



Regular Meeting of the **COMMUNITY TASK FORCE ON EQUITY, DIVERSITY, AND INCLUSION**

Thursday, April 8, 2021

Location: Electronic Methods

Meeting Procedure During Coronavirus (COVID-19) Outbreak:

In keeping with the guidelines provided by the State of California and Alameda County Department of Public Health regarding gatherings during the coronavirus (COVID-19) outbreak, and recommendations to follow social distancing procedures, the following practices are adopted during the Community Task Force on Equity, Diversity, and Inclusion Meeting.

- The meeting will be held remotely via Zoom Video Communications:
<https://dublinca.zoom.us/j/83889503348?pwd=a3cwcVp5VktTTFFWSEhqanJUaGQ5Zz09>
Passcode: !vWx5VsF
For audio only, you can join the meeting by telephone: (669) 900-9128
Webinar ID: 838 8950 3348
Passcode: 84323252
- Individuals wanting to make public comment may email John.Stefanski@dublin.ca.gov starting at 1:00 p.m. on Thursday, April 8, 2021. Please provide your name and the agenda item you would like to speak on.
- When the agenda item upon which the individual would like to comment is addressed, the speaker will be announced in the meeting when it is his/her time to speak to the Community Task Force on Equity, Diversity, and Inclusion. The speaker will then be unmuted for comment.

1. CALL TO ORDER

2. PUBLIC COMMENT

At this time, members of the public are encouraged to address the Task Force on any items of interest that is within the subject matter jurisdiction of the Task Force and not already included on the Agenda. Comments should not exceed three (3) minutes.

3. ACTION ITEMS

3.1 Approval of Minutes from March 25, 2021 Community Task Force Meeting

The Task Force will consider the approval of the minutes from the March 25, 2021 Community Task Force meeting.

4. REPORTS

4.1 Presentation by Assistant to the City Manager Stefanski – City-wide DEI Initiatives

Assistant to the City Manager Stefanski will present on Boards and Commission Recruitment, and Communications as the Task Force moves onto developing city-wide DEI recommendations.

4.2 Review and Comment on the Proposed Agenda Planning Calendar

The Task Force will review and comment on the Proposed Agenda Planning Calendar.

5. OTHER BUSINESS

6. ADJOURNMENT

Next Regular Meeting: April 22, 2021 at 5:30pm

This AGENDA is posted in accordance with Government Code Section 54954.2(a). If requested, pursuant to Government Code Section 54953.2, this agenda shall be made available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Section 12132), and the federal rules and regulations adopted in implementation thereof. To make a request for disability-related modification or accommodation, please contact the City Clerk's Office (925) 833-6650 at least 72 hours in advance of the meeting.

Mission

The City of Dublin promotes and supports a high quality of life, ensures a safe and secure environment, fosters new opportunities, provides equity across all programs, and champions a culture of diversity and inclusion.



SUMMARY MINUTES OF THE COMMUNITY TASK FORCE ON EQUITY, DIVERSITY & INCLUSION

REGULAR MEETING – March 25, 2021

A regular meeting of the Community Task Force on Equity, Diversity & Inclusion was held on March 25th, 2021 via Zoom telecommunications. The meeting commenced at 5:35 PM.

Roll Call

PRESENT: Natasha Tripplett, Rameet Kohli, Isabella Helene David, Eman Tai, Clifford Brown Jr., Brittany Jacobs (alt.), Matthew Aini, Beatriz Ballesteros-Kogan, Dyrell Foster, Kathy Avanzino, Martha Orozco (alt.), John Stefanski, Paul Hudson, Rodas Hailu, Chief Garrett Holmes

ABSENT: None.

1. Call to Order

Assistant to the City Manager, John Stefanski called the meeting to order at 5:35 PM.

2. Public Comment

Mr. Stefanski called for Public Comments. No comments were made.

3. Action Items

3.1 Approval of Minutes from March 11, 2021 Community Task Force Meeting

Motioned by Member Aini and Seconded Member Ballesteros. The Task Force Members unanimously approved the minutes.

4. Reports

4.1 Report from Ad-Hoc Working Groups

Mr. Hudson led the Task Force through a review, discussion and vote of the draft recommendations, attached to these minutes. Mr. Hudson began with recommendations 14-17, which were prepared by the Mental Health, Training, and Budget Ad Hoc Committee. Members David, Foster and Tripplett discussed their recommendations.

Member Tai asked a clarifying question about the process of approving recommendations. Members Aini, Tai, Ballesteros, Kohli, Aini, David and Jacobs commented on recommendations 14-17.

Mr. Hudson asked Mr. Stefanski to report on what the City of Dublin is working on with Axis Health for Mental Health support. Members Tripplett, Ballesteros, discussed the differences between recommendations 14 and 15. Member Avanzino discussed a mental health situation at the Dublin Sports Grounds in relation to the recommendation. Members Tripplett, Ballesteros and Kohli commented on the example and clarified the recommendation.

Mr. Hudson proposed the Task Force approve the recommendations and separate the implementation aspects of the recommendations. Mr. Hudson called for oppositions to recommendations 14-17. Mr. Stefanski called for a vote on recommendations 14-17.

Recommendations 14-17; Motioned by Member Aini, Seconded by Member Brown. The Task Force approved recommendations 14-17 unanimously.

Mr. Hudson reviewed the draft recommendations 10-13 from the Staff, Management, and Accountability Ad Hoc Committee and called for questions.

Member Kohli clarified recommendation 11. Mr. Hudson asked clarifying questions around this recommendation. Members Brown and Jacobs provided comments on the recommendations. Member Tripplett asked clarifying questions around recommendation 11. Member Foster asked for clarity around recommendation 9. Mr. Stefanski called for a vote on recommendations 10-13

Recommendations 10-13, including combining recommendation 3 with 12; Motioned by Member Brown, Seconded by Member Foster. The Task Force approved recommendations 10-13, including combining recommendation 3 with 12 unanimously.

Mr. Hudson reviewed the draft recommendations 1-2 from the Policies and Procedures Ad Hoc Committee. Members Kohli and Tripplett asked clarifying questions about civilian oversight. Mr. Stefanski asked the ad-hoc group about their thought process for recommendation 1. Member Jacobs provided clarity around recommendation 1. Mr. Stefanski provided examples of alternate structures. Member Aini added comments around commissions and committees. Member Tai asked about wording the recommendation for effectiveness. Members Tai and Jacobs commented on the recommendation.

Member Jacobs reported on recommendations 2 and 3. Mr. Hudson asked clarifying questions around recommendation 4. Member Aini reported on recommendation 8 and 9. Mr. Stefanski called for a vote on Recommendations 1 and 2.

Recommendations 1 and 2, including combining recommendation 4 with 1; Motioned by Member Aini, Seconded by Member Tripplett. The Task Force approved Recommendations 1 and 2, including combining 4 with 1 unanimously.

Mr. Hudson re-confirmed merging recommendations 3 with recommendation 14 and recommendation 4 is merged with recommendation 1.

Mr. Hudson asked clarifying questions around recommendations 5-7. Member Tai reported on recommendations 5, 6, and 7. Member Ballesteros asked clarifying questions around recommendation 6. Member Jacobs, Ballesteros, Tripplett, Aini, Kohli, Tai and Avanzino commented on recommendation 6. Mr. Stefanski provided clarity around the illegality of quotas.

Members Jacobs and Aini reported on recommendations 8 and 9. Member Tripplett asked clarifying question around recommendation 8 and 9. Member Ballesteros asked a clarifying question around merging the recommendations 5-7. Mr. Hudson provided

clarity around the merging of recommendations 5-7. Mr. Stefanski called for a vote on recommendations 5-7.

Recommendations 5-7 to be merged into one adjusted recommendation; Motioned by Member Aini, Seconded by Member Ballesteros. The Task Force approved Recommendations 5-7 to be merged into one adjusted recommendation unanimously.

Member Aini reported on the recommendations 8-9. Mr. Stefanski called for a vote on Recommendations 8 and 9.

Recommendations 8 and 9; Motioned by Member Aini, Seconded by Member David. The Task force approved recommendations 8 and 9 unanimously.

4.2 Review and Comment on the Proposed Agenda Planning Calendar

Mr. Hudson and Mr. Stefanski reported on the proposed agenda planning calendar. Members Tripplett, Kohli, and Tai asked about access to the recommendation spreadsheet. Mr. Stefanski and Mr. Hudson commented on access of the spreadsheet at subsequent meetings for editing.

5. Other Business

Member David provided details of a solidarity event at Emerald Glen Park.

6. Adjournment

The meeting was adjourned at 7:50 PM.



Community Task Force on Equity, Diversity, and Inclusion Proposed Agenda Planning Calendar

Meeting Location: Electronic Methods (Zoom Telecommunications)

Meeting Time: 5:30-7:30 p.m.

Meeting Dates: The Community Task Force will meet on the 2nd and 4th Thursday of each month from January to June 2021.

| Date | Proposed Agenda Topics (subject to change) |
|----------------|--|
| April 8, 2021 | Overview of City DEI initiatives and data <ul style="list-style-type: none"> - <i>Boards and Commissions Recruitment</i> - <i>Communications</i> Review Citywide DEI Data and Document and Data Requests. |
| April 22, 2021 | Overview of City DEI initiatives and data <ul style="list-style-type: none"> - <i>Programming and Events</i> - <i>Community Agency Funding and Support</i> Discuss citywide DEI initiatives as they pertain to Boards and commissions, programming and events, community agency funding and support, and communications. Review Document and Data Requests. |
| May 13, 2021 | Discuss citywide DEI initiatives. |
| May 27, 2021 | Discuss preliminary citywide recommendations. |
| June 10, 2021 | Discuss and finalize policing and citywide recommendations and review of draft final report, findings, and recommendations. |
| June 24, 2021 | Discuss and finalize policing and citywide recommendations and review of final report, findings, and recommendations. |

Community Task Force Charge

The Community Task Force is charged with reviewing and developing recommendations on items within the City's purview, specifically the following:

- *Policing*
 - *Training Curriculum*
 - *Policies and Procedures*
 - *Data Transparency and Context*
 - *Communications*
 - *Public Engagement and Community Relations*
- *Diversity, Racial Equity, and Inclusion*
 - *Boards and Commissions Recruitment*
 - *Inclusive, Equitable, and Accessible Programming and Events*
 - *Community Agency Funding and Support*
 - *Communications*