



City of Sunnyvale
Notice and Agenda
Human Relations Commission

Thursday, November 13, 2025

7:00 PM

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

Meeting online link: <https://sunnyvale-ca-gov.zoom.us/j/89619169146>

Public Participation

View the end of the agenda for information on:

- Public participation options
- Request language translation
- Accessibility/Americans with Disabilities Act (ADA) Notice
- Legal notices

7 P.M. HUMAN RELATIONS COMMISSION MEETING

CALL TO ORDER

Call to Order in the Redwood Conference Room.

SALUTE TO THE FLAG

ROLL CALL

PRESENTATION

- A** [25-1029](#) Alzheimer's Association Organization Mission and Services Overview

ORAL COMMUNICATIONS

Prior to opening public comment on Oral Communications, the Chair may determine it would be impractical to include remote public comment for the purpose of timeliness of the meeting or conducting an orderly meeting.

Oral Communications is the opportunity for the public to address the Human Relations Commission on items not listed on the agenda and is limited to 15 minutes with a maximum of up to three minutes per speaker (one appearance per speaker). Note the Brown Act does not allow the Commission to take action on an item not listed on the agenda. To address the Commission, refer to the notice at

the end of this agenda.

CONSENT CALENDAR

All matters listed on the consent calendar will be acted upon by one motion unless discussion is requested by a Commissioner or the public. To address the Commission, refer to the notice at the end of this agenda.

- 1.A [25-1028](#) Approve the Human Relations Commission Meeting Minutes of October 9, 2025

Recommendation: Approve the Human Relations Commission Minutes of October 9, 2025 as submitted.

PUBLIC HEARINGS/GENERAL BUSINESS

To speak on a public hearing/general business item, refer to notice at the end of this agenda. Each speaker is limited to three minutes.

- 2 [25-0850](#) Approve 2026 Annual Work Plan
- 3 [25-1030](#) Community Needs Assessment Update
- 4 [25-1041](#) Discussion and Possible Recommendation of One Priority Project Idea to the City Council

NON-AGENDA ITEMS AND COMMENTS

-Commissioner Comments

-Staff Comments

ADJOURNMENT

Public Participation Options

In person public comment:

You may provide public comment by filling out a speaker card (optional) and giving it to the Recording Secretary.

Online participation:

Members of the public may also attend online. However, the City cannot guarantee uninterrupted access to online technology. Technical difficulties may occur from time to time. Unless required by the Ralph M. Brown Act, the meeting will continue even if technical difficulties prevent online participation.

The Chair may determine it would be impractical to include remote public comment during Oral Communications.

Online public comment:

To provide audio public comment, connect to the meeting online or by telephone. Use the Raise Hand feature to request to speak (*9 on a telephone):

Meeting online link: <https://sunnyvale-ca-gov.zoom.us/j/89619169146>

Meeting call-in telephone number: 833-548-0276 | Meeting ID: 896 1916 9146
(*9 to request to speak | *6 to unmute/mute)

Watch the Human Relations Commission meeting at
<http://youtube.com/SunnyvaleMeetings>

Written public comment:

Email comments to the Human Relations Commission no later than 4 hours before the meeting at HRC@sunnyvale.ca.gov. You can also mail or deliver comments to:

City Clerk, 456 W. Olive Ave., Sunnyvale, CA 94086

Public review of items:

You can view reports to commission on the City's website at sunnyvale.ca.gov. You can also review reports in person at the City Hall reception desk, 456 W. Olive Avenue, during normal business hours. Any other documents distributed to members of the Human Relations Commission regarding any open session item on this agenda are available in the Redwood Conference Room on the evening of the Commission Meeting. Otherwise, contact Celena Ruiz at 408-730-7904 or cruiz@sunnyvale.ca.gov for questions.

Planning a presentation for a Human Relations Commission meeting?

Visit: <http://Sunnyvale.ca.gov/PublicComments>

Planning to provide materials to the Commission?

Please provide the Human Relations Commission with 12 copies of your materials.

Language Access and Translation

To access written and audio translation during the meeting, click the link below:
Choose Language and Click Attend
Use a headset on your phone for audio or read the transcript on your device.

Spanish and Chinese, Simplified

*Para acceder a la traducción escrita y en audio durante la reunión,
haga clic en el siguiente enlace:
Seleccione su idioma y haga clic en "Attend"
Use sus auriculares/audifonos para escuchar el audio o leer la
transcripción en el dispositivo.*

如需在会议期间使用文字和语音翻译，请点击以下链接：
选择语言并点击“参加”
使用手机耳机收听音频，或阅读设备上的文字记录。

Translation Link: <https://bit.ly/HCQX-0562>

Accessibility/Americans with Disabilities Act (ADA) Notice

Pursuant to the Americans with Disabilities Act (ADA), the City will make reasonable arrangements to ensure accessibility to this meeting. If you need special assistance, please contact the City at least 48 hours prior to the meeting. Reach Celena Ruiz at 408-730-7904 or cruiz@sunnyvale.ca.gov (28 CFR 35.160 (b) (1)).

LEGAL NOTICES

PLEASE TAKE NOTICE that if you file a lawsuit challenging any final decision on any public hearing item listed in this agenda, the issues in the lawsuit may be limited to the issues which were raised at the public hearing or presented in writing to the City at or before the public hearing.



City of Sunnyvale

Agenda Item

25-1029

Agenda Date: 11/13/2025

Alzheimer's Association Organization Mission and Services Overview



City of Sunnyvale

Agenda Item

25-1028

Agenda Date: 11/13/2025

SUBJECT

Approve the Human Relations Commission Meeting Minutes of October 9, 2025

RECOMMENDATION

Approve the Human Relations Commission Minutes of October 9, 2025 as submitted.



City of Sunnyvale

Meeting Minutes - Draft

Human Relations Commission

Thursday, October 9, 2025

7:00 PM

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

CALL TO ORDER

Vice Chair Syquia called the meeting to order at 7:06 p.m.

SALUTE TO THE FLAG

Vice Chair Syquia led the salute to the United States flag.

ROLL CALL

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

Chair Zapata arrived at 7:26 p.m.

Commissioner Landa arrived at 7:15 p.m.

Commissioner Camacho's absence is excused

Council Liaison Sell (present)

PRESENTATION

A [25-0983](#) LGBTQ Wellness Program and Services Overview

Sun Sukamar, Peer Support Coordinator, provided a presentation on behalf of LGBTQ Wellness, a program of the parent organization Caminar. The presentation included an overview of the program and services offered by LGBTQ Wellness. The organization is a non-profit that provides peer support for LGBTQ adults ages 18 and older throughout Santa Clara County. Services include one-on-one and group support in both English and Spanish, as well as free community education and trainings such as SOGIE 101 (Sexual Orientation, Gender Identity & Expression),

Understanding GAE (Gender, Attraction, Expression), and Mental Health First Aid. LGBTQ Wellness is currently working on the Trans Care Coalition initiative. The presentation also included an overview of sibling programs, The LGBTQ Youth Space, which serves queer and transgender youth ages 13 to 25, and HEART (Healthy, Equitable, & Respectful Together), which focuses on promoting safe and healthy relationships for all. Key statistics on LGBTQIA+ mental health barriers and related outcomes were shared. The presentation also highlighted recommended action steps, including approaching all interactions with cultural humility, acknowledging and celebrating intersectionality, engaging in lifelong learning and education, participating in trainings and active allyship, and correcting biased language and misinformation when encountered. Information was also provided about highly attended support groups and the Pronouns booklet, which outlines the who, what, how, and why of pronoun use.

The Commission thanked Sun for the presentation. Commissioner Landa expressed enthusiasm about sharing the resources with schools and exploring the possibility of scheduling a training at the schools.

Vice Chair Syquia requested clarification regarding gender-affirming clothing. Sun explained that the LGBTQ Youth Space provides free clothing, chest binders, and gaffs for queer, transgender, and exploring youth.

Council Liaison Sell thanked the presenter and inquired whether LGBTQ Wellness provides services only through the County or also to individual cities. Sun clarified that LGBTQ Wellness is a non-profit organization contracted through Santa Clara County but provides services throughout the region, including to schools, community centers, and cities within the county. No insurance is required to access services.

Vice Chair Syquia also asked about the primary sources of program funding. Sun explained that funding is divided among the three programs. The Youth Space program is funded through therapy services under Medi-Cal, and LGBTQ Wellness receives funding through the County's Preventive Early Intervention funds. Due to anticipated federal budget reductions, the organization is uncertain about funding levels after December.

Commissioner Ziolkowski asked about available resources for youth seeking to transition. Sun clarified that clinical services are not provided directly but referrals are made to gender-affirming care clinic connected to the Q Corner collective.

Chair Zapata arrived at 7:26 p.m.

Commissioner Landa arrived at 7:15 p.m.

ORAL COMMUNICATIONS

No speakers.

CONSENT CALENDAR

Public Comment opened at 7:37 p.m.

No speakers.

Public Comment closed at 7:37 p.m.

MOTION: Commissioner Rosenfeld moved and Chair Zapata seconded the motion to approve agenda item 1.A as submitted.

The motion carried with the following vote:

Yes: 6 - Chair Zapata
Vice Chair Syquia
Commissioner Rosenfeld
Commissioner Terry
Commissioner Valencia Landa
Commissioner Ziolkowski

No: 0

Absent: 1 - Commissioner Camacho

1.A [25-0984](#) Approve the Human Relations Commission Meeting Minutes of September 11, 2025

Approve the Human Relations Commission Minutes of September 11, 2025 as submitted.

PUBLIC HEARINGS/GENERAL BUSINESS

2 [25-0985](#) Community Needs Assessment Update

EAI (Equity, Access, & Inclusion) Manager Fernanda Perdomo Arciniegas provided the staff report and noted that the kickoff meeting took place within the past two weeks with the consulting firm MIG (Moore Iacofano Goltsman, Inc.), with meetings scheduled to occur bimonthly. The initial plan for the assessment was to be completed within eight months; however, after further consideration of the

end-of-year holidays and vacation months, the timeline has been extended to twelve months to allow for greater participation through focus groups and community engagement presentations. The assessment is currently in the beginning stages, and the HRC (Human Relations Commission) may serve as a resource by providing input on the selection of focus groups. Each stage of outreach was reviewed.

Commissioner Rosenfeld asked a clarifying question regarding how the community conversations will be conducted. EAI Manager Perdomo Arciniegas explained that the community conversations will be hosted at Sunnyvale City Hall, among other locations, with additional meetings scheduled with community partners. The months of November and December will be dedicated to identifying and selecting groups and organizations to participate in the meetings, ensuring alignment with the Council's priorities.

Commissioner Ziolkowski asked if the discussions and findings from the assessment will be presented to the City Council after its completion in 2027. EAI Manager Perdomo Arciniegas explained that the Equity Assessment is intended to examine who makes up the Sunnyvale community and identify community needs. Once the assessment is completed, the findings will be used by the City and its departments as a resource to guide and strengthen community engagement efforts.

Council Liaison Sell suggested providing context on when the study issue was first proposed, the purpose of the study, the intended outcomes, and how frequently updates will be presented to the HRC. EAI Manager Perdomo Arciniegas explained that the study issue was proposed several years ago with an initial focus on North Sunnyvale. When the proposal was presented to the City Council, the scope was expanded to include the entire City of Sunnyvale. Over the past two years, the study has evolved to not only identify community needs but also determine existing equity gaps within the city. An additional meeting is planned for February to provide the HRC with an update and to gather input from the Commission.

Chair Zapata reported attending a recent community meeting with Commissioner Landa and representatives from Magic Cabinet to better understand the experiences and challenges faced by residents in North Sunnyvale. Chair Zapata asked how the City plans to effectively connect with the community. EAI Manager Perdomo Arciniegas explained that the effort is a collaborative one and that a contact list is being developed to support outreach. They assured the Commission that there will be multiple opportunities for community input through various forms of engagement, including email communication. They also encouraged the

Commission to share information about upcoming meetings and to invite and encourage community members to participate.

Public Comment opened at 8:16 p.m.

No speakers.

Public Comment closed at 8:16 p.m.

3 [25-0986](#) Discussion of the Draft Work Plan 2026

EAI Manager Perdomo Arciniegas presented the staff report and noted that all HRC meeting dates for 2026 have been made available. Commissioners were encouraged to mark their calendars, and it was confirmed that all meeting dates avoid observed holidays and religious observances. The focus of the HRC in 2026 will be on Storytelling, as voted on by the Commission. To initiate this effort, the plan is to begin by highlighting each Commissioner's story, reflecting the diversity of the Commission. The staff report also included a review of each 2026 meeting date and the corresponding agenda items.

The Commission took a recess at 8:34 p.m.

The Commission reconvened at 8:44 p.m. with 6 Commissioner present and Commissioner Camacho absent.

Vice Chair Syquia noted that while the current work plan includes several community presentations, it lacks sufficient action items to implement the information and feedback received from those presentations. They also reminded the Commission of the five initial community topics identified for exploration: the LGBTQ+ community, immigrant community, disability, multi-heritage, and intergenerational experiences.

Chair Zapata suggested adding a presentation by Community Leaders to the September meeting agenda in recognition of Hispanic Heritage Month.

Commissioners discussed their availability and the schedule for presenting their personal stories as part of the "Stories of Sunnyvale" agenda items.

Council Liaison Sell noted that the October 21 Council meeting will include a discussion on the new process for Study Issues, which may result in adjustments to the Commission's Work Plan depending on the outcome.

Commissioner Ziolkowski noted that the Leadership Sunnyvale program begins in September and, considering this schedule, recommended rescheduling their presentation for July instead of October.

Public Comment opened at 9:12 p.m.

No speakers.

Public Comment closed at 9:12 p.m.

MOTION: Vice Chair Syquia moved, and Commissioner Rosenfeld seconded, to approve the 2026 Work Plan with the following amendments: move the Community Presentation – Leadership Sunnyvale to July and schedule the Novaworks presentation for October; add a Community Presentation – Community Leaders to the September 30 meeting.

The motion carried with the following vote:

Yes: 6 - Chair Zapata
Vice Chair Syquia
Commissioner Rosenfeld
Commissioner Terry
Commissioner Valencia Landa
Commissioner Ziolkowski

No: 0

Absent: 1 - Commissioner Camacho

NON-AGENDA ITEMS AND COMMENTS

-Commissioner Comments

Commissioner Rosenfeld announced that this meeting would be their last serving on the Commission, as they will be relocating outside of Sunnyvale. Chair Zapata, Vice Chair Syquia, and Council Liaison Sell thanked Commissioner Rosenfeld for their dedicated service and valuable contributions to the Commission.

Council Liaison Sell noted that the HRC is currently open for recruitment. Applications are available on the City's website and are due by Monday, October 27 at 4 p.m. Tentative interviews are scheduled for Monday, November 3 at 5 p.m.

Chair Zapata mentioned that the Sunnyvale School District will be hosting an event on Tuesday, October 14 at 8:30 a.m. at Columbia Middle School. They also welcomed Commissioner Ziolkowski as a new member of the HRC.

-Staff Comments

EAI Manager Perdomo Arciniegas encouraged all Commissioners to attend the upcoming City Council meetings:

- Tuesday, October 21 at 7 p.m. – Evaluation of the City of Sunnyvale Study Issues Process (Study Issue OCM 24-02)
- Tuesday, November 4 at 6 p.m. – Joint Meeting of the City Council with Board and Commission Chairs and Vice Chairs to review and improve the overall effectiveness of Commission meetings

INFORMATION ONLY REPORTS/ITEMS

[25-0992](#)

Human Relations Commission Proposed Study Issues,
Calendar Year: 2026

ADJOURNMENT

Chair Zapata adjourned the meeting at 9:25 p.m.



City of Sunnyvale

Agenda Item

25-0850

Agenda Date: 11/13/2025

Approve 2026 Annual Work Plan

Draft 2026 Annual Work Plan Human Relations Commission

MEETING DATE	AGENDA ITEM/ISSUE
January 8	- Stories of Sunnyvale - Commissioners 1 & 2 Storytelling - ADA Website Compliance Update - Library Programs & Services Presentation - Recreation Programs & Services Presentation
February 12	- Stories of Sunnyvale - Commissioners 3 & 4 Storytelling - Community Needs Assessment Update - Neighborhood Associations Presentation
March 12	- Stories of Sunnyvale - Commissioners 5 & 6 Storytelling - LGBTQ+ Awareness & Transvisibility Day – SOGI Training - Transvisibility Day Flag Raising Ceremony (Tuesday-3/31/26)
April 9	- Stories of Sunnyvale - Commissioner 7 Storytelling - Study Issue No. CDD 19-04: Update to the Historical Context Statement to Include Historical Contributions Made by Asian Americans and Other Minority Groups - Columbia Neighborhood Center Program & Services Presentation - High School/Community College Student Club
May 14	- Stories of Sunnyvale Event Announcement - Review Recommended Budget - ADA Website Compliance Update - Study Issue No. OCM 25-01: Explore Establishing a Japanese American Incarceration Memorial in Sunnyvale
June 11	- Recognition of Service - Community Partner Presentation - Bill Wilson Center
July 9	- Selection of Chair and Vice Chair - Community Partner Presentation – Leadership Sunnyvale
August 13	- United Against Hate Week Planning - Community Partner Presentation – Rotary Club
September 10	- Community Partner Presentation – Santa Clara County Department of Adult Services - Community Partner Presentation – Sunnyvale Community Leaders

MEETING DATE	AGENDA ITEM/ISSUE
October 8	• United Against Hate Week Event • NOVAworks Programs & Services Presentation • Staff Liaison confirms if the Board/Commission would like to schedule a November Discussion and Possible Recommendation of One Priority Project Idea to the City Council
November 12	• If requested: Discussion and Possible Recommendation of One Priority Project Idea to the City Council • Approve 2027 Annual Work Plan • Community Partner Presentation – Sunnyvale Education Foundation
December 10	• Final month to Approve 2027 Annual Work Plan • Final month for Annual Review of Code of Ethics and Conduct for Elected and Appointed Officials



City of Sunnyvale

Agenda Item

25-1030

Agenda Date: 11/13/2025

Community Needs Assessment Update



City of Sunnyvale

Agenda Item

25-1041

Agenda Date: 11/13/2025

Discussion and Possible Recommendation of One Priority Project Idea to the City Council

From: [Rebecca L. Perry](#) on behalf of [Tim Kirby](#)
To: [Tim Kirby](#)
Subject: Opportunity for Boards and Commissions to Provide Input on Council Priority Projects
Date: Monday, October 27, 2025 9:56:30 AM
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

Dear Board and Commission Members,

On [October 21, 2025](#), Council approved a new Council Priority Projects (CPPs) process (formerly Study Issues Process), reflected in revised Council Policy 7.3.26. Additionally, Council modified the board and commission input process in the new CPP process, reflected in revised Council Policy 7.2.19.

Each year, the City Council will identify a set of Council Priority Projects or significant efforts that guide City resources toward achieving strategic goals. As part of this process, the City invites input from Boards and Commissions on potential future CPP ideas.

Annual Invitation for Input

- Each Fall, your staff liaison will ask whether your board or commission would like to agendize a discussion to suggest potential ideas for future Council Priority Projects.
- Participation is optional. If your body chooses to participate, the discussion must be scheduled no later than your November meeting
- For the transition year (2025), the deadline will be extended to your **December** meeting, and all Boards and Commissions are encouraged to participate in this first year to help establish the new process.

Brown Act Compliance

To ensure compliance with the Brown Act, any agenda for this discussion will include a general topic such as:

- *“Discussion of Potential Council Priority Project Ideas”*

Potential ideas must be aligned with the Board or Commission’s scope of work or purview. This general listing allows members to share ideas freely while ensuring transparency and adherence to open meeting laws.

Format of the Discussion

- The discussion will be verbal only - no papers, staff reports, or written analyses will be prepared in advance.
- Staff liaisons and/or department management will attend to:
 - Provide factual information as needed, and
 - Clarify whether ideas may overlap with existing or planned City projects.

Forwarding Ideas to Council

- Following discussion, your board or commission may vote to forward one (1) idea for Council consideration.
- The staff liaison will then transmit the selected idea to the City Manager's Office, where it will be added to a running list of potential ideas.
- The City Council may then consider these ideas during its annual priority-setting discussions.

Thank you for your ongoing dedication and for contributing your expertise to help shape Sunnyvale's strategic direction. If you have any questions about the new Council Priority Projects (CPPs) process, please contact Michelle Zahraie at mzahraie@sunnyvale.ca.gov.

(This email has been bcc'd to all Board and Commission Members along with their Staff Liaisons)

Tim



Tim Kirby
City Manager
Office of the City Manager

Sunnyvale.ca.gov

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Possible Recommendations of Priority Project Ideas

- Addressing the Surge of Jew-Hatred in Sunnyvale: A Call for a Community-Centered Study on Safety and Inclusion
- Amend Policy Manual to Include Religious Observances as Excused Absences