

2023 Annual Draft Work Plan

Human Relations Commission

MEETING DATE	AGENDA ITEM/ISSUE
July 2023	<ul style="list-style-type: none">• Brief Review: Brown Act, Code of Ethics and Conduct for Elected and Appointed Officials• Review of HRC Purpose and Work Plan• Intergroup Dialogue Training
August 2023	<ul style="list-style-type: none">• Selection of Chair and Vice-Chair• Intergroup Dialogue Training• Review results of Sunnyvale Unity series, United Against Hate Week training and determine next steps• Review of EAI related policies and website resources
September 2023	<ul style="list-style-type: none">• Intergroup Dialogue Training• Review Study Issue Process and Timelines• Become familiar with the City demographics (Census data, City reports)• Community Needs Assessment Survey
October 2023	<ul style="list-style-type: none">• Discuss outreach to community partners• Presentation by the SEED Team• Presentation and discussion with Sunnyvale Community Services (community partner presentation)
November 2023	<ul style="list-style-type: none">• Intergroup Dialogue Training• Discuss commemoration of Heritage Months/Affinity Celebrations/Awareness Campaigns and Identity Recognition Days and comprehensive calendar• Presentation and discussion with community partner (TBD)• Discuss 2024 Work Plan
December 2023	<ul style="list-style-type: none">• Intergroup Dialogue Training• Recommend 2024 Work Plan• Final month to Propose Study Issues• Plan series of Difficult Conversations/Civility Round Tables around a documentary, book, or series of short articles about race/ethnicity/citizenship status/ability/socioeconomics

Additional items yet to be scheduled:

- Study Issues may be proposed at any meeting throughout the year
- Study Issues presentation dates will be added following approval by Council
- Guaranteed Income Pilot [study issue]

- Protection of Amah Mutsun sacred grounds at Juristac from proposed quarry
- Host first of 6 Difficult Conversations/Civility Roundtables (every 2 months)

Potential areas of study or needs assessment

Community Engagement:

- Develop relations with the Muwékma-Ohlone Tribe
 - Work with Tribe on a Land Acknowledgement to be used during City events
 - Educational component of Land Acknowledgment and the Land Back Movement
 - Organize event at Muwékma Park
- Participate in community events:
 - Planning and celebration of Sunnyvale Cultural Festival
- Commit to doing personal community outreach
- Plan a Sunnyvale Unity speaker or training series

Learning/Self-Awareness:

- Topics
 - Sunnyvale Demographics 101
 - Anti-Black Hate
 - Anti-Asian Hate
 - Anti-Indigenous Hate
 - Anti-immigrant Hate
 - Anti-Hispanic/Latina/o/x/e Hate
 - Anti-Semitism Hate
 - Classism
 - Colorism
 - LGBTQ+ discrimination
 - White Supremacy

Resources:

- Readings: books, magazines, journal articles, news articles
- Podcasts
- Movies, TV programs, documentaries

Potential Training

- External org: ING, Seed Collaborative, Santa Clara County HRC, GARE
- Internal:
 - Intergroup Dialogue (IGD)
 - Civility Round Table
 - Difficult Conversations
 - Bystander Training
 - Interethnic Panel
 - Racial/Gender Microaggressions Training

Immigration: Study session to determine number of recent arrivals based on use of City Services

Potential Partners: City Commissions, NOVA, City Departments, Friends of the Library, non-profits in Sunnyvale or County-wide, local school districts, local public agencies