

KERN COUNTY HUMAN RELATIONS COMMISSION
Kern County Administrative Complex – Fifth Floor, Point Conference Room
1115 Truxtun Avenue, Bakersfield
Tuesday, January 14, 2014 at 5:30 PM
Monthly Meeting Minutes

Present: Marissa Banks (mb), Marcus Mitchell (mm), Fiona Lytle (fl), Jewelle Scales (js), David Vivas (dv),
Greg Collins (gc)

Absent: Manuel Cantu, Walter Williams

Others Present: Michael Goulart (mg) Equal Employment Opportunity Officer.

Agenda Items: called to order at 5:37 PM

1. Flag salute: None (No flag in meeting room)

2. Public Presentation: None

3. Approval of minutes: December 10, 2013, monthly meeting

Motion: approve with corrections (fl) 2nd: (gc) vote: All ayes

4. NEW BUSINESS:

Election of Officers:

(js): Nominates Commissioner Lytle for Secretary, Lytle accepts.

(gc): Nominates Commissioner Banks for Vice Chair, Banks accepts.

(gc): Nominates Commissioner Mitchell for Chair, Mitchell accepts.

Voting conducted by secret ballot: Commissioner Lytle elected Secretary by a vote of 6 to 0.

Commissioner Banks elected Vice Chair by a vote of 6 to 0. Commissioner Mitchell elected Chair
by a vote 5 ayes, 1 abstain.

5. OLD BUSINESS:

a) Discussion of Annual Essay Contest.

(fl) I spoke to Chevron about a different event but I brought up our essay contest and they seem very interested so I will follow-up with them. That led to question that I asked Michael. If we can designate our organization as a 501C(3)?

(mg) We would need to have that conversation with the County Administrative Office.

(js) If we did that we could revive the Grants Committee.

(mm) My question is since we are appointed by the Board, do we have to go to the Board to ask permission to talk to the Administrative Office? We can probably start with CAO our County Counsel.

(js) What would be the impact to your office by adding that responsibility to the duties that you already do?

(mg) It would depend on where the money is funneled to. There's currently a budget key in the Personnel Department budget for things such as mileage and postage for the human Relations Commission.

(fl) Please send me names of keynote speaker recommendations. Should we wait until February to select a keynote speaker or should we make the decision sooner.

(mm) I know the people's calendars filling up and we should probably make the decision as soon as possible. You already have these names but I want to make sure that we talk about them, the Undersheriff, Rosemary Wahl and Chief Deputy, Francis Moore would both be good speakers.

(fl) Some of our sponsors may be willing to be speakers as well. The sponsors have a speaking opportunity tied into the sponsorship package. I would like to get the decision for keynote speaker on paper.

(js) Shannon Grove may be willing to speak, I can ask her.

(fl) Tickets go on sale February 3. I can ask my organization if we can create a portal so anyone can go on and pay by credit card or check. That way people can have email verification or we can use the old-fashioned way and ask them to RSVP with an email to Michael or myself.

(mg) If we wanted to go totally old-school we can do what my office has done in the past and print tickets they can be distributed by the Commissioners.

(js) Will February 3 be enough time in terms of marketing and advertising?

(fl) We will continue to market past February I just want to open it up to make sure that we have at least a month and a half to market the event.

(mb) What can we do to market? Can we use social media or are we just sending out packets?

(mg) The information packets for the contest were sent out to the schools. Five schools have contacted me to request additional information and indicate that they are interested.

(js) Can we post an announcement on the HRC website?

(mg) Yes.

(mm) Who will prepare the press release and who will send it to the media?

(fl) I have a list of organizations that I send press releases to.

(mm) How about organizations like the NAACP?

(js) We can ask Kern Community Foundation to do an email blast. We just need to find out who is on our list and who is going to take care of it.

(mb) Will that list come to me?

(fl) Yes. We can work on our list and send it to you.

(mm) I may be able to get a graphic artist to volunteer to work on a flier for us. Fiona, do you need us to start talking about what we will be doing the actual day of the event (what our roles will be)?

(fl) I would like to know what everyone did last time so we can make sure that everything is covered.

(js) I can put together a flow chart of the functions.

(fl) That would help me if I can have something that visually represents the tasks that need to be done.

6. COMMITTEE REPORTS: None

7. **STAFF REPORT**

(MG) There are about five schools that have indicated they are interested in the Essay Contest. I will be monitoring what we receive in advance of the February meeting. The cutoff date is 2/14/14. If we do not have any entries by next month's meeting we may want to talk about doing some guerilla marketing. If we were to get four to five schools that fully participate we will have a fair amount of entries.

Please let me know if there is anything I can offer in terms of clerical support. I currently have two direct reports that are able to assist with preparing anything that the Commission may need for the banquet.

8. **Commission Member Presentations or Announcements:**

(js) CSUB will be inducting Russell Judd and John Nilon into the CSUB Alumni Hall of Fame. The event is February 22, 2014, at the Petroleum Club with a champagne reception that begins at 5:30 p.m. Tickets are \$125 dollars.

The NAACP Banquet is coming up. I believe the date is February 16, 2014, at Hodel's and tickets are \$35-40.

The Friendship House advisory Board is conducting recruitment. Our interviews are January 21 & 22, and we would like some people from other boards to sit on the interview panel. If you are interested please let me know.

We have not done an Annual Report for several years and I would like to see the Commission get one done. I am volunteering to prepare a skeleton of the report. I think that it is important that as a Commission, we let the Board of Supervisors know what we have done and are doing.

(fl) The Kern County Economic Summit is March 26, 2014. We will have regional, statewide and national speakers coming in for the event. I am working on the County Market Overview. This is our single publication that we use to market all of our communities.

(gc) I am working on the Martin Luther King Jr. day of service event. We will be meeting at the Stop the Violence Office on Virginia Avenue. We will be cleaning up the backyard of a 100 year old widow of a veteran.

(mm) We started vision planning several months ago. We will start having meetings again to continue our planning. The Committee will be an Ad-Hoc. All we do is brainstorm and bring any ideas back to the full Commission. If you are interested let me know.

I also wanted to talk about another issue. Commissioner Banks and I have talked about reaching out to the faith based community. What I would like to explore is a workshop that I participated in prior to moving here. The workshop is called "Invitation to Racial Righteousness". It is about reconciliation from a Biblical perspective. The workshop is usually for congregations and churches and lasts a day and a half. The curriculum has been prepared by the Covenants University in Chicago and they have trained facilitators that present the workshop.

I am familiar with one of the presenters and she is the head of their Compassion and Justice Ministry. She is willing to come and do the workshop here in Bakersfield and I think that it is something that we might want to take the opportunity to do through the Commission. The workshop is going to happen in Bakersfield but if the Commission is interested in getting involved I can bring the information to the Commission and we can review it and move forward. I think

that the faith based community needs to unite in Bakersfield and I think that we could do it through the Commission but I don't know how people feel about that.

(fl) Is there information that you can email the Commission before we meet again?

(mm) I should be able to have the information sent to us. If there is interest in the Commission taking this on we can contact them and start to move on it.

I have started to build a relationship with pastors in the area that are willing to be involved. I would like to get as many pastors together as are willing to just listen to a presentation and then we can see who would like to be involved.

(fl) Do they have workshops that are in Spanish?

(mm) They do not but we could be creative and have a Spanish interpreter available.

Again, I think that this would be a good thing for the Commission to be involved in, but either way, the event is going to happen but I would love for the Commission to be involved.

(mb) Although it is faith based, can the Commission take this on or be involved because we support Human Relations?

(mg) It depends on what "take it on" means versus be involved. There is no issue with Commissioners being involved and attending. If the workshop were to be presented as a "Commission" activity and sponsored by the Commission you would want to consult with County Counsel and the Board or Administrative Office prior to making the ultimate decision.

(fl) We could also look at other options such as, the Commission being involved as a supporter or as a sponsor for one of the speakers rather than being responsible for the entire workshop.

(mb) What time frame are you considering?

(mm) I would like to see it happen during the first part of the year, April, May June. It is important that we do the leg work first to determine who is interested.

(gc) If there is a website you could send us then we could look at it.

(mm) I will send the link. The site includes testimonials from participants.

(js) We may also be able to incorporate this into some of the training that we had discussed with Marquez Equalibria from the Department of Justice. We could include this in our training plan to present to the Board of Supervisors. What I do not want to do is surprise them with it.

(gc) I think it is important that you get the information to the Commission before it gets into writing. I don't know about everyone here. I believe in the Bible and the Word but there may be others that do not.

(mm) That's what I am saying, the target audience is a believer, not a non-believer.

(gc) And for that reason the Commission needs to know what they are recommending.

(js) Absolutely, one of the things that seems to be missing from our Mission Statement is Religion. We talk about, Race, Gender, Age, and others but we are silent on Religion. I don't know if we need to go back during our vision planning and include that in the process.

Marcus, do you have a timeline for vision planning or are you just trying to plant the seed right now?

(mm) We should do the vision planning soon. We should have done it at the end of last year.

9. **Adjournment:** Motion: GC, 2nd: DV, Vote: All Ayes. 6:43 p.m.