



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.