



City of Sunnyvale

Meeting Minutes - Draft

Human Relations Commission

Thursday, December 11, 2025

7:00 PM

Online and Redwood Conference Room,
City Hall, 456 W. Olive Ave., Sunnyvale,
CA 94086

CALL TO ORDER

Commissioner Terry called the meeting to order at 7:09 p.m.

SALUTE TO THE FLAG

Commissioner Terry led the salute to the United States flag.

ROLL CALL

Present: 6 - Vice Chair Nenuca Syquia
Commissioner Claudia Camacho
Commissioner Joshua Charnota
Commissioner Aaron Terry
Commissioner Pedro Valencia Landa
Commissioner Ariana Ziolkowski
Absent: 1 - Chair Maria Paulina Zapata

Chair Zapata's absence is excused
Vice Chair Syquia arrived at 7:15 p.m.
Council Liaison Chang (present)

ORAL COMMUNICATIONS

None.

CONSENT CALENDAR

Public Comment opened at 7:16 p.m.
No speakers.
Public Comment closed at 7:16 p.m.

MOTION: Commissioner Ziolkowski moved and Commissioner Landa seconded the motion to approve agenda item 1.A as submitted.

The motion carried with the following vote:

Yes: 6 - Vice Chair Syquia
Commissioner Camacho
Commissioner Charnota
Commissioner Terry
Commissioner Valencia Landa
Commissioner Ziolkowski

No: 0

Absent: 1 - Chair Zapata

1.A [25-1120](#) Approve the Human Relations Commission Meeting Minutes of November 13, 2025

Approve the Human Relations Commission Minutes of November 13, 2025 as submitted.

PUBLIC HEARINGS/GENERAL BUSINESS

2 [25-1121](#) Discussion and Possible Recommendation of One Priority Project Idea to the City Council

Equity, Access, & Inclusion (EAI) Manager Fernanda Perdomo Arciniegas provided the staff report and stated that this item was a continuation of the discussion from the November 13 meeting. The Commission was reminded of the two previously presented recommendations and informed that additional ideas could be discussed or proposed. It was further noted that this agenda item represented the only opportunity to submit one recommendation for City Council consideration, requiring approval by a majority vote of the Commission.

Deputy City Manager, Connie Verceles, reviewed the previous Study Issues process and clarified the reasons for changes to the process, citing the high number of study issues submitted, impacts on staff and commission time, and the limited number of items that ultimately moved forward. It was also noted that Commission members may also speak at a City Council meeting as members of the public to express support for an idea.

Commissioner Camacho proposed that the City create a cultural support policy to facilitate the implementation of cultural events and activities. It was stated that such a policy would support communities seeking to participate in cultural customs and

traditions, while addressing challenges associated with navigating the process for creating new events and activities. Commissioner Camacho also presented a proposal previously shared by Chair Zapata regarding allowing community members without citizenship status to vote in school district elections.

Deputy City Manager, Verceles stated that the City will be conducting a Community Assessment using an equity lens, which may help identify cultural gaps and inform potential ideas through community engagement. It was further noted that allowing residents without citizenship to vote in school district elections would require a change at the state level, and that recommendations could be provided to state representatives. While these ideas may not move forward as recommendations to City Council, staff expressed willingness to work with the Commission to explore incorporation within existing City policies or through advocacy at the state or county level.

Vice Chair Syquia noted support for the idea of allowing residents without citizenship to vote in school district elections.

Commissioner Terry stated that, in their opinion, the ideas presented did not warrant the use of City Council and staff time or resources. It was expressed that City Council has higher priorities than the items currently presented. Commissioner Terry acknowledged being new to the Commission and shared an interest in bringing forward stronger and more impactful ideas in the following year, with consideration for City Council and staff capacity. Concern was also expressed regarding allowing residents without citizenship to vote in school district elections, noting potential unintended consequences, including fear within undocumented communities related to immigration enforcement and concerns that participation could be perceived as a method of identification.

Vice Chair Syquia suggested closing discussion on allowing residents without citizenship to vote in school district elections until the topic is agendaized at a future meeting. Vice Chair Syquia also recommended moving forward with other potential ideas for consideration as the Commission's One Priority Project.

Public Comment opened at 7:39 p.m.

Gabriel expressed their support addressing the surge of Jew hatred in Sunnyvale.

Public Comment closed at 7:43 p.m.

Commissioner Landa noted that they would prefer moving forward with submitting one idea rather than having none. Commissioner Ziolkowski agreed and expressed support for addressing the surge of Jew hatred.

Vice Chair Syquia requested clarification on whether the Community Equity Assessment would potentially address concerns related to the surge of Jew hatred. EAI Manager Perdomo Arciniegas confirmed that the Community Equity Assessment is intended to identify and address issues raised by the community. It was noted that the cultural support idea presented by Commissioner Camacho could provide an opportunity for community members to share concerns related to cultural or religious barriers, including emerging issues such as Jew hatred.

Commissioner Ziolkowski asked whether the Community Equity Assessment would include a plan or strategies for addressing and combating the issues identified through the assessment.

EAI Manager Perdomo Arciniegas clarified that the Community Equity Assessment is intended to identify community gaps and also provide a path forward. It was explained that outcomes may include an action plan or incorporation into an existing strategic plan aligned with City Council's strategic priorities.

Commissioners continued to ask clarifying questions regarding the Community Equity Assessment and the methods consultants will use to ensure the survey is representative of all community members. EAI Manager Perdomo Arciniegas stated that consultants will provide an update at the February meeting, during which Commissioners will have an opportunity to ask questions. Vice Chair Syquia noted the importance of encouraging participation from diverse community groups at meetings to ensure community voices are represented in the discussion.

Vice Chair Syquia noted that discussion had not yet occurred regarding amending the policy manual to include religious observances as excused holidays. EAI Manager Perdomo Arciniegas stated that the idea was originally submitted by former Commissioner Rosenfeld. Council Liaison Chang referenced a prior study session in which formation of a subcommittee to improve the boards and commissions process was discussed and noted that this topic could potentially be addressed through that subcommittee. Deputy City Manager Verceles clarified that Commissioners may attend subcommittee meetings as members of the public to provide input on this idea and added that Council Liaison Chang's awareness of the

discussion allows the topic to be elevated for further consideration.

MOTION: Commissioner Terry moved and Vice Chair Syquia seconded the motion to not move forward with any Priority Project Idea.

The motion failed with the following vote:

Yes: 2 - Vice Chair Syquia
Commissioner Terry

No: 3 - Commissioner Camacho
Commissioner Valencia Landa
Commissioner Ziolkowski

Absent: 1 - Chair Zapata

Abstain: 1 - Commissioner Charnota

MOTION: Commissioner Landa moved to advance the idea of Addressing the Surge of Jew-Hatred in Sunnyvale: A Call for a Community Centered Study on Safety and Inclusion.

The motion failed due to lack of second.

- 3** [25-1122](#) Annual Review of City Code of Ethics and Conduct for Elected and Appointed Officials and Opportunity to Recommend Changes to the City Council

EAI Manager Perdomo Arciniegas reminded the Commission that this is their opportunity to recommend changes to the Code of Ethics for Elected and Appointed Officials for City Council consideration.

Vice Chair Syquia requested clarification regarding Section 12, Representation of Private Interests, under Ethics section and whether Commissioners are restricted from sharing information about private organizations with which involvement exists, such as workplace programs, including information shared by Chair Zapata regarding Sunnyvale Community Services. EAI Manager Perdomo Arciniegas clarified that this provision applies to situations involving advocacy for a private business or organization when personal benefit may occur through use of a public position or influence over other Commissioners for economic or other gain. Council Liaison Chang added that a conflict of private interest would arise if a Commissioner or Council Member serves on the board of a nonprofit organization and advocates for funding for that organization. EAI Manager Perdomo Arciniegas further noted that Commissioners are selected not only based on individual qualifications, but also

due to community ties and lived experience.

Vice Chair Syquia requested additional clarification regarding Section 15, Independence of Boards and Commissions, under the Ethics section, and whether information shared by staff and the Council Liaison about City Council discussions or planning could influence Commission decision-making. Council Liaison Chang clarified that unduly influence refers to situations in which staff or Council Liaisons attempt to direct, pressure, or persuade Commissioners on how to act, rather than providing factual information. Deputy City Manager Verceles further clarified that this standard would apply only if Commissioners were being told what actions to take, as opposed to receiving information to support independent decision-making. It was noted that staff and the Council Liaison provide clarification, background information, and responses to questions related to City operations and processes.

Vice Chair Syquia proposed reordering the Member Statement bullet points to better reflect intent and relative importance. They also recommended adding two additional bullet points related to being a model of excellence.

Commissioner Terry proposed updating the final Member Statement bullet point from “Treat all people with whom I come in contact in the way I wish to be treated” to “in the way they wish to be treated.” The change was suggested to reflect that personal preferences, such as holiday observances, may not align with how community members wish to be treated. Commissioner Camacho requested clarification and suggested that the statement could instead emphasize treating people with respect as a universal standard, rather than framing the concept around individual preferences. Commissioner Terry stated that treating people solely based on personal preferences may not fully honor individual identities or how others wish to be treated.

Public Comment opened at 8:31 p.m.

No speakers.

Public Comment closed at 8:31 p.m.

MOTION: Vice Chair Syquia moved and Commissioner Landa seconded the motion to propose reordering the Member Statement so that “Keep the common good as my highest purpose and focus on achieving constructive solutions for the public benefit” appears as the first bullet point instead of the fifth.

The motion carried with the following vote:

Yes: 5 - Vice Chair Syquia
Commissioner Charnota
Commissioner Terry
Commissioner Valencia Landa
Commissioner Ziolkowski

No: 1 - Commissioner Camacho

Absent: 1 - Chair Zapata

MOTION: Vice Chair Syquia moved and Commissioner Terry seconded the motion to propose reordering the Member Statement so that “Conduct my personal and public affairs with honesty, integrity, fairness and respect for others” appears as the second bullet point instead of the third.

The motion carried with the following vote:

Yes: 5 - Vice Chair Syquia
Commissioner Charnota
Commissioner Terry
Commissioner Valencia Landa
Commissioner Ziolkowski

No: 1 - Commissioner Camacho

Absent: 1 - Chair Zapata

MOTION: Vice Chair Syquia moved and Commissioner Landa seconded the motion to propose adding a bullet point to the Member Statement as a commitment: Centering the perspectives of those who will be most affected by decisions and recommendations.

The motion carried with the following vote:

Yes: 6 - Vice Chair Syquia
Commissioner Camacho
Commissioner Charnota
Commissioner Terry
Commissioner Valencia Landa
Commissioner Ziolkowski

No: 0

Absent: 1 - Chair Zapata

MOTION: Vice Chair Syquia moved and Commissioner Landa seconded the motion

to propose adding a bullet point to the Member Statement as a commitment: To be prepared and informed so that I can make worthwhile contributions.

The motion carried with the following vote:

Yes: 6 - Vice Chair Syquia
Commissioner Camacho
Commissioner Charnota
Commissioner Terry
Commissioner Valencia Landa
Commissioner Ziolkowski

No: 0

Absent: 1 - Chair Zapata

MOTION: Commissioner Terry moved and Vice Chair Syquia seconded the motion to proposed amending the final Member Statement bullet point from “Treat all people with whom I come in contact in the way I wish to be treated” to “in the way they wish to be treated.”

The motion carried with the following vote:

Yes: 6 - Vice Chair Syquia
Commissioner Camacho
Commissioner Charnota
Commissioner Terry
Commissioner Valencia Landa
Commissioner Ziolkowski

No: 0

Absent: 1 - Chair Zapata

4 [25-1123](#) Community Needs Assessment Update

EAI Manager Perdomo Arciniegas identified six focus areas that will participate in the Community Equity Assessment. The first focus area includes school and educational connections, such as Los Padres y Las Madres, Asian American parent groups, Sunnyvale for Equity and Education, and Sunnyvale School District Foundations. The second focus area consists of community representation, including more than 20 neighborhood associations and associated representatives. The third focus area is community development, including the Chamber of Commerce, Sunnyvale Downtown Association, and the Moffett Park Business Group. The fourth focus area includes nonprofit and community-based

organizations serving the community, such as Livable Sunnyvale, Sunnyvale Rotary, Sunnyvale Community Services, and Las Promotoras from Sunnyvale Community Services. The fifth focus area includes City of Sunnyvale employees and the City leadership team. The sixth focus area consists of Chairs and Vice Chairs of all City of Sunnyvale boards and commissions. It was noted that staff is currently developing invitations to be sent to representatives from each focus area. The process will also include Community Conversations meetings. Staff will coordinate with the Communications team on marketing efforts and collaborate with other City departments, including Library and Recreation Services and Community Development, to support outreach and promotion of community meetings.

Vice Chair Syquia requested clarification on the difference between a Focus Group and Community Conversation meetings. EAI Manager Perdomo Arciniegas explained that Focus Groups consist of organizations and representatives speaking on behalf of larger entities, while Community Conversations are open meetings where members of the public representing a variety of interests may attend. Vice Chair Syquia also asked whether survey results would be analyzed using the same segmentation as the identified Focus Groups or if additional segments, such as age or legal status, would be included. EAI Manager Perdomo Arciniegas stated that the survey will collect a wide range of data points and noted that consultants will provide a detailed presentation at the February meeting, during which further clarification will be provided.

Commissioner Camacho asked who would represent community members who are unhoused as part of the Community Equity Assessment. EAI Manager Perdomo Arciniegas stated that the City's Housing Officer would be invited to participate in the meetings.

Vice Chair Syquia raised concerns regarding the absence of religious groups and health care providers in the focus group representation. Additional concern was expressed for community members unable to attend in-person meetings or lacking access to electronic devices or internet connectivity for virtual participation. EAI Manager Perdomo Arciniegas stated that this feedback would be brought forward for consideration as part of the discussion and decision-making process related to the selection of the six focus groups.

Public Comment opened at 9:11 p.m.

Gabriel expressed their concerns that the Jewish community is not represented in

the Community Equity Assessment.

Public Comment closed at 9:14 p.m.

NON-AGENDA ITEMS AND COMMENTS

-Commissioner Comments

None.

-Staff Comments

None.

ADJOURNMENT

Vice Chair Syquia adjourned the meeting at 9:16 p.m.