



City of Sunnyvale

Notice and Agenda

Human Relations Commission

Thursday, October 9, 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 [25-0983](#) LGBTQ Wellness Program 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 [25-0984](#) Approve the Human Relations Commission Meeting Minutes of September 11, 2025

Recommendation: Approve the Human Relations Commission Minutes of September 11, 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 [25-0985](#) Community Needs Assessment Update
- 3 [25-0986](#) Discussion of the Draft Work Plan 2026

NON-AGENDA ITEMS AND COMMENTS

-Commissioner Comments

-Staff Comments

INFORMATION ONLY REPORTS/ITEMS

- [25-0992](#) Human Relations Commission Proposed Study Issues,
Calendar Year: 2026

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

25-0983

Agenda Date: 10/9/2025

LGBTQ Wellness Program and Services Overview



City of Sunnyvale

Agenda Item

25-0984

Agenda Date: 10/9/2025

SUBJECT

Approve the Human Relations Commission Meeting Minutes of September 11, 2025

RECOMMENDATION

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



City of Sunnyvale

Meeting Minutes - Draft

Human Relations Commission

Thursday, September 11, 2025

7:00 PM

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

CALL TO ORDER

Chair Zapata called the meeting to order at 7:07 p.m.

SALUTE TO THE FLAG

Chair Zapata led the salute to the United States flag.

ROLL CALL

Present: 5 - Chair Maria Paulina Zapata
Vice Chair Nenuca Syquia
Commissioner Esther Rosenfeld
Commissioner Aaron Terry
Commissioner Ariana Ziolkowski

Absent: 2 - Commissioner Claudia Camacho
Commissioner Pedro Valencia Landa

Commissioner Camacho arrived at 7:48 p.m.

Commissioner Landa's absence is excused

Council Liaison Chang (present)

PRESENTATION

[25-0916](#) Livable Sunnyvale Coalition Mission and Values Overview

David Kunz, Vice Chair of Livable Sunnyvale, introduced Vice Chair Agnes Veith and Board Members Chuck Fraleigh, Mike Serrone, and Paulina Zapata. David Kunz delivered a presentation on behalf of Livable Sunnyvale.

The presentation outlined Livable Sunnyvale's mission: "promote a livable, sustainable city with affordable housing and transportation solutions for all members of our community through education, outreach, and advocacy." Key points included the role and importance of the non-profit coalition, an overview of past and current

advocacy efforts, and highlights of several coalition partners. Livable Sunnyvale stated they received grants from Santa Clara County: URJGENT to support the use of Wordly, an AI-powered translation and captioning software at their meetings, and from the Silicon Valley Community Foundation to advance efforts aimed at changing the narrative and perception surrounding the unhoused. Kunz concluded by encouraging participation through social media, volunteering, or attending meetings.

Chair Zapata thanked Livable Sunnyvale for presenting and expressed pride in being part of the organization. Commissioner Rosenfeld asked for clarification regarding the Sunnyvale Housing Element 2023. Board member Mike Serrone explained that every 7–8 years, each city in California is required by the state to prepare a plan for how to accommodate housing needs. A key advocacy effort from Livable Sunnyvale has been to support distributing housing locations throughout the community rather than concentrating development in a single area.

Vice Chair Syquia expressed appreciation for the multi-sector and multidisciplinary efforts highlighted in the presentation, noting that Livable Sunnyvale's work also impacts community health outcomes. Emphasis was placed on how creating a more walkable city and reducing commuting stress can lead to improved health.

Vice Chair Syquia observed that the slide listing coalition partners included mostly transportation organizations and asked if Livable Sunnyvale also partners with businesses, as employers have a vested interest in employees living nearby. Agnes Veith clarified that the organization is not currently partnering with businesses on transportation issues but has engaged with them regarding minimum wage.

ORAL COMMUNICATION

Tammy Qualls expressed concern for Sunnyvale resident Ulises Peña Lopez and requested Commission support, including asking Representative Ro Khanna to pledge support and visit him at Golden State Medical Center.

Cathy Wong also expressed concern for Sunnyvale resident Ulises Peña Lopez and requested Commission support, including asking Representative Ro Khanna to pledge support and visit him at the California City Detention Center.

Mike Serrone, Planning Commissioner, speaking on their own behalf, expressed concern with the naming of Columbus Day and stated it should be renamed Italian Americans Day.

Samantha also expressed concern for Sunnyvale resident Ulises Peña Lopez and requested Commission support, including asking Representative Ro Khanna to pledge support and visit him at the California City Detention Center.

Uriel Magdaleno also expressed concern for Sunnyvale resident Ulises Peña Lopez and requested Commission support, including asking Representative Ro Khanna to pledge support and visit him at the California City Detention Center.

Anthony Shing also expressed concern for Sunnyvale resident Ulises Peña Lopez and requested Commission support, including asking Representative Ro Khanna to pledge support and visit him at the California City Detention Center.

Aram J shared their concerns with the State of Israel.

Aby Peña shared concerns for their husband Ulises Peña Lopez, and requested Commission support, including asking Representative Ro Khanna to pledge support and visit him at the California City Detention Center.

Zeada B voiced their concerns for Sunnyvale resident Ulises Peña Lopez and requested Commission support, including asking Representative Ro Khanna to pledge support and visit him at the California City Detention Center.

Alex M shared their concerns for Sunnyvale resident Ulises Peña Lopez and requested Commission support, including asking Representative Ro Khanna to pledge support and visit him at the California City Detention Center.

Kimberly M spoke to their concerns for Sunnyvale resident Ulises Peña Lopez and requested Commission support, including asking Representative Ro Khanna to pledge support and visit him at the California City Detention Center.

Edwin discussed their concerns for Sunnyvale resident Ulises Peña Lopez and requested Commission support, including asking Representative Ro Khanna to pledge support and visit him at the California City Detention Center.

Darelda M shared their concerns for Sunnyvale resident Ulises Peña Lopez and requested Commission support, including asking Representative Ro Khanna to pledge support and visit him at the California City Detention Center.

CONSENT CALENDAR

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: 5 - Chair Zapata
Commissioner Camacho
Commissioner Rosenfeld
Commissioner Terry
Commissioner Ziolkowski

No: 0

Absent: 1 - Commissioner Valencia Landa

Abstain: 1 - Vice Chair Syquia

[25-0900](#) Approve the Human Relations Commission Meeting Minutes of August 14, 2025

Approve the Human Relations Commission Minutes of August 14, 2025 as submitted.

PUBLIC HEARINGS/GENERAL BUSINESS

[25-0917](#) Discussion of United Against Hate Week and Planned Community Engagement Events

Equity, Access, and Inclusion (EAI) Manager Fernanda Perdomo-Arciniegas provided the staff report, noting that United Against Hate Week will take place October 19–25. The EAI Office will host and collaborate on two events:

- October 21, 3:00–5:00 p.m. – LGBTQ Youth Space’s Speakers Bureau: Sharing Their Stories – An LGBTQ+ Panel Dialogue (hosted by the EAI Office)
- October 27, 7:00–8:30 p.m. – Sustainability Speaker Series: United for Disability and Climate Justice (in collaboration with the Sustainability Commission)

The report highlighted that United Against Hate Week affirms the value and respect of all community members and the City’s core values were reviewed.

Chair Zapata and Commissioner Rosenfeld thanked EAI Manager Perdomo-Arciniegas for the report.

Public Hearing opened at 8:08 p.m.

Dee spoke to their concerns about focusing the study issue solely on antisemitism, noting that it would be more appropriate to consider all forms of hate collectively.

Gabriel communicated their support for the study issue on Jewish hatred.

Dina S shared their concerns about focusing the study issue solely on antisemitism, noting that it would be more appropriate to consider all forms of hate collectively.

Aram J discussed their concerns with the state of Israel.

Public Hearing closed at 8:20 p.m.

STANDING ITEM: CONSIDERATION OF POTENTIAL STUDY ISSUES

[25-0896](#)

Addressing the Surge of Jew-Hatred in Sunnyvale: A Call for a
Community-Centered Study on Safety and Inclusion
(Consideration of Potential Study Issue)

EAI Manager Perdomo-Arciniegas presented the staff report, noting that the Study Issue on the Study Issue Process will result in changes to the current procedure, which is still being finalized. They referred to an email from the City Manager, Tim Kirby outlining the updates.

Commissioner Rosenfeld provided comments on their reasons for submitting this Study Issue Proposal and explained its importance to them.

EAI Manager Perdomo-Arciniegas added that the Community Equity Assessment will include this Study Issue as part of a focus group within the overall assessment.

MOTION: Vice Chair Syquia moved, and Commissioner Rosenfeld seconded, to add “Addressing the Surge of Jew-Hatred in Sunnyvale: A Call for a Community-Centered Study on Safety and Inclusion” to the proposed Study Issue List.

The motion carried with the following vote:

Yes: 5 - Chair Zapata
Commissioner Camacho
Commissioner Rosenfeld
Commissioner Terry
Commissioner Ziolkowski

No: 1 - Vice Chair Syquia

Absent: 1 - Commissioner Valencia Landa

[25-0901](#) Flag Raising Policy (Consideration of Potential Study Issue)

Chair Zapata reviewed the key elements of the issue and shared their reasons for submitting this Study Issue Proposal.

EAI Manager Perdomo-Arciniegas presented staff comments and noted that, under Council Policy 7.3.30, ceremonial flags may only be displayed through Council-adopted resolutions.

Commissioner Rosenfeld asked a clarifying question regarding the intent of the proposal, noting that the Study Issue would examine whether Sunnyvale could implement a policy allowing flag-raising at specific events to recognize a community's heritage or country of origin.

Chair Zapata clarified, based on their experience, that such a policy would allow the flag of a country to be raised during designated events, such as commemorations of Colombian Independence.

Commissioner Camacho stated that while the Study Issue is a good idea, pursuing it in the current political climate could be risky.

Commissioner Ziolkowski asked whether flag-raising policies in cities similar in size to Sunnyvale had been researched. Chair Zapata responded that while they are aware of such practices in larger cities, such as San José and San Francisco, comparable research on cities of a similar size has not yet been conducted and would be included as part of this proposed Study Issue.

MOTION: Commissioner Rosenfeld moved, and Vice Chair Syquia seconded, to add "Flag Raising Policy" to the proposed Study Issue List.

The motion failed with the following vote:

Yes: 2 - Chair Zapata
Commissioner Rosenfeld

No: 4 - Vice Chair Syquia
Commissioner Camacho
Commissioner Terry
Commissioner Ziolkowski

Absent: 1 - Commissioner Valencia Landa

25-0915 Exploring Youth Representation on City Commissions
(Consideration of Potential Study Issue)

Commissioner Rosenfeld provided comments on their reasons for proposing this Study Issue and explained its importance to them, noting that Maddy Chang previously presented to the Human Relations Commission in August and has also spoken before City Council to advocate for youth representation.

EAI Manager Perdomo-Arciniegas presented staff comments and noted that the Commission had Commissioner Ramisetty previously serving however there were struggles with attendance as we approached graduation, finals and moving away to college. They also highlighted that Council will be reviewing this issue during a November meeting.

MOTION: Commissioner Rosenfeld moved, and Vice Chair Syquia seconded, to add “Exploring Youth Representation of City Commissions” to the proposed Study Issue List.

The motion failed with the following vote:

Yes: 2 - Vice Chair Syquia
Commissioner Rosenfeld

No: 4 - Chair Zapata
Commissioner Camacho
Commissioner Terry
Commissioner Ziolkowski

Absent: 1 - Commissioner Valencia Landa

25-0923 Amend Policy Manual to Include Religious Observances as
Excused Absences (Consideration of Potential Study Issue)

Commissioner Rosenfeld provided comments on their reasons for submitting this

Study Issue and explained its importance to them.

EAI Manager Perdomo-Arciniegas presented staff comments and noted that it would be a good idea to review the policy to ensure it is more inclusive and does not penalize commissioners for faith-based practices. They also mentioned that this topic will be a part of an upcoming Council's discussion.

MOTION: Commissioner Rosenfeld moved, and Vice Chair Syquia seconded, to add "Amend policy Manual to Include Religious Observances as Excused Absences" to the proposed Study Issue List.

The motion carried with the following vote:

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

No: 0

Absent: 1 - Commissioner Valencia Landa

NON-AGENDA ITEMS AND COMMENTS

-Commissioner Comments

None.

-Staff Comments

EAI Manager Perdomo-Arciniegas reminded Commissioners of the upcoming State of the City event on Saturday, September 20, from 8:30 a.m. to 12:30 p.m., and invited them to attend wearing the City-provided jackets.

ADJOURNMENT

Chair Zapata adjourned the meeting at 9:12 p.m.



City of Sunnyvale

Agenda Item

25-0985

Agenda Date: 10/9/2025

Community Needs Assessment Update



City of Sunnyvale

Agenda Item

25-0986

Agenda Date: 10/9/2025

Discussion of the Draft Work Plan 2026

Draft 2026 Annual Work Plan Human Relations Commission

MEETING DATE	AGENDA ITEM/ISSUE
January 8	<ul style="list-style-type: none"> Stories of Sunnyvale <ul style="list-style-type: none"> Commissioners 1 & 2 Storytelling Library Programs & Services Presentation Recreation Services Presentation ADA Website Compliance Update
February 12	<ul style="list-style-type: none"> Neighborhood Associations Presentation Community Needs Assessment Update Stories of Sunnyvale <ul style="list-style-type: none"> Commissioners 3 & 4 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
March 12	<ul style="list-style-type: none"> Stories of Sunnyvale <ul style="list-style-type: none"> Commissioners 5 & 6 Storytelling LGBTQ+ Awareness & Transvisibility Day – SOGI Training Transvisibility Day Flag Raising Ceremony (Tuesday-3/31/26)
April 9	<ul style="list-style-type: none"> Columbia Neighborhood Center Program & Services Presentation Stories of Sunnyvale <ul style="list-style-type: none"> Commissioner 7 Storytelling High School/Community College Student Club
May 14	<ul style="list-style-type: none"> Review Recommended Budget Stories of Sunnyvale Event Announcement Study Issue No. OCM 25-01: Explore Establishing a Japanese American Incarceration Memorial in Sunnyvale ADA Website Compliance Update
June 11	<ul style="list-style-type: none"> Recognition of Service Community Partner Presentation - Bill Wilson Center
July 9	<ul style="list-style-type: none"> Selection of Chair and Vice Chair NOVAworks Programs & Services Presentation
August 13	<ul style="list-style-type: none"> Community Partner Presentation – Rotary Club United Against Hate Week Planning
September 10	<ul style="list-style-type: none"> Community Partner Presentation – Santa Clara County Department of Adult Services

MEETING DATE	AGENDA ITEM/ISSUE
October 8	<ul style="list-style-type: none">• United Against Hate Week Event• Review 2027 Draft Work Plan• Community Partner Presentation – Leadership Sunnyvale
November 12	<ul style="list-style-type: none">• Approve 2027 Annual Work Plan• Review of Code of Ethics and Conduct for Elected and Appointed Officials• Community Partner Presentation – Sunnyvale Education Foundation
December 10	<ul style="list-style-type: none">• Final month for Annual Review of Code of Ethics and Conduct for Elected and Appointed Officials



City of Sunnyvale

Agenda Item

25-0992

Agenda Date: 10/9/2025

Human Relations Commission Proposed Study Issues, Calendar Year: 2026

Human Relations Commission Proposed Study Issues, Calendar Year: 2026

Date	Working Title	Summary of Scope	Staff Comments
9/11/2025	Addressing the Surge of Jew-Hatred in Sunnyvale: A Call for a Community-Centered Study on Safety and Inclusion	<p>This study will:</p> <ol style="list-style-type: none"> 1) Document Jewish residents' lived experiences, gaining a clearer picture of the nature and extent of anti-Jewish actions and sentiment. 2) Explore the toll this hatred is taking on Jewish community members' mental health and sense of safety and well-being. By studying the issue, we can create a comprehensive, data-driven foundation for policies and programs that counter hate, foster understanding, and build bridges. Community workshops, educational initiatives, and targeted support for those affected are just a few measures that could arise from this study, all aimed at creating a stronger, more inclusive Sunnyvale. 	<p>Given that the City is preparing to launch the Community Equity Assessment in the coming months, the Staff Liaison suggests that this Study Issue be incorporated into this broader assessment, rather than pursued as a standalone initiative.</p> <p>The Community Equity Assessment will be designed to gather data through various methods including, focus groups and will offer an ideal platform to understand the experiences of our Jewish residents without the need for a separate, stand alone study issue. Through these focus groups, we will be able to engage directly with Jewish community members to explore the nature and extent of the anti-Jewish harassment, including hate-filled graffiti, verbal abuse, bullying, and subtle acts of exclusion. This will allow us to document their lived experiences and gain a comprehensive understanding of how these actions have impacted their sense of safety, mental health, and well-being.</p> <p>Integrating this issue into the broader Community Equity Assessment ensures it is addressed in a data-driven and holistic manner, alongside other key community concerns. The experiences shared by Jewish residents will be analyzed as part of the overall findings, providing a clearer picture of the challenges they face and ensuring their voices are included in the City's broader equity efforts.</p> <p>This approach aligns with Sunnyvale's commitment to inclusion, safety, and community well-being. The findings from the Community Equity Assessment will inform the development of policies, programs, and initiatives to address hate and discrimination--such as community workshops, educational campaigns, and support services for those affected by anti-Semitism may emerge from this process. These efforts can promote understanding, strengthen connections among diverse groups, and build community resilience.</p>

			<p>Given that the Community Equity Assessment already compasses this issue, pursuing a separate study issue may duplicate efforts and create unnecessary administrative work. Embedding it within the scope of the assessment allows for a more efficient and inclusive response that addresses the specific concerns of Jewish residents while also reflecting the broader community.</p> <p>For these reasons, advancing with the Community Equity Assessment will be the most effective path forward, making the proposed Study Issue redundant.</p>
9/11/2025	Amend Policy Manual to Include Religious Observances as Excused Absences	Recognize religious holidays as a valid reason for absence	<p>Currently, approved absences, referred to as "excused absences," are defined in Section 2.G.(II) of the Council Policy 7.2.19 Boards and Commissions. For an absence to be excused, members must provide advance notice to the chair and staff liaison and meet one of the listed qualifying reasons, such as a death in the family, personal illness, board- or commission-related business, personal leave, emergency, employment or military service requirements, or federal and state family leave.</p> <p>To make the policy more inclusive, Council may wish to consider adding religious holidays and observance days as a qualifying reason for an excused absence. This would align with the City's equity and inclusion values by ensuring that commissioners are not penalized for participating in important cultural or faith-based practices.</p>