

**City of Redlands  
Human Relations Commission  
Council Chambers, Civic Center  
35 Cajon Street, Redlands, CA 92373  
April 7, 2025  
6:30pm**

**Members Present:** Vice Chair Julie Houston, Treasurer Alicia Gyllenhammer, Secretary Vanessa Aranda, Commissioner Roya Damsaz, Commissioner Roop Goyal, Student Commissioner Grace Emrick, Commissioner Roy George arrived 6:55 pm.

Staff Liaisons – Janice McConnell and Sarah Redinger

**A. Call to Order: Attendance**

1. Members present are listed above
2. Absences: Chairperson Ken Ford, Commissioner Gail Howard, Commissioner Roy George (George arrived late at 6:55pm and left at 8:10pm prior to meeting adjournment.)
3. Clarification by Staff Liaison Redinger on excused versus unexcused absences. Excused and unexcused absences are determined by a vote of the commissioners. Commissioners voted unanimously to excuse Chairperson Ford for today's absence because he had previously given notice, and to excuse Commissioner Howard due to illness.

**B. Reading of Committee Mission and Purpose**

1. Read by Vice Chairperson Houston.

**C. Public Comment - None**

**D. Approval of the Minutes from Meeting on March 10, 2025**

Motion by Gyllenhammer; Second by Aranda; unanimous approval.

**E. New Business**

1. Discussion and possible action relating to the formation of, and appointments to, a Cultural Humility Ad Hoc Subcommittee and determination of the specific tasks to be accomplished by the Subcommittee
  - a. Motion by Houston to establish a Cultural Humility Ad Hoc Subcommittee with the end date of Dec. 31, 2025 to generate ideas for panel discussion events. Individual subcommittees would be established in the future for planning each panel discussion event.
  - b. Damsaz suggested making the Cultural Humility Ad Hoc Subcommittee quarterly to provide different commission members the opportunity to serve. After discussion, Gyllenhammer proposed amendment with end

date of July 7, 2025, at which time at the July 15, 2025 meeting the Human Relations Commission will reevaluate the Cultural Humility Ad Hoc Subcommittee and potentially reapprove another quarter term for it.

- c. The establishment of the Cultural Humility Ad Hoc Subcommittee to serve through July 7, 2025 was approved by a vote of 6-0-1; abstaining vote was by George.
  - d. Commissioners Aranda, Gyllenhammer and Houston volunteered to be on Cultural Humility Ad Hoc Subcommittee; unanimous approval.
  - e. Redinger reminded the Cultural Humility Ad Hoc Subcommittee that any event proposed by the Cultural Humility Ad Hoc Subcommittee as a special Human Relations Commission meeting must have a quorum of Commissioners present in order to proceed. Any events with a quorum must follow all Brown Act guidelines, such as attendance, minutes and public notice of meeting.
2. Subcommittee report regarding the planning of the LGBTQ+ History event to be held in June 2025 and possible direction to the Subcommittee relating to the event
    - a. Student Commissioner Emrick read the draft of the proposal, "Celebrating Pride Month..." to bring attention to the difficulties of the LBTQIA+ community through panel members of various organizations. Panel members will discuss issues relevant to community members in Redlands culminating with a Q&A. Topics include fundamental rights, diversity, protection, advocacy, and moving forward. Location would be at City Hall, which has been reserved by Emrick for June 4th. Several panel members have confirmed attendance, and Damsaz and Emrick are in contact with several other potential panel speakers. Houston asked if the focus would still be on LGBTQ+ history. Damsaz said the focus would be on present voices. Aranda shared that Meier, of Queering Riverside from A People's History of the IE and one of the directors at the Civil Rights Institute, would be interested in expanding the narratives to include Redlands. Redinger clarified that it would be a special meeting of the Human Relations Commission on June 4, 2025. Redinger clarified that this event would take place at a special HRC meeting and therefore would not require City Council approval. Final proposal including specifics to be included in May HRC meeting.
  3. Discussion and possible action relating to the development of an educational series on religious tolerance to foster understanding, respect and empathy for diverse religious beliefs.
    - a. Clarification by Redinger and McConnell that educational presentations should not show preference toward any one religion, therefore a series on religious tolerance that may address multiple religions would be more in

the purview of the HRC. The Hinduism presentation would be part of this larger series.

- b. Update on Hinduism presentation: Goyal read proposal draft “Hinduism in America: Understanding your Neighbors.” Suggested venue is Smiley Library Assembly Room or Contemporary Club, which would require City Council permission. Discussion on whether it is better to have these panel discussions or presentations at HRC special meetings or with a partnering organization, such as Smiley Library. Discussion on potential funding available for speakers. Gyllenhammer asked for guidance on appropriate usage of HRC funds for future planning. Damsaz asked if there is a limit to the number of special meetings HRC can hold to accommodate such presentations. Goyal asked for guidance on requirements for writing the final proposal to submit to City Council.
  - c. George stated that we can take our time in planning for presentations so they are not rushed. It was shared that certain presentations are time specific, such as the LGBTQ+ panel discussion which is in June due to Pride Month.
  - d. McConnell reminded members that items for City Council meetings must be submitted at least 30 days prior as well as of the HRC role of serving in an advisory capacity to City Council. Presentations and panel discussions can be recommended to City Council in which case City Council could look into partnerships and logistics. City Council has three upcoming events, including Juneteenth Celebration. Gyllenhammer asked if information of city events related to purview of HRC could be shared in advance. Redinger said she could do this in staff report.
4. Staff communication regarding the City Council’s new recognition policy relating to certificates, proclamations or other honors
- a. Redinger shared the new city council policy on proclamations and highlighted key points as they relate to HRC. HRC may advise that they would like a city proclamation on a certain topic, but HRC does not make proclamations on behalf of the commission or the city. The content must be very specific to the community of Redlands. HRC may make an advisory request with sample language to share with City Council, ideally and approximately two months prior to the month (Redinger) or multiple proclamations in one yearly staff report (McConnell). The existing list of proclamations by City Council were included for reference.
  - b. Due to this, the Bangladesh proclamation proposal written prior to the policy would not meet the new requirements. Goyal expressed the ways in which the Bangladesh proclamation addressed events and concerns that directly impacted a community in Redlands as well as the large outpouring of support by community members at the related presentation.

- b. Discussion and possible action related to the presentation of letters of appreciation to business participants from the 2024 health fair.
- a. Since Chairperson Ford was not present to comment on this item, discussion was postponed to a future meeting. Due to the item possibly being stale, Redinger will reach out to Ford to clarify if further discussion is needed.

**F. Old Business**

- 1. Discussion and possible action relating to a recommendation to the City Council in Spanish and other language translation services for City Council meetings.
  - a. Aranda asked about logistics of possible translation services for city council meetings. McConnell explained it was something the city was looking into in their strategic plan related to closed captioning or other ways in which the city can reach out to more of the community.
  - b. Aranda asked about data related to linguistic diversity in the city of Redlands.

**G. Possible Agenda Items for Next Meeting**

- 1. Proposal for Hinduism presentation.
- 2. Presentation by LGBTQ+ History event subcommittee of the full proposal for the LGBTQ+ Pride Month event scheduled for June 4, 2025.
- 3. Discussion of proclamations relating to Suicide Prevention Month (September 2025), Native American Heritage Month (November 2025), and Mental Health Awareness Month (May 2026).

4. **Treasurer's Report:** None

5. **Staff Report:** None

6. **Council Report:** None

**7. Adjournment**

The meeting adjourned at 8:13pm. The next meeting will be held on May 12, 2025 at 6:30PM.