

## Draft - 2023 Annual Work Plan

### Human Relations Commission

MEETING DATE	AGENDA ITEM/ISSUE
June 2023	<ul style="list-style-type: none"><li>• Selection of Chair and Vice-Chair</li><li>• Brown Act Review</li><li>• Review of Code of Ethics and Conduct for Elected and Appointed Officials</li><li>• Review of HRC and Work Plan</li></ul>
July 2023	<ul style="list-style-type: none"><li>• Review Study Issue Process and Timelines</li><li>• Review results of Interethnic Panel (3/23) and determine areas of work</li><li>• Become familiar with the City demographics (Census data, City reports)</li><li>• Create a calendar of events related to Affinity Groups and Celebrations</li></ul>
August 2023	<ul style="list-style-type: none"><li>• Complete training by GARE, EAI Manager</li><li>• Determine areas of study/focus: Education/Training; Community Engagement/Dialogue; Immigration; Mental Health</li><li>• Attend presentation by the SEED Team</li><li>• Plan a Meet and Greet for key partners to meet the Commissioners and share their mission</li><li>• Coordinate with LRS potential events and celebrations based on Heritage Months/Affinity Celebrations/Awareness Campaigns and Identity Recognition Days</li></ul>
September 2023	<ul style="list-style-type: none"><li>• Outreach to Community Partners; if they are not yet members become part of neighborhood associations</li><li>• Host Meet and Greet with Sunnyvale Community Services*</li><li>• Plan series of Difficult Conversations/Civility Round Tables around a documentary, book, or series of short articles about race/ethnicity/citizenship status/ability/socioeconomics</li></ul>
October 2023	<ul style="list-style-type: none"><li>• Final month to Propose Study Issues</li><li>• Host Meet and Greet with Sunnyvale Education Foundation</li></ul>

	<ul style="list-style-type: none"> <li>• Planning for Intergroup Dialogue Training: application, selection</li> <li>• Host first of 6 Difficult Conversations/Civility Roundtables (every 2 months)</li> </ul>
November 2023	<ul style="list-style-type: none"> <li>• Approve 2024 Work Plan</li> <li>• Host Meet and Greet with Refugee Resettlement Village</li> </ul>
December 2023	<ul style="list-style-type: none"> <li>• Participate in Employee Breakfast</li> <li>• Host Meet and Greet with Our Daily Bread</li> <li>• Host second Difficult Conversations/Civility Roundtables</li> </ul>

\*Open invitation to other Commissioners, City employees, City partners, Non-profits, Staff Advisory Committees

**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]

**Potential study sessions or needs assessment**

**Educational:**

- Themes/topics
  - o Sunnyvale Demographics 101
  - o Anti-Black Hate
  - o Asian Hate
  - o Anti-Indigenous
  - o Anti-Immigrant
- Resources:
  - o Readings: books, magazines, journal articles, news articles
  - o Podcasts
  - o Movies, TV programs, documentaries
- Training:
  - o External org: ING, Seed Collaborative, Santa Clara County HRC, GARE
  - o Internal:
    - Intergroup Dialogue (IGD)
    - Civility Round Table
    - Difficult Conversations
    - Bystander Training
    - Interethnic Panel
- Partnerships with:

- o Commissions : Library, Housing and Human Services Commission, Parks and Rec, Sustainability
- o Non-profits in Sunnyvale or County -wide

**Community Engagement:**

- Develop relations with the Muwekma-Ohlone Tribe
  - o Receive from the Tribe a Land Acknowledgement to be used during City meetings
  - o Educational component of Land Acknowledgment and the Land Back Movement
  - o Organize event at Muwekma Park
- Attend and become familiar with Neighborhood Associations; get in their mailing lists
- Participate in community events:
  - o Planning and celebration of Cultural Festival and Arts
  - o Meet and Greet during the Employee Appreciation Week in September
  - o Participate in Employee Celebration in December
- Commit to doing personal community outreach
- Use result of table discussions during the Interethnic Panel done in March and continue the conversation with quarterly meetings where speakers can be invited

**Immigration:**

- Study session to determine number of recent arrivals based on use of City Services
- Rent issues – renters rights and responsibilities
- Human trafficking
- K-12 School enrollment
- Food insecurity
  - o Food distribution
  - o Community Gardens
  - o Food providers
- Housing insecurity
  - o Warming centers
  - o Housing Centers

**Additional Information**

**Heritage Months/Affinity Celebrations/Awareness Campaigns**

- Lunar New Year (January/February)
- Black History Month (February)
- Women's History Month (March)
- Arab-American Heritage Month - Sexual Assault Prevention and Awareness Month (April)

- National Asian American and Pacific Islander Heritage Month (May)
- LGBTQ+ Pride Month (June)
- Disability Pride Month (July)
- National Hispanic/Latinx/e/o/a Heritage Month (September)
- National Disability Employment Awareness Month – LGBTQ+ History Month (October)
- Native American/Indigenous People (November)
- End of the Year Celebrations: Hanukkah, Kwanza, Mawlid el-Nabi, Christmas (December)

#### Identity Recognition Days

- 1/16/23 Martin Luther King Jr
- 1/22/23 Lunar New Year
- 1/27/23 International Holocaust Remembrance Day
- 3/3/23 Int. Sex Workers' Rights Day
- 3/8/23 Int. Women's Day
- 3/22/23 Ramadan begins
- 3/31/23 Trans Visibility Day
- 4/2/23 World Autism Awareness Day
- 4/22/23 Earth Day
- 5/1/23 Int. Workers' Day
- 5/5/23 Cinco de Mayo
- 6/2/23 Int. Sex Worker's Day
- 6/5/23 World Environment Day
- 6/19/23 Juneteenth
- 7/4/23 USA Independence Day
- 9/4/23 Labor Day
- 9/19/23 Mexican Independence Day
- 9/21/23 Int. Day of Peace
- 9/26/23 Mawlid el-Nabi
- 10/9/23 Indigenous People's Day
- 11/1/23 Día de Los Muertos
- 11/12/23 Diwali
- 11/20/23 Trans Day of Remembrance
- 11/24/23 Native American Heritage Day
- 12/1/23 World AIDS Day
- 12/7/23 First Day of Hanukkah
- 12/24/23 Christmas Eve
- 12/25/23 Christmas Day
- 12/26/23 First Day of Kwanzaa