

Human Rights Commission
May 21, 2009
DRAFT Minutes

Commissioners Present	Commissioners Absent
Robert Sippel	Raj Bhanot
David Parker	
Raji Bains -late	
Karen Elaine Davis	
Vanessa Dao Burbach	
Dr. Calvin Gill -late	
Andrae Gonzalez Macapinlac	
John M. Marienthal -late	
Matthew Alexander Salcido	
Donald Christopher Young -late	
Edward Walker	

Council Liaison

Iris Zheng

Staff

Margarita Mendoza – City Manager’s Office
Lt. Tom Sims- San Jose Police Department
Lee Price- City Clerk
Dennis Hawkins- Assistant City Clerk

a) Call to Order

The meeting was called to order at 6:35 p.m.

b) Orders of the Day & Agenda Approval

Commissioners Bains and Marienthal arrived during this agenda item. By motion of Commissioner Parker, seconded by Commissioner Macapinlac, the Orders of the Day and Agenda were unanimously approved. (Yes: 10; No: 0).

c) Approval of Minutes

By motion of Commissioner Davis, seconded by Commissioner Walker the April 16, 2009 minutes were unanimously approved. (Yes: 10; No: 0).

d) Open Forum

- None.

e) Standing Reports

- 1. Council Liaison Report** – Councilmember Chu appointed Clarence Madrilejos to the HRC, his term will begin in July.
- 2. Human Relations Liaison Report** –No report.
- 3. San Jose Police Department Liaison Report** – Lt. Tom Sims presented follow up information to the Commission regarding non-sworn positions in the Police Department (handout). Lt. Sims also shared with the Commission his experience at a training regarding community-police relations. During this item, Commissioners who participated in a Cinco de Mayo ridealong shared their experience.
- 4. Staff Report** – The City Manager has released the Public Intoxication Task Force Report. It will be presented to Council at its June 2 meeting.

f) Discussion and Action Agenda Items

1. City's Diversity Strategy

Staff Liaison Margarita Mendoza presented the attached presentation on behalf of Human Resources Program Manager Eileen Beaudry. Commissioner Marienthal noted that based on the Fire Department's presentation to the Human Rights Commission each year, he believes that Fire has an effective Diversity recruitment and hiring strategy. The City's Human Resources Department could use this as an example of an effective Departmental strategy.

2. Recommendations to the Office of the City Clerk regarding the following Board & Commissions process areas:

a) Amendment to the Municipal Code section pertaining to excused absences for Council, Board and/or Commissioners to include "significant other" or "partner."

City Clerk Lee Price and Assistant City Clerk Dennis Hawkins were in attendance for the Commission's discussion of this item. City Clerk Price provided a brief overview regarding her structural improvements that she will be recommending to Council, including changes to the attendance policy.

City Clerk Price will be proposing "An absence due to an illness of the member, or illness or death of an immediate family member (spouse, *partner*, parent, child, brother or sister);"

By motion of Commissioner Parker, seconded by Commissioner Salcido, the Commission supported the Clerk's recommendation to amend the absence policy to include "partner" as a qualifying member of an immediate family. (Yes: 11; No: 0).

Attachments: Rules Committee Public Record Items

b) Public (Open) Forum –This topic was raised to the Commission's attention by a member of the public who spoke to the Commission at a previous meeting. Commissioner Macapinlac read his proposed recommendation aloud and submitted it for the recommendation for the Commission's consideration. Two main issues at the core of this recommendation are: a) time efficiency b) public safety

City Clerk Price suggested the Commission swap the term "Public Forum" to "Open Forum." This change was accepted. Clerk Price also noted that her office's Boards & Commission structural program is not looking at this type of recommendation. The Commission thanked City Clerk staff for their support and presence.

By motion of Commissioner Macapinlac, seconded by Commissioner Young, a recommendation related to Open Forum was unanimously approved. (Yes: 11; No: 0).

3. Census 2010

Commissioner Young reported that the City has allocated funding for Census 2010 outreach efforts. He recommended this agenda item is deferred to the June agenda. No additional action was taken.

g) Standing Committee Reports:

Outreach Committee –Committee met on May 14th. Jim Dale presented information to the Committee regarding BankOn San Jose. Chair Parker presented a verbal report regarding the Committee's minutes. Commissioner Marienthal stated that PACT held a meeting with the Mayor tonight and perhaps the Committee can find out what issues were raised and find out if the HRC or Outreach Committee can support their efforts.

Public Safety Oversight Committee –No report. Police and Fire Chiefs have been preoccupied with budget issues.

Youth Commission Liaison –No report.

Senior Commission- Commissioner Davis presented a comprehensive summary of the Senior Commission's May 14 Meeting.

h) Commissioner Updates:

Commissioners shared information regarding car safety and maintaining Commissioner information confidential.

i) Community Events:

San Jose Pride Festival, June 13-14 at Discovery Meadow.

j) Future Agenda Items

- Census 2010
- BankOn San Jose

k) Adjournment

Upon a motion by Commissioner Parker, seconded by Commissioner Walker, the meeting was adjourned at 8:24 p.m.

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