



City of Sunnyvale

Notice and Agenda

Human Relations Commission

Thursday, August 14, 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

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 [25-0848](#) Approve the Human Relations Commission Meeting Minutes of July 10, 2025

Recommendation: Approve the Human Relations Commission Minutes of July 10, 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 [25-0845](#) Community Needs Assessment Update
- 3 [25-0846](#) Discussion and Direction on Second Signature Event: "Voices of Sunnyvale"
- 4 [25-0849](#) Follow-Up on Proposed Study Issue at July 10, 2025 Human Relations Commission Meeting
- 5 [25-0847](#) Study Issue Process Review

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

25-0848

Agenda Date: 8/14/2025

SUBJECT

Approve the Human Relations Commission Meeting Minutes of July 10, 2025

RECOMMENDATION

Approve the Human Relations Commission Minutes of July 10, 2025 as submitted.



City of Sunnyvale

Meeting Minutes - Draft

Human Relations Commission

Thursday, July 10, 2025

7:00 PM

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

CALL TO ORDER

Commissioner Camacho called the meeting to order at 7:12 p.m.

SALUTE TO THE FLAG

Commissioner Camacho led the salute to the United States flag.

ROLL CALL

Present: 4 - Commissioner Claudia Camacho
Commissioner Esther Rosenfeld
Commissioner Aaron Terry
Commissioner Pedro Valencia Landa

Absent: 2 - Chair Nenuca Syquia
Commissioner Maria Paulina Zapata

Chair Syquia's and Commissioner Zapata's absences are excused.
Council Liaison Chang (present)

ORAL COMMUNICATIONS

No speakers.

CONSENT CALENDAR

Public Comment opened at 7:25 p.m.

No speakers.

Public Comment closed at 7:25 p.m.

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

The motion carried with the following vote:

Yes: 4 - Commissioner Camacho
Commissioner Rosenfeld
Commissioner Terry
Commissioner Valencia Landa

No: 0

Absent: 2 - Chair Syquia
Commissioner Zapata

1.A [25-0763](#) Approve the Human Relations Commission Meeting Minutes of June 12, 2025

Approve the Human Relations Commission Minutes of June 12, 2025 as submitted.

MOTION: Commissioner Rosenfeld moved and Commissioner Landa seconded the motion to reconsider agenda item 1.A.

The motion carried with the following vote:

Yes: 4 - Commissioner Camacho
Commissioner Rosenfeld
Commissioner Terry
Commissioner Valencia Landa

No: 0

Absent: 2 - Chair Syquia
Commissioner Zapata

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

The motion carried with the following vote:

Yes: 3 - Commissioner Camacho
Commissioner Terry
Commissioner Valencia Landa

No: 0

Absent: 2 - Chair Syquia
Commissioner Zapata

Abstain: 1 - Commissioner Rosenfeld

PUBLIC HEARINGS/GENERAL BUSINESS

2 [25-0758](#) Debrief on First Signature Event: “Allies in Training: Building a Better Community”

Equity, Access and Inclusion (EAI) Manager Fernanda Perdomo-Arciniegas provided the staff report and presentation. EAI Manager Perdomo-Arciniegas thanked the Human Relations Commission for their attendance and participation. The presentation included an overview of pre- and post-survey results from the recent Allyship Training, which had over 40 attendees. The majority of participants rated their overall experience as excellent and expressed they were very likely to take action to support equity and inclusion within their communities. Survey results also showed increased participant understanding of key concepts such as allyship, privilege, implicit bias, and social systems. The survey further identified interest in future trainings on topics such as the experiences of unhoused individuals, immigrant experiences, economic mobility, and other EAI-related topics.

Commissioners provided comments and questions:

Commissioner Rosenfeld asked whether this year’s training was a condensed version and if the format encouraged greater participation.

EAI Manager Perdomo-Arciniegas clarified that last year’s training was a more extensive two-day session with deeper exploration of the CLAIM model and more applied examples. This year’s session, provided by Service Never Sleeps, was a condensed three-hour, beginner-level training. This year, the training was offered in a hybrid format, compared to the fully virtual model used previously. Despite the challenges of scheduling during work hours, there was strong engagement and increased participation due to enhanced outreach efforts, including utility bill inserts. While virtual formats offer convenience, in-person components fostered better interaction and connection among attendees. Attendance grew from 27 participants last year to 40 this year, with 60 individuals registered. The diverse demographics ranged from young children to older adults.

Commissioner Landa shared that they appreciated the training and were pleased that attendees planned to continue these important conversations in their personal lives. They inquired about the number of post-survey responses and whether the learning outcomes were the same as last year.

Staff reported that 14 post-survey responses were collected. The learning outcomes differed from last year’s survey, as the training addressed more advanced content,

while this year's focused on foundational concepts.

Commissioner Camacho expressed appreciation for the Commission's role in hosting the training, noting that it addressed important human relations issues that are often avoided. The presenter created a space for dialogue around challenging topics, such as race, privilege, and empathy toward others.

Public Hearing opened at 8:00 p.m.

No speakers.

Public Hearing closed at 8:00 p.m.

3 [25-0760](#) Discussion and Possible Action for Second Signature Event

EAI Manager Perdomo-Arciniegas reminded Commissioners about United Against Hate Week taking place in October and encouraged them to consider areas they would like to explore for the next Signature Event, based on their experiences. Commissioners were invited to discuss potential themes for the upcoming event.

Commissioner Rosenfeld shared that they enjoyed the immigrant storytelling event hosted by the Commission last year and expressed interest in seeing it return with broader outreach and promotion. They also suggested the possibility of highlighting stories from unhoused immigrants. They also mentioned the possibility of collaboration with the Arts Commission.

Commissioner Camacho noted that while immigration is an important topic in the community, they would prefer the event to focus on a common theme that resonates more broadly with all community members.

Commissioner Landa agreed with the storytelling format and proposed using a broader umbrella theme that encompasses diverse life experiences, rather than focusing solely on immigration.

The Commission took a recess at 8:20 p.m. and reconvened at 8:25 p.m. with all Commissioners present.

MOTION: Commissioner Rosenfeld moved to approve Second Signature Event similar to the Immigrant Storytelling event that took place last year.

FRIENDLY AMENDMENT: Commissioner Landa offered a friendly amendment to approve Second Signature Storytelling event that focuses on diversity as a whole

with a component of focus groups.

FRIENDLY AMENDMENT: Commissioner Terry offered a friendly amendment to approve Second Signature event with the event name: Voices of Sunnyvale.

RESTATED MOTION: Commissioner Rosenfeld moved and Commissioner Terry seconded the motion to approve Second Signature event named Voices of Sunnyvale focusing on storytelling within Sunnyvale's diverse community.

The motion carried with the following vote:

Yes: 4 - Commissioner Camacho
Commissioner Rosenfeld
Commissioner Terry
Commissioner Valencia Landa

No: 0

Absent: 2 - Chair Syquia
Commissioner Zapata

4 [25-0761](#) Community Needs Assessment Update

EAI Manager Perdomo-Arciniegas provided a staff report, noting that the Community Equity Assessment has received clarity from City Council regarding the direction and scope of the project. With this guidance, conversations are now underway with the selected consulting firm to review the timeline and services to be provided. As the process moves forward, the Commission was assured they will receive regular updates, and their participation will be essential to the success of the assessment.

Public Hearing opened at 8:35 p.m.

No speakers.

Public Hearing closed at 8:35 p.m.

5 [25-0759](#) Selection of Chair and Vice Chair

Public Hearing opened at 8:36 p.m.

No speakers.

Public Hearing closed at 8:36 p.m.

EAI Manager Perdomo-Arciniegas provided an overview of the selection process and announced that Commissioners Zapata and Chair Syquia notified staff that they accept nominations for Chair and Vice Chair.

Commissioner Camacho opened nominations for Chair for Human Relations Commission.

Commissioner Camacho nominated Commissioner Zapata.

No further nominations were presented.

Vote on nomination of Commissioner Zapata for Chair:

Yes: 4 - Commissioner Camacho
Commissioner Rosenfeld
Commissioner Terry
Commissioner Valencia Landa

No: 0

Absent: 2 - Chair Syquia
Commissioner Zapata

Nominations were opened for Vice Chair to the Human Relations Commission.

Commissioner Camacho nominated Chair Syquia.

No further nominations were presented.

Vote on nomination of Chair Syquia for Vice Chair:

Yes: 4 - Commissioner Camacho
Commissioner Rosenfeld
Commissioner Terry
Commissioner Valencia Landa

No: 0

Absent: 2 - Chair Syquia
Commissioner Zapata

STANDING ITEM: CONSIDERATION OF POTENTIAL STUDY ISSUES

None.

NON-AGENDA ITEMS AND COMMENTS

-Commissioner Comments

Commissioner Rosenfeld proposed a Study Issue for the Policy Manual to include a category for absences due to religious holidays. Commissioner Rosenfeld emphasized that religious holidays should not be deducted from personal time and recommended the City consider a more inclusive policy for such absences. Commissioner Landa co-sponsor Study Issue.

-Staff Comments

None.

ADJOURNMENT

Commissioner Camacho adjourned the meeting at 8:52 p.m.



City of Sunnyvale

Agenda Item

25-0845

Agenda Date: 8/14/2025

Community Needs Assessment Update



City of Sunnyvale

Agenda Item

25-0846

Agenda Date: 8/14/2025

Discussion and Direction on Second Signature Event: "Voices of Sunnyvale"



City of Sunnyvale

Agenda Item

25-0849

Agenda Date: 8/14/2025

Follow-Up on Proposed Study Issue at July 10, 2025 Human Relations Commission Meeting



Sunnyvale

Memorandum

Date: 8/6/2025
To: Human Relations Commission
From: Fernanda Perdomo Arciniegas, Equity Access and Inclusion Manager
Subject: Follow-Up on Proposed Study Issue at July 10, 2025 Human Relations Commission Meeting

Human Relations Commission Agenda Item: NON-AGENDA ITEMS AND COMMENTS (07/10/2025)

During the July 10 meeting of the Human Relations Commission (HRC), Commissioner Rosenfeld proposed a Study Issue under Non-Agenda Items and Comments, suggesting the inclusion of a category for absences due to religious holidays in the Policy Manual. This proposal was co-sponsored by Commissioner Landa. However, the Commission did not adhere to the Board/Commission Study Issue Sponsorship Process. Specifically, the proposal was not submitted in advance for agenda placement, was not in the correct format, and did not receive the necessary majority support from the HRC to proceed as a Study Issue.

Follow-Up Actions:

1. HRC Commissioner Rosenfeld is invited to submit a Study Issue Form regarding Board/Commission excused absences to the Staff Liaison no later than August 12. This will ensure the Study Issue is properly agendaized for discussion at the September HRC meeting.
2. Commissioner Rosenfeld may opt not to submit a Study Issue, given that the topic of Excused Absences for Religious Holidays/Observations will be included in the annual joint study session between the City Council and Board and Commission Chairs and Vice Chairs. The session is tentatively scheduled for Tuesday, November 18 this year.



City of Sunnyvale

Agenda Item

25-0847

Agenda Date: 8/14/2025

Study Issue Process Review

Attachment

1. Study Issues and Budget Proposals Process



RTC #: 25-0847

Document Title: Study Issues and Budget Proposals Process

Link: [Study Issues and Budget Proposals | Sunnyvale, CA](#)