

Revised AGENDA

REGULAR MEETING ORANGE COUNTY HUMAN RELATIONS COMMISSION

Thursday, November 8, 2018, 11:00 A.M.



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

RABBI RICK STEINBERG
Chair

DR. KERRY REYNOLDS
Vice Chair

BEKELE DEMISSIE
Commissioner

MIKE HAMEL
Commissioner

DR. CHIARINA PIAZZA
Commissioner

DON SEDGWICK
Commissioner

KIM TOAN DO
Commissioner

JANY LEE
Commissioner

MICHAEL REYNOLDS
Commissioner

MICHELE STEGGELL
Commissioner

Executive Director
Norma Lopez

Clerk of the Commission
Jamie Ross, Deputy

The Orange County Human Relations Commission. This agenda contains a brief general description of each item to be considered. The Commission encourages your participation. If you wish to speak during Open Forum, please complete a Speaker Form and deposit it in the Speaker Form Return box located next to the Clerk. Except as otherwise provided by law, no action shall be taken on any item not appearing in the agenda. Speaker Forms are available in the container located on the far left wall of the Hearing Room. When addressing the Commission, please state your name for the record prior to providing your comments.

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

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

11:00 A.M.

R e v i s e d A G E N D A

1. Call the Meeting to Order
2. Overview of Monthly Summary of Commission Activities

OPEN FORUM

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

ACTION ITEMS: (Items 3 - 5)

3. Discuss and approve Commission statement in response to Tree of Life synagogue shootings submitted to OC Community Resources to initiate County approval
4. Review and approve 2019 Human Relations Commission meeting calendar
5. Review, discuss and approve draft 18-19 Commission Marketing Plan to be submitted to the OC Board of Supervisors for final approval

CONTINUED TO 12/13/18, 11:00 A.M.

DISCUSSION ITEMS: (Items 6 - 8)

6. Goodwill Program Updates
7. Update: Ad-Hoc Committee on Free Speech vs Hate Speech appointments
8. Update and discuss next steps for Commissioner visits to City Councils in Orange County

INFORMATION ITEMS: (Items 9 - 11)

9. Executive Director's Report
 - a. Introduction of new Commission Staffer
 - b. Maternity Leave Plan
 - c. Commission Approved Items Document
 - d. Articles
10. Update from OC Chiefs and Sheriff
11. Update Sheriff's Interfaith Council

ANNOUNCEMENTS FROM COMMISSIONERS

AGENDA BUILDING

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

ADJOURNED

NEXT MEETINGS:

December 13, 2018 Regular Meeting, 11:00 A.M.



Orange County Human Relations Commission
 1801 E. Edinger Ave. Suite: 115, Santa Ana, CA | P: 714-480-6570

Commissioners

- Rabbi Rick Steinberg, Chair
- Dr. Kerry Reynolds, Vice Chair
- Bekele Demissie
- Dr. Chiarina Piazza
- Don Sedgwick
- Jany Lee
- Kim Toan Do
- Michael Reynolds
- Michele Steggell
- Chief Mike Hamel

DATE: Thursday, November 8, 2018

LOCATION: 333 W. Santa Ana Blvd., Santa Ana, 92701 (Commission Room – First Floor)

NEW TIME: 11:00 AM – 1:00 PM

AGENDA

- | | |
|---|----------------------|
| 1. Call the Meeting to Order | Rabbi Rick Steinberg |
| 2. Overview of Monthly Summary of Commission Activities | Michele Steggell |

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

ACTION ITEMS

- | | |
|--|---------------------------|
| 3. Discuss and approve Commission statement in response to Tree of Life synagogue shootings submitted to OC Community Resources to initiate County approval. | Dr. Kerry Reynolds |
| 4. Review and approve 2019 Human Relations Commission meeting calendar | Rabbi Rick Steinberg |
| 5. Review, discuss and approve draft 18-19 Commission Marketing Plan to be submitted to the OC Board of Supervisors for final approval | Cont'd to 12/13/18 |

DISCUSSION

- | | |
|--|----------------------|
| 6. Goodwill Program Updates | Dr. Kerry Reynolds |
| 7. Update: Ad-Hoc Committee on Free Speech vs Hate Speech appointments | Rabbi Rick Steinberg |
| 8. Update and discuss next steps for Commissioner visits to City Councils in Orange County | Rabbi Rick Steinberg |

INFORMATIONAL ITEMS

- | | |
|---|----------------------|
| 9. Executive Director's Report <ul style="list-style-type: none"> a. Introduction of new Commission Staffer b. Maternity Leave Plan c. Commission Approved Items Document d. Articles | Norma López |
| 10. Update from OC Chiefs and Sheriff | Chief Mike Hamel |
| 11. Update Sheriff's Interfaith Council | Rabbi Rick Steinberg |
| 12. Announcements from Commissioners | All Commissioners |
| 13. Adjourn Commission Meeting | Rabbi Rick Steinberg |

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



Orange County Human Relations Commission

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

MONTHLY SUMMARY OF ACTIVITIES: OCTOBER 2018

FY JUL 18 - JUN 19 Commission Activities Matrix			
CONTRACT ACTIVITY	Goal	To-Date	% Reach
A. Monthly HRC meetings	12	3	25%
B. HRC Annual Report	1	0	0%
C. Police-Community Reconciliation cases	20	3	15%
D. Community-Police Meetings	4	4	100%
E. Chief's Advisory Boards & Sherriff's Interfaith Council	8	5	63%
F. Community Outreach & Relationship Building meetings	40	26	65%
G. Police/Diverse Community Dialogues	2	0	0%
H. Hate Crime Report & Network Meeting	1	2	200%
I. Support to hate crime victims	8	9	113%
J. Outreach efforts (speeches, presentations, etc.)	10	2	20%
K. Community training on intergroup relations topics	4	3	75%
L. Annual Awards program	1	0	0%
M. Participate in community-based/outreach symposiums	2	0	0%

Police-Community Relations

- **Chief Advisory Boards:** Commission staff attended the Anaheim Chief Advisory Board meeting this month.
- **Sheriff's Interfaith Council:** Commission staff attended Executive meeting to plan for final meeting this calendar year and to introduce Joyce Sanchez as Commission liaison while Executive Director is on leave.
- **Santa Ana PD:** Commission staff met with Santa Ana PD officers to review results and report of the Police-Community meetings conducted in August and September.

Intergroup Relations & Relationship Building

- **Community Crisis Response:**
 - Commission staff continue to respond to tension between Aliso Niguel and Santa Ana High Schools. Final circle dialogue for students in both schools will be completed by November.
 - Commission staff continues to navigate dialogue between Muslim and Jewish leaders. Final meeting will tentatively be held in November.
- **Community Support, Outreach & Presentations:**
 - Commission staff met with Fullerton PD Sergeant to discussion Commission programs and work.
 - Commission staff tabled at Chapman University at the Documenting Hate documentary screening event.
 - Commission staff met with new Anaheim PD Chief Cisneros to discuss PCR, hate crime reporting, and Commission programs.
- **Hate Free OC Campaign:**
 - Commission staff conducted a presentation on hate crime prevention/awareness in Irvine, CA.
 - Commission staff participated in CAHRO phone conference meetings – continued planning for December conference.
- **Commission Director One-on-Ones:**
 - Commission Director met with OCCR and County staff to update on Commission work and other administrative items.
 - Commission Chair and staff met with UCI Dean of Nursing who is interested in applying to join the Commission.

Capacity Building & Training

- **Implicit Bias:** Commission Director conducted an implicit bias training for 10 Basic Mediation Trainees.
- **Sheriff's Academy:** Commissions staff trained 51 new police recruits on implicit bias and diverse community.



Orange County Human Relations Commission

1801 E. Edinger Ave. Suite: 115, Santa Ana, CA | P: 714-480-6570

Commissioners

Rabbi Rick Steinberg, Chair
 Dr. Kerry Reynolds, Vice-Chair
 Becky Esparza
 Bekele Demissie
 Don Sedgwick
 Jany Lee
 Kim Toan Do
 Chief Mike Hamel
 Michael Reynolds

Commission Statement in response to Tree Life synagogue shooting

The Orange County Human Relations (OCHR) Commission stands in solidarity with the Jewish community and with the victims of the October 27th shooting at the Tree of Life synagogue in Pittsburgh, PA. We find ourselves grieving with the families who have lost loved ones and who are impacted by this act of hate. As leaders of our community, we are horrified that this vicious action resulted in loss of life, especially in the sacred sanctuary of a house of worship. Our commission vehemently stands against this type of heinous crime and decries all acts of hate that target human beings because of their religion, race, national origin, ethnicity, disability, age, gender, sexual orientation, socio-economic status or marital status.

According to the 2017 Hate Crimes Report released by OC Human Relations Council, a nonprofit that partners with the county's Human Relations Commission, 56 hate crimes and 94 hate incidents were reported countywide in 2017. For the third straight year, hate crimes and hate incidents continue to escalate in Orange County. The Commission will continue to lead and support efforts to create awareness and understanding, to engender tolerance and compassion, and to mitigate hate in our diverse communities. If you would like to request a presentation, learn more about our work in Orange County, or report a hate crime, please contact Joyce Sanchez at joyce@ochumanrelations.org or at 714-480-6580.

About the Orange County Human Relations Commission

The Commission was founded in 1971 by the Orange County Board of Supervisors in collaboration with OC League of Cities. The Commission's mission is to seek out the causes of tension and conflict, discrimination and intolerance, and reduce those causes. We do this by bringing people together to create safe communities, address bias and prejudice, monitor hate crimes, resolve conflict, give voice to those who don't have a voice, and develop diverse leaders.

The Orange County Human Relations Commission is an independent advisory board, and our positions do not necessarily reflect the positions of the County of Orange Board of Supervisors



Orange County Human Relations Commission

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

MEMO

DATE: 11/8/18
TO: All Commissioners
FROM: Norma J. López, Commission Executive Director
RE: 2019 Commission Meeting Calendar

ISSUE:

Commission approves a meeting schedule for the upcoming 2019 calendar year

BACKGROUND:

Current meeting time for Human Relations Commission meetings are the 2nd Thursday of the month at 11 A.M. on the first floor of the Hall of Administration building (333 W. Santa Ana Blvd., Santa Ana, 92701). This will continue to be the schedule for the 2019 calendar year.

DISCUSSION:

2019 Human Relations Commission Meeting Calendar

2nd Thursday of the month at 11 A.M.

First floor of the Hall of Administration building (333 W. Santa Ana Blvd., Santa Ana, 92701)

- January 10th
- February 14th
- March 14th
- April 11th
- May 9th
- June 13th
- July 11th
- Aug 8th
- Sep 12th
- Oct 10th
- Nov 14th
- Dec 12th

RECOMMENDED ACTION:

Commission approves 2019 meeting calendar.



Orange County Human Relations Commission
1801 E. Edinger Ave. Suite: 115, Santa Ana, CA | P: 714-480-6570

Item 6

Commissioners

Rabbi Rick Steinberg, Chair
Dr. Kerry Reynolds, Vice Chair
Bekele Demissie
Don Sedgwick
Jany Lee
Kim Toan Do
Michael Reynolds
Michele Steggell
Chief Mike Hamel

MEMO

From: GOOD WILL Project of the Orange County Human Relations Commission

TO: Orange County Friends

Does your small company, large business, school, individual philanthropy, faith organization, community group or government enterprise deserve special recognition from the County of Orange?

The Human Relations Commission of Orange County has developed an exciting new program to spotlight the good works of numerous OC enterprises-- from one-person operation to large corporations. We are interested in publicly honoring different groups which have reflected significant progress in improving human relationships and effective communication in the workplace environment. This includes minimizing or eliminating bias and discrimination around disability, gender, nationality, race or ethnicity, religion, sexual orientation, age, and financial position. We are particularly interested in acknowledging special programs which promote the health, welfare and human rights of ALL Orange County residents.

If your goodwill shows evidence of REDUCED conflict and tension as well as ENHANCED communication and interpersonal relationships-- BECAUSE OF superior leadership, education, special training or mentoring programs, please contact the Orange County Commissioner below. We look forward to hearing your story of success and (possibly) honoring your "Good Will."

Dr. Kerry Reynolds
Orange County Commissioner
Human Relations Commission
714-420-3333 cell
714-480-6570 general
drkerryreynolds@yahoo.com



Orange County Human Relations Commission
1801 E. Edinger Ave. Suite: 115, Santa Ana, CA | P: 714-480-6570

Commissioners

Rabbi Rick Steinberg, Chair
Dr. Kerry Reynolds, Vice Chair
Bekele Demissie
Don Sedgwick
Jany Lee
Kim Toan Do
Michael Reynolds
Michele Steggell
Chief Mike Hamel

Dear Friends,

We are pleased to know that you are submitting your nomination for the Good Will Project. Please complete the application below.

CRITERIA for judging GOOD WILL Nominations:

1. Evidence of small company, large business, school, individual philanthropy, faith organization, community group or government enterprise that has worked collaboratively and effectively to achieve goals or performance criteria.
2. Evidence that a major obstacle of bias or prejudice was overcome (disability, gender, nationality, race or ethnicity, religion, sexual orientation, age, and financial position.)
3. Evidence of resolved, major conflicts among persons or groups (personality differences, styles of leadership, etc.)
4. Elimination of hate crimes and incidents in the work place-- through life coaching, counseling sessions, or mediation. Individuals are able to reveal increased understanding and compassion for one another.
5. Observed role models of cooperative, respectful and effective communication and behavior ALREADY in effect.
6. Unusual acts of courage, heroism, compassion for others, and good deeds.

Please explain in detail why your nomination should be considered for this prestigious recognition. Kindly submit a maximum one-page outline.

Return your nomination to the Orange County Human Relations Commission's address below:
1801 East Edinger Ave., Suite 120, Santa Ana, CA 92705 or email to drkerryreynolds@yahoo.com

Commission Approved Committees, Projects & Endorsements

AD-HOC COMMITTEES

Committee Name	Date Approved	Members	Status
Goodwill Committee	10/12/17	KReynolds, MReynolds, & BDemissie	Ongoing
Managing Public Forum Speech	7/12/18	Need to appoint Commissioners	Time Limited (TBD)
Awards Judging Committee	10/11/18	MHamel & MSteggell	Time Limited (12/2018)
Officers Nomination Committee	9/13/18	JLee, MHamel, & MSteggell	Completed
Bylaws Review	7/12/18	RSteinberg & KReynolds	Completed

PROJECTS

Event/Activity	Date Approved	Participants	Status
Commission Living Room Dialogues	4/12/18	R.Steinberg & MHamel	Postponed until 4/2019

ENDORSEMENTS/COLLABORATIONS

Event/Activity	Date Approved	Lead Org	Status
HateFreeOC Campaign	12/8/16	OC Human Relations Council	Ongoing
2018 Silk Road Festival	10/12/17	Muckenthaler Cultural Center	Completed

As hate crimes rise in Orange County, Don Han is the 1st responder to incidents from swastika graffiti to the murder of Blaze Bernstein



OC Human Relations Senior Human Relations Specialist Don Han. (Photo by Kyusung Gong/Contributing Photographer)

By [Deepa Bharath](mailto:dbharath@scng.com) | dbharath@scng.com | Orange County Register

PUBLISHED: October 26, 2018

On a bright Sunday morning, Don Han was in South Orange County staring at a garage door covered in swastikas. Same for the Buick, parked in front of the house.

The family that lived there was Jewish. The grandmother was a survivor of the Holocaust, when more than six million Jews were killed by the Nazis.

As a 17-year veteran at OC Human Relations, one of Han's main job duties is to respond to hate crimes and hate incidents in Orange County. In such situations, the 47-year-old Santa Ana resident is essentially a first responder to hate.

"I got to the house as quickly as I could so the kids don't wake up and see the swastikas," he said. "Sometimes, adults seem to understand hate a lot better than kids. If it's their first experience, it's a lot harder to process."

Han brought his wife, Martha, along. Together, they drove to the nearest Home Depot and bought tarps to cover the Buick.

They waited with the family until police responded.

Justice and compassion

Leading up to the 2016 elections and afterward, Han says, it's been busy as political rhetoric soaked in vitriol continues to widen the chasm between communities.

While the South Orange County family was appreciative that Han was present, typically, they don't keep in touch. It's often too hard for families to revisit the incident, he says.

Han has a strong sense of justice and compassion, two competing virtues that go hand in hand, said Rabbi Richard Steinberg, who leads Congregation Shir-Ha-Ma'alot in Irvine and chairs the county's Human Relations Commission.

"Don let them know they were not alone," Steinberg said of the Jewish family. "And that's extremely important to those who are victimized by these heinous crimes."

In addition to responding to hate crimes, Han also writes the Orange County Hate Crimes Report released jointly by the county's Human Relations Commission and OC Human Relations, the commission's nonprofit partner.

He says hate crimes and hate incidents cut across race, gender, ethnicity and socio-economic status.

"Those who are impacted feel the same way, whether they live in an upscale neighborhood or in an impoverished area," Han said.

"They all ask the same question: Why me?"

He's asked himself that very same question.

Conflict, strife and hate

Han was born in Laos, number eight in a family of nine children.

His oldest brother served as an accountant to the Royal Lao Armed Forces, the official military of the Kingdom of Laos during the North Vietnamese invasion of Laos and the civil war that tore the region apart between 1960 and 1975.

Han's father was a restaurant owner who catered to Western customers.

"He knew how to bake baguettes," he said.

When the communists took over in 1975, the fighting began.

Han remembers hearing bombs and gunshots. The family went into a neighbor's basement and hid there for three days.

During the war, Han remembers sitting outside his home and corpses float along the Mekong river. He didn't want to go to school.

"Why go to school when you have bodies floating by your house?" he said. "I didn't know if any given day was going to my last day."

His oldest brother was taken away to a reeducation camp. Two brothers escaped to France and one other fled to Australia.

In February of 1980, Han, 11 at the time, his parents and remaining siblings, escaped Laos in a canoe at night, silently floating down the Mekong. They got to a refugee camp in Thailand.

Han was 12 when the family arrived in Oakland. They settled down in one of the poorest neighborhoods in town, a hub of sorts for new refugees and immigrants.

He looks back at his fourth grade pictures. He was the only kid in class who wasn't black.

Life was hard, not just because of financial struggles, but other situations Han and his family members weren't quiet prepared to face. They had run away from bombs and gunshots. But in their Oakland neighborhood, they routinely heard the sound of police choppers and gunshots.

"We relived the trauma of war all over again," he said. "We didn't know how to cope with it. So we didn't talk about it, and looking back, not talking about it affected our physical and mental health."

Han then experienced hate, for the first time in his young life.

"One guy threatened to kill me and told me to go back to Cambodia," he said. "Some people called us Viet Cong or communists, the very people we ran from. That's like calling Jewish people Nazis. It was so hurtful."

He came to OC Human Relations as an intern in 2001 after getting a degree in sociology from Cal State Fullerton. Over the years, he worked in the organization's Bridges program to increase respect for diversity in Orange County schools, and served as a mediator for the police-community reconciliation program. Han also became author of the county's annual hate crime report.

His own life experience made him uniquely qualified to respond to hate crimes and incidents.

In a sense, he felt like he was home.

Ally to targeted communities

When the LGBT Center OC in Santa Ana received feces in a bubble envelope addressed to the executive director, Han was there to show his support.

"The thing about Don is he really listens with the understanding of how hate impacts an individual," said Laura Kanter, director of policy, advocacy and youth programs at the LGBT Center. "We live in a time when a lot of this type of behavior gets normalized and overlooked. He validates the experience of the person who is being targeted without minimizing their experience and puts it in the context of the law."

She said Han has been there for the LGBT community when their building was tagged with slurs, after the shooting at the Pulse nightclub in Orlando and after 19-year-old Blaze Bernstein was stabbed over 20 times and killed by Samuel Woodward who is now facing murder and hate crime charges. Bernstein was both Jewish and openly gay.

"He always tries to figure out what you need to get through a horrible situation," Kanter said. "He shows up, he's there. It feels like a warm embrace, like someone's holding you when you most need it."

More than anything else, she said, Han understands what it's like to be a member of a targeted community.

In July Han got a call from a local law enforcement agency about a Muslim woman.

Just a few days after she had played Arabic music to celebrate her daughter's engagement party, in her home she'd lived in for more than two decades, three men pulled up in a car and threatened her.

"This is America," they yelled. "Get out of my neighborhood or we're going to bomb your house."

Han called the woman.

"She was shaken," he said. "She was feeling unsafe in her own home, her own neighborhood."

According to hate crime statistics Han compiled, the county has seen increases in hate crimes for three straight years in a row.

In 2017, Muslims faced the highest number of hate crimes at 13 percent. Muslims and those of Middle Eastern descent together accounted for 16 percent of hate crime targets in Orange County.

Han says his goal is to stop the normalization of hate. He also talks to communities about how they should respond to hate.

"Initially, it's a shock," he says. "By the time, a person thinks about what to do, the whole event is over."

Cell phone videos have proved to be a great way to expose hate, Han said.

"It makes the attacker think twice because there could be evidence," he said.

The biggest challenge for him is when people treat hate as a mere number.

"If you haven't felt it, you don't know the magnitude of what it does to people," Han said. "It's important to understand that this issue cannot be minimized. Most people don't report hate crimes and incidents."

With his work, Han hopes he can change that.

"If we can fight to create a more inclusive community," he says, "it would all be totally worth it."

Hate crime charges filed in Pittsburgh synagogue shooting that left 11 dead

By [Dakin Andone](#), Jason Hanna, Joe Sterling and [Paul P. Murphy](#), CNN

Updated 12:48 AM ET, Mon October 29, 2018

(CNN) Federal prosecutors have filed hate crime charges against a Pennsylvania man they say stormed a Pittsburgh synagogue and opened fire, killing 11 people.

Robert Bowers, 46, of suburban Baldwin, surrendered to authorities after Saturday morning's shooting at the Tree of Life synagogue. He made anti-Semitic statements during the shooting and targeted Jews on social media, according to a federal law enforcement official.

[Live updates: Mass shooting at Pittsburgh synagogue](#)

Bowers faces 29 charges in a rampage that left the historic Jewish neighborhood of Squirrel Hill and the rest of the nation stunned. The attack is believed to be the deadliest on the Jewish community in US history, the Anti-Defamation League said in a statement.



Police respond to the shooting Saturday at the Tree of Life synagogue in Pittsburgh.

"These incidents usually occur in other cities," Pittsburgh Public Safety Director Wendell Hissrich told reporters Saturday. "Today, the nightmare has hit home in the city of Pittsburgh."

Bowers is charged with 11 counts of using a firearm to commit murder and multiple counts of two hate crimes: obstruction of the exercise of religious beliefs resulting in death and obstruction of the exercise of religious beliefs resulting in bodily injury to a public safety officer, authorities said, citing a sealed criminal complaint.

"The crimes of violence are based upon the federal civil rights laws prohibiting hate crimes," said Scott Brady, US Attorney, and Bob Jones, the FBI special agent in charge of the Pittsburgh office, in a statement.

Bowers could face the death penalty if he is convicted of a hate crime.

Six people were injured as a result of the shooting, said Hissrich, four of whom were police officers who responded to the scene. No children were killed, he said.

"The actions of Robert Bowers represent the worst of humanity," Brady said.