENTATION:**

1. Remarks by the Councilmember Christy Holstege, District 4
Chair Loyola; Councilmember Holstege was unable to join us today.

Commissioner Cleary joined the meeting at 5:33 pm

2. Reading of the Proclamation on Native American Heritage Month, October 9 – November 17, 2023
Commissioner Rimas and the Student Representative Hanner introduced the proclamation and reading on Native American Heritage Month.

Commissioner Rimas will circulate the draft proclamation to everyone so that the Commission knows where the references came from.

5. **ACCEPTANCE OF THE AGENDA**

MOTION BY: Commissioner Horne, Second by Commissioner Vignolo to accept the agenda as presented.
MOTION PASSES UNANIMOUSLY. YES 8; NO 0.

6. **PUBLIC COMMENTS:**

- David Christian

7. **CHAIR COMMENTS:**

Chair Loyola expressed gratitude to all the Commissioners who participated in the two weeks of community events representing the Commission.

8. **APPROVAL OF MINUTES: OCTOBER 10, 2023**

MOTION BY Commissioner Rinke, Second by Commissioner Rimas to approve the minutes of October 10, 2023, as presented. MOTION PASSES UNANIMOUSLY. YES 8; NO 0.

9. **ITEMS FOR DISCUSSION/ACTION:**

Vice Chair Vignolo on behalf of the Commission wished members of the South Asian Community a happy festival as they celebrate one of the important periods on their religious calendar, Diwali, the five-day festival of lights.

Chair Loyola indicated they talk about other recognition under announcements and create an action item.

A. Committee and Liaison Reports

1. Executive Report Standing Committee (Loyola, Vignolo)
 - a. New process for submission by Commissioners of items for next month's agenda
Chair Loyola reported the Executive and standing member Commissioner Greer met via Zoom. The Committee introduced a process for commissioners to submit future agenda items. Submissions can be submitted to Director Virata or, the Executive Committee two weeks before the next regular meeting. The next executive committee will meet on November 28, 2023, at 10:00 a.m. to discuss items for inclusion in the December agenda.
 - b. Next meeting of Executive Committee – Tuesday, November 28, 2023, at 10:00 am via Zoom
Chair Loyola the committee will meet to discuss submission items for inclusion in the December agenda.

Vice Chair Vignolo noted that the Executive Committee will prioritize agenda items and might roll over agenda requests for future meetings in certain instances. They will keep a list of all agenda item submissions so that all submissions are considered.

- c. Process and timeline for 2023 Community Service Awards Nominations and Selections
Chair Loyola provided an overview of the Community Service Awards application criteria, process, and timeline; applications and instructions are available online on the City's website and are due December 8, 2023. The ceremony will take place on February 12, 2023. The Executive Committee and the Student Representative will review applications and recommend honorees at the December meeting. Chair Loyola shared that Dan Gore, Restaurant Owner of Oscars, has offered to host an awardee dinner next year after the ceremony, a date has not yet been confirmed. Comments and questions followed.
 - d. Forthcoming survey to identify at-risk groups in the community
Vice Chair Vignolo and Commissioner Rink created a survey to gather input from the Commission about at-risk groups the Human Rights Commission should focus their efforts on. Each commissioner will receive an email with the survey link from Director Virata.

2. PSPD LGBT Outreach Liaison Report (Loyola)
Chair Loyola read a positive police report provided by Chief Mills expressing his appreciation for the cooperative efforts put forth by the entire community for another secure and prosperous pride weekend. Only one misdemeanor arrest took place.

3. Master Calendar Liaison Report (Vignolo)
 - A. Report on VillageFest Participation – October 19, 2023 (Hanner, Vignolo)
Commissioner Vignolo and the Student Representative shared their participation at Village Fest on October 19. The value and commitment of participation at VillageFest and the certified farmers' market was discussed.

MOTION By: Vice Chair Vignolo, Second by Commissioner Horne, to no longer participate in Village Fest until the Commission receives more information about participating at the certified farmers' market. Motion Passes Unanimously. YES 8; NO 0.

Vice Chair Vignolo commented on meeting Thalia Hayden, NBC News Anchor at Village Fest, and her invitation for the Commission to come on her morning show.

Director Virata confirmed that Amy Blaisdell, Director of Communication, is aware of the contact and instructed that the Chair of the Commission is the one to make communication with the media.

Chair Loyola will follow up and contact Thalia Hayden tomorrow.
Commissioner Flood suggested connecting with Patrick Evans, KESQ news anchor as well.

B. Additional opportunities to participate in 4Q events (Vignolo)
Vice Chair Vignolo presented community events occurring in the month of December.
Commissioner commitment and interest was gathered and discussed.

Chair Loyola spoke about the Transgender Day of Remembrance held on November 20.

Commissioner Horne suggested the Commission try to be on TV for International Human Rights Day.

Commissioner Rinke suggested the Commission have an agenda item on the ONE-PS Neighborhood Group meeting to gain visibility for the Human Rights Commission; Vice Chair Vignolo suggested she reach out to Peter Sipkins, Chairman of ONE-PS.

4. Main Street Liaison Report (Loyola) No report.
 5. Organized Neighborhoods of Palm Springs Liaison Report (Vignolo)
Vice Chair Vignolo indicated he would not be able to attend the neighborhood group meetings;
Commissioner Rinke volunteered to be the Liaison.
 6. Desert Highland Gateway Estates Community Association Liaison Report (Flood) No Report.
 7. Veterans Issues Liaison (Flood, Vignolo) No Report.
 8. Youth/Education Affairs Standing Committee (Hanner, Vignolo) No Report.
 9. Mediation Liaison
Commissioner Flood indicated that he continues to serve as a certified mediator.
 10. Equity and Social Justice Committee Liaison Update
Commissioner Rimas expressed interest in serving as the liaison for the committee.
- B. Review of Sections of Draft RULES AND STANDARD OPERATING PROCEDURES of the HUMAN RIGHTS COMMISSION OF THE CITY OF PALM SPRINGS document (October 2023) (Vignolo)**
1. Goals
 2. Commissioners, Subpoena Power, Role of Staff, Organization Structure
 3. Agenda Format
 4. Officers
 5. Voting and Parliamentary Procedure
 6. Media Policy, Conflict of Interest, and Attendance
 7. Removal Or Resignation Of Commission Members and Vacancies

Chair Loyola and Vice Chair Vignolo introduced the draft agenda item. Comments ensued regarding the document, commission budget, and the suggested revisions.

MOTION BY: Commissioner Greer, Second by Commissioner Rimas to approve the document as presented. Motion Passes Unanimously. YES 8; NO 0.

10. AGENDA ITEMS FOR THE NEXT HRC MEETING:

Director Virata confirmed the City's Attorney's direction regarding the Bogart Monument Report; in response to inquiry, he will follow-up with the City Attorney regarding the Commission opening discussion on the report.

Comments and questions followed among the Commission about their responsibility with the public comments received regarding the previously issued Human Rights Commission Bogart Monument Report. Director Virata specified the questions are for the City Attorney.

Chair Loyola reminded that the matter stands in the hands of the City Council and the City Attorney can answer any questions.

11. ANNOUNCEMENTS:

Chair Loyola welcomed any suggestions for further recognition of Diwali; Vice Chair Vignolo specified the Commission's recognition of the South Asian community and commemoration of their Diwali should be identified in the minutes.

Commissioner Horne commented on proposing a human services ad-hoc committee for next months agenda.

12. ADJOURNMENT: The Commission adjourned at 6:46p.m. to a regular meeting on Monday, December 11, 2023 at 5:30 p.m.

Jay Virata
Director of Community & Economic Development

APPROVED BY THE HUMAN RIGHTS COMMISSION: _____/_____/2023.

City of Palm Springs Human Rights Commission

PROCLAMATION

Native American Heritage Month

November 13, 2023 to December 16, 2023

WHEREAS, Native American Heritage Month is an opportunity to celebrate the rich cultural traditions and honor the heritage, contributions, and significant achievements of Native Americans;

WHEREAS, the City of Palm Springs recognizes the unique diversity and rich histories of Palm Springs' Native American culture. We acknowledge countless contributions that Native Americans, which include the Agua Caliente Band of Cahuilla Indians, make every day to our culture and to our city; and

WHEREAS, the City of Palm Springs is proud of the rich local history of the Agua Caliente Band of Cahuilla Indians, which spans thousands of years, who are a federally recognized Native American Tribe who is steward to more than 31,500 acres of ancestral land. The cities of Palm Springs, Cathedral City and Rancho Mirage as well as areas of unincorporated Riverside County span across the boundaries of the Agua Caliente Indian Reservation.

WHEREAS, Native American Heritage Month is significant because it is a month to honor Native Americans, their resilience, and their contributions to American society throughout history, even as they faced assimilation, discrimination and genocide spanning generations. Indigenous People's Day was first proposed at a United Nations conference in 1977 to address discrimination against Native Americans. South Dakota became the first state to replace Columbus Day with Indigenous People's Day in 1989, officially celebrating it the following year.

WHEREAS, California tribal nations have demonstrated the wisdom and leadership necessary to protect all Californians—not just California Native peoples—from the existential threats of a changing climate and divisive forces in society. Over the last year, California tribal nations have led the state in historic efforts to improve forest health, strengthen wildfire resilience and restore ecosystems; deploy sustainable infrastructure; defend hard-fought

protections for children and families; launch culturally-informed wellness centers; and bolster justice systems. Undergirding each of these efforts is our shared belief that if we are to address the most pressing issues of our time, we must do so together and in the best interests of all.

WHEREAS, we encourage Palm Springs residents to spend time on this Native American Heritage Month to not only learn about the rich histories, traditions and contributions of the diverse tribal communities, but also finding ways to support tribal communities and cultivate meaningful relationships with California Native peoples.

BE IT RESOLVED, this celebration serves as an opportunity to dispel ignorance, prejudice and fear through education about multiculturalism and the resilience and history of the countless contributions of the Native American communities.

BE IT FURTHER RESOLVED, The City of Palm Springs Human Rights Commission encourages and promotes strong and inclusive communities and is committed to recognizing and celebrating efforts to bring people together for the greater good.

November 13, 2023 Meeting of the Human Rights Commission.

Chair Hugo Loyola
Vice Chair David Vignolo
Glenn Flood
Edwin Ramoran
Michael MJ Horn
Carlotta Rinke
Beverly Greer
Oliver Cleary
Bobby T. Rimas
Student Representative Lilly Hanner

City of Palm Springs Human Rights Commission

[DRAFT] PROCLAMATION

Native American Heritage Month

October 9, 2023 to November 17, 2023

WHEREAS, Native American Heritage Month is an opportunity to celebrate the rich cultural traditions and honor the heritage, contributions, and significant achievements of Native Americans;

WHEREAS, the City of Palm Springs recognizes the unique diversity and rich histories of Palm Springs' Native American culture. We acknowledge countless contributions that Native Americans, which include the Agua Caliente Band of Cahuilla Indians, make every day to our culture and to our city; and

WHEREAS, the City of Palm Springs is proud of the rich local history of the Agua Caliente Band of Cahuilla Indians, which spans thousands of years, who are a federally recognized Native American Tribe who is steward to more than 31,500 acres of ancestral land. The cities of Palm Springs, Cathedral City and Rancho Mirage as well as areas of unincorporated Riverside County span across the boundaries of the Agua Caliente Indian Reservation.

Source of information for the above paragraph: [Agua Caliente Band of Cahuilla Indians](#)

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Source of information for the above paragraphs: [Governor Newsom Proclaims Native American Day | California Governor](#)

WHEREAS, we encourage Palm Springs residents to spend time on this Native American Heritage Month to not only learn about the rich histories, traditions and contributions of the diverse tribal communities, but also finding ways to support tribal communities and cultivate meaningful relationships with California Native peoples.

BE IT RESOLVED, this celebration serves as an opportunity to dispel ignorance, prejudice and fear through education about multiculturalism and the resilience and history of the countless contributions of the Native American communities.

BE IT FURTHER RESOLVED, The City of Palm Springs Human Rights Commission encourages and promotes strong and inclusive communities and is committed to recognizing and celebrating efforts to bring people together for the greater good.

November 13, 2023 Meeting of the Human Rights Commission.

Chair Hugo Loyola

Vice Chair David Vignolo

Glenn Flood

Edwin Ramoran

Michael MJ Horn

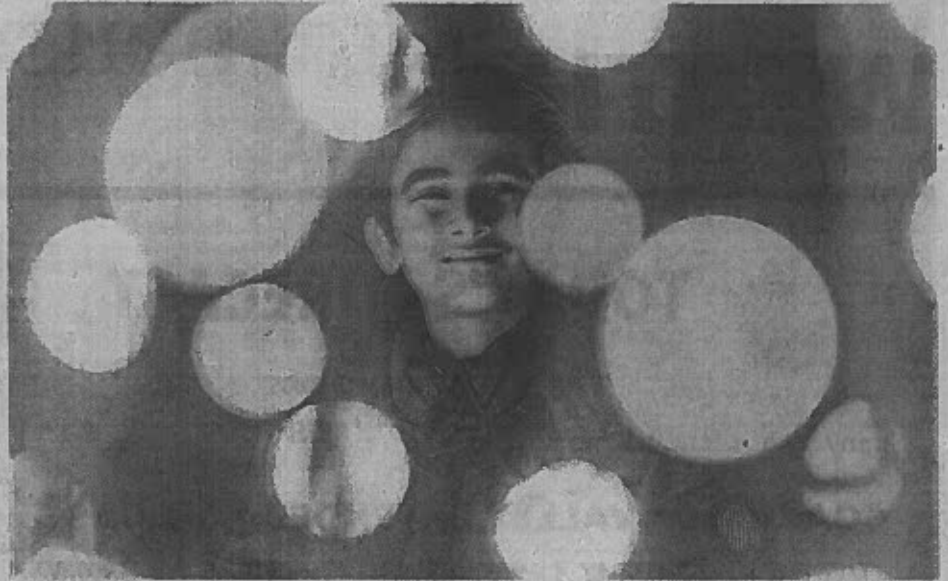
Carlotta Rinke

Beverly Greer

Oliver Cleary

Bobby T. Rimas

Student Representative Lilly Hanner



Thousands turned out at a Diwali celebration at Papaiani Park in Edison, N.J., on Nov. 4. ALEXANDER LEWIS/MYCENTRALJERSEY.COM

Diwali, religious festival of lights, gets underway

James Powel
USA TODAY

Members of the South Asian community are celebrating one of the important periods on their religious calendar.

Diwali, the five-day festival of lights, kicked off Friday and will include sweet treats and artistic combinations of flowers, powder, rice or sand called rangolis to bring good luck and fireworks.

The holiday – also called Deepavali, which translates to “a row of lamps and lights,” centers on clay pots that are placed around homes and places of worship that symbolize the light within man that can overcome the darkness of ignorance, according to the Hindu American Foundation.

The celebration is a public holiday in many parts of India and is recognized on the New York City school holiday calendar.

Many Hindus observe Diwali as a day of celebrating the return of Prince Rama of Ayodhya, his wife, Sita, and brother Lakshman after 14 years of exile, according to the Hindu American Foundation. Some Hindus celebrate the holiday as the day Lord Krishna de-

feated the demon king Narakasura.

Diwali is also celebrated by Jains, Sikhs, and some Buddhists, with each honoring different portions of their cultural histories.

The common thread between the cultural interpretations of the holiday is the victory of light over darkness.

The festival is celebrated across five days, with each day having particular rituals associated with it.

- **Day 1 Dhanteras:** Celebrants clean their homes, make rangolis and kolam – a decorative art drawn with rice flour – and shop for and prepare food.

- **Day 2 Chhoti Diwali, Kalichauda:** Referred to as “small Diwali.” Celebrants decorate their homes and place clay pots.

- **Day 3 Diwali:** The height of the holiday. Celebrants wear their best clothes, light lamps and have as much light as possible in their homes and watch fireworks.

- **Day 4 Annakut, Padwa, Govardhan Puja:** Considered by many celebrants as the first day of the new year, the day is one of thanksgiving and reflection.

- **Day 5 Bhai Duj, Bhai Bheej:** A day to celebrate brother-sister relationships. Siblings honor their bond.

December

2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Universal Human Rights Month					World AIDS Day	Palm Springs Festival of Lights Parade, 5:45 – 8:00 pm. The parade is on Palm Canyon Drive between Ramon Road and Tachevah Road.
International Day for People with Disability				Villagefest 6:00 pm - 10:00 pm (DV / TBD)	Hanukkah (or Chanukah) First Day	
International Human Rights Day (UDHR)	Human Rights Commission Regular Meeting	One-PS Membership Meeting, 4:30-6:00, Police Training Center		Villagefest 6:00 pm – 10:00 pm (?? / MH)		
				Villagefest 6:00 pm - 10:00 pm (DV/TBD)		
	Christmas	Kwanzaa (First Day)		Villagefest 6:00 pm - 10:00 pm		

LEGEND:

OLIVER CLEARY (**OC**)

GLENN FLOOD (**GF**)

BEVERLY GREER (**BG**)

MICHAEL MJ HORN (**MH**)

BOBBY T. RIMAS (**BR**)

EDWIN RAMORAN (**ER**)

CARLOTTA RINKE (**CR**)

LILLY HANNER (**LH**)

DAVID VIGNOLO (**DV**)

HUGO LOYOLA (**HL**)

LEGEND:

Event is Confirmed: **GREEN**

Event is Tentative: **YELLOW**

RULES AND STANDARD OPERATING PROCEDURES
of the
HUMAN RIGHTS COMMISSION OF THE CITY OF PALM SPRINGS

The mission of the Human Rights Commission of Palm Springs is to promote and protect the diversity of our community and to improve human relations through education and community awareness.

GOALS

1. To develop community education programs;
2. To investigate and mediate instances of discrimination of groups or individuals;
3. To advocate on behalf of community groups and at-risk populations in common support of human rights issues;
4. To facilitate through the City Council sufficient funding and staff to assist the Commission in carrying out its duties and responsibilities;
5. To establish an ongoing dialogue with the City Council, City Manager and City staff to support the Commission's mission statement and City's Strategic Plan.

COMMISSIONERS

Each member of the commission is an officially appointed representative of the City and thereby is expected to behave in a professional manner that is representative of a City official.

In addition, in accordance with the City of Palm Springs' government representative program for students, there is a non-voting position on the city's Human Rights Commission.

SUBPOENA POWER

The Mayor and the City Council have expressed a willingness to provide such authority on a case-by-case basis.

ROLE OF STAFF

Staff will provide coordination and clerical support, will act as a liaison to other city departments, and will serve as a resource to the Commission.

ORGANIZATION STRUCTIURE

- A. Commission members are appointed by the City Council for three (3) year terms. Terms are staggered, with three (3) members appointed annually. If a vacancy on the Commission occurs, the City Council will appoint a new commissioner to serve out the remainder of the term of the past commissioner.

- B. Commission meetings are to be held on a regular basis as determined by the Commission. All meetings are open to the public per the requirements of the Ralph M. Brown Act and California Government Code Section 54940. Special commission meetings may be called by the Chair, by any three (3) members of the Commission, or by the Executive Committee. The agenda shall be made available to the public in one (1) location, posted a minimum of 72 hours prior to a regular meeting, or 24 hours in the case of a special meeting. Items for the agenda must be given to the Chair by the Executive Committee meeting prior to the regular commission meeting. Items may be added to the agenda where a need to act arose subsequent to the posting of the agenda, and 2/3 vote of the membership or unanimous if less than 2/3 of the members are present. A regular meeting may be adjourned for lack of a quorum to a new time. If within five (5) days from the original meeting date, no new agenda posting is required.

- C. The Commission may call a special meeting for any one of the following conditions. Prior to discussing any item pursuant to this section, the Commission shall publicly identify the item through the posting of the agenda for the special meeting.
 - 1) Upon a determination by a majority vote of the Commission that an emergency situation exists.
 - 2) Upon a determination by a two-thirds vote of the members of the Commission present at the meeting, or, if less than two-thirds of the members are present, a unanimous vote of those members present, that there is a need to take immediate action and that the need for action came to the attention of the Commission subsequent to the agenda being posted.
 - 3) The item was posted on the agenda for a prior meeting of the Commission occurring not more than five calendar days prior to the date action is taken on the item, and at the prior meeting the item was continued to the meeting at which action is being taken; and
 - 4) To consider action on a request from a member to participate in a meeting remotely due to emergency circumstances, pursuant to Cal. Gov. Code Section 54953 if the request does not allow sufficient time to place the proposed action

on the posted agenda for the meeting for which the request is made. The Commission may approve such a request by a majority vote of the legislative body. (Cal. Gov. Code 54954.2(b).)

D. Agenda Format

- 1) Reading of the Mission Statement
- 2) Roll Call
- 3) Acceptance of the Agenda
- 4) Approval of the Minutes
- 5) Public Comments
- 6) Chairperson's Report
- 7) Speaker Presentation (When scheduled)
- 8) Commission Liaisons and Staff Liaison Reports (if any)
- 9) New Business
- 10) Commissioners' Comments
- 11) Motion to Adjourn

E. It is the intention of the Commission to comply with the Americans with Disabilities Act (ADA) in all respects. If, an attendee or any commissioner needs special assistance beyond what is normally provided, the Commission will attempt to accommodate the individual in every reasonable manner. Individuals should contact the Office of the City Clerk, (760) 323-8204, at least 48 hours prior to the meeting to inform the Commission of any particular needs and to determine if accommodation is feasible.

F. Minutes of the commission and its committees, as well as documents related to the agenda, will be submitted to the membership no less than 48 hours prior to the next regular Commission meeting. All recorded copies of Commission activities shall be retained and kept on file in the Commission designated office. The minutes shall contain all actions taken (who, what, when, why and how), motions made and seconded, the nature of the vote, committee reports, topics discussed, decisions and how reached (vote or by consensus), and action items, identified.

G. The Commission shall conduct a strategic planning special meeting annually and issue a follow-up report.

H. A biennial report regarding the meeting of the Commission's annual goals and objectives shall be prepared and reported to the City Council. The Commission's strategic plan shall support the Council's own two-year strategic priorities.

I. All Commission members will be given sufficient opportunity to comment on all issues, after which staff may be allowed to speak on the same issues, as appropriate.

J. All agenda items for consideration by the Executive Committee must be submitted no later than two (2) weeks after a regular or special meeting of the Commission.

OFFICERS

Officers of the Commission will consist of the Chairperson, a Vice Chairperson and an elected Commissioner, who shall serve as a member of the Executive Committee. All officers shall serve 12 months and all officers are elected by the Commission at large.

Nomination and election of officers shall take place during the second meeting in July annually.

The role of the Chairperson shall be to lead meetings of the Commission, call special meetings as necessary, represent the Commission at official City Council meetings and official city events, serve as the Chairperson for all Executive Committee meetings, function as liaison with Commission city staff, other city boards and/or commissions, members of City government and perform other duties as required.

The Vice-Chairperson shall assist the Chairperson in all stated duties of the Chair and will serve as Chairperson in the absence of that individual.

The Rotating Member of the Executive Committee shall serve as Chairperson in the absence of the Chairperson and the Vice-Chairperson; this individual represents the Commissioners at large on the Executive Committee and has an equal vote on the Executive Committee in all matters.

Deleted: Committee Chairs are appointed for a term of one (1) year or at the discretion of the Executive Committee. ¶

VOTING

A quorum of the Commission is 50% of the membership plus one. Once a quorum is established, a simple majority of the members of the Commission present at the time of voting is required for any formal action; voting will be by a voice vote. Consensus as an agreement without formal action can be reached if all are in favor and none are in dissension.

PARLIAMENTARY PROCEDURE

Meetings of the Human Rights Commission are guided by Robert's Rules of Order.

Deleted: <#>Courtesy and justice to all. ¶
Consider one thing at a time. ¶
The minority must be heard. ¶
The majority shall prevail. ¶
¶

MEDIA POLICY

All news and press releases generated by the Commission must be reviewed by the Executive Committee. Members of the Executive Committee are the primary spokespersons of the Commission. The Staff Liaison is responsible for the coordination of communications with the city's Office of Communications & Media Relations. Any member of the Commission may elect to respond to the media as an individual, however, any issue involving business of the Commission requires communication with an Executive Committee member prior.

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CONFLICT OF INTEREST

All commissioners are required to complete a conflict-of-interest statement and file it with the City Clerk. Conflicts of interest are covered in Government Code Section 81000. Statements of economic interest (Form 730) must be filed pursuant to the Code (when entering office, annually and upon leaving Commission).

ATTENDANCE

A quorum is essential for the conduct of commission business. Commissioners shall contact the Commission staff Liaison 48 hours prior to the next scheduled regular meeting of their intent to attend. If a quorum is not present, the meeting may be adjourned by the members who are there. If no members are present, the meeting may be adjourned by the staff Liaison.

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Unexcused Absences

If a Commission member misses three (3) consecutive or 25% of the regular meetings in a fiscal year (3 meetings), his/her membership is automatically terminated. If the absence at the regular meeting is due to the fact that the regular meeting was changed from the normal second Monday of each month, then the absence shall be considered excused for purposes of this attendance policy.

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The same policy shall apply to membership on the Executive Committee, three (3) consecutive or 25% of the meetings in a fiscal year. The member shall be allowed to continue on the Commission if they were not absent from the regular meetings.

Excused Absences

a) Advance Notice:

The period of time for advance notice to be given is a minimum of one week prior to the next scheduled regular meeting;

Deleted: two (2) weeks

b) Sudden Illness:

No advance notice is required;

c) Unexpected Business/Personal Matters:

A minimum of 48 hours prior notice required

All notices regarding absences shall be reported to the Commission staff Jiaison and approved by the Executive Committee.

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Any tardiness or leaving early from a Commission regular/executive meeting of 15 minutes or greater which causes a lack of a quorum shall be judged as an absence and shall be handled under the absence policy.

REMOVAL OR RESIGNATION OF COMMISSION MEMBERS

A commissioner wishing to resign from the Commission should submit a letter of resignation to the Mayor, Chairperson of the Commission, and City Clerk.

Regarding the issue of absenteeism, the Chairperson shall file a certification with the City Clerk that such absences have occurred in violation of Commission Policy, and his/her office shall thereupon automatically become vacant, the affected member shall be notified in writing, and the vacancy shall be filled as any other vacancy.

Removal from the Commission may be recommended by the Chairperson on behalf of the Commission for any / or all the violations listed:

- 1) _____
- 2) Failure to follow-through with Commissioner responsibilities in a reasonable and timely fashion as required for the meeting of the goals and objectives of the Commission;
- 3) Failure to adhere to the media policy;
- 4) _____
- 5) _____

Deleted: Failure to meet monthly with assigned committee duties;

Deleted: <#>Failure to give a written report monthly of one's committee assignment to the Commission; ¶

Deleted: <#>committee

Deleted: Failure to be an active participant in community functions, especially those assigned by the Chairperson or Executive Committee as the formal representative of the Commission;

Deleted: Failure to maintain an Individual commissioner's diary and/or to submit the completed diary to the Chairperson of the Commissioner Development Committee prior to each regular meeting.

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Any of the above violations shall cause the Chairperson of the Commission to certify in written form to the member such violation has occurred. After three (3) violations in one fiscal year the Chairperson of the Commission shall certify with the City Clerk that such violations of Commission policy has occurred, and the members office shall automatically become vacant. The affected member shall be notified in writing, and the vacancy shall be filled as with any other vacancy.

The Mayor has the ability to remove a commissioner from office, should he/she deem such action appropriate.

VACANCY

Vacancies on the commission shall be filled through current City policy.

FISCAL YEAR

July 1 through June 30.

BUDGET PROCESS

The Executive Committee shall establish a biennial budget, to be approved by a vote of the Commission at Large at its July meeting. Requests for expenditures and/or reimbursements from eligible funding sources such as the Community & Economic Development department, which are less than \$100, shall only require the approval of the Chairperson. Any requests for funds in excess of \$100 shall be reviewed and approved by the Executive Committee.

Deleted: The Commission shall establish an annual budget, developed by the Budget Committee, and

INDEMNIFICATION

Commissioners are indemnified in accordance with City policy.

Revised & Adopted December 11, 2023

Deleted: 9/12/96 November

ATTACHMENTS (TBD)

Deleted: List of Community Liaison Groups

Bill of Rights
Universal Declaration of Human Rights
City Ordinance No 1426
Conflict of Interest Code
Task Force Report
Civil Rights Acts
American with Disabilities Act
Fair Employment and Housing Act
Hate Crime Definition
Relevant legislation/ court decisions