



## City of Sunnyvale

### Excerpt Meeting Minutes - Draft Human Relations Commission

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Thursday, December 11, 2025

7:00 PM

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

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#### **CALL TO ORDER**

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

#### **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)

#### **PUBLIC HEARINGS/GENERAL BUSINESS**

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