



Human Relations Commission
AGENDA

Wednesday, February 5, 2025, 5:00 p.m.

Council Hearing Room, 990 Palm Street, San Luis Obispo

The Human Relations Commission holds in-person meetings. Zoom participation will not be supported. Attendees of City Council or Advisory Body meetings are eligible to receive one hour of complimentary parking; restrictions apply, visit [Parking for Public Meetings](#) for more details.

INSTRUCTIONS FOR PUBLIC COMMENT:

Public Comment prior to the meeting (must be received 3 hours in advance of the meeting):

Mail - Delivered by the U.S. Postal Service. Address letters to the City Clerk's Office at 990 Palm Street, San Luis Obispo, California, 93401.

Email - Submit Public Comments via email to advisorybodies@slocity.org. In the body of your email, please include the date of the meeting and the item number (if applicable). Emails *will not* be read aloud during the meeting.

Voicemail - Call (805) 781-7164 and leave a voicemail. Please state and spell your name, the agenda item number you are calling about, and leave your comment. Verbal comments must be limited to 3 minutes. Voicemails *will not* be played during the meeting.

**All correspondence will be archived and distributed to members, however, submissions received after the deadline may not be processed until the following day.*

Public Comment during the meeting:

Meetings are held in-person. To provide public comment during the meeting, you must be present at the meeting location.

Electronic Visual Aid Presentation. To conform with the City's Network Access and Use Policy, Chapter 1.3.8 of the [Council Policies & Procedures Manual](#), members of the public who desire to utilize electronic visual aids to supplement their oral presentation must provide display-ready material to the City Clerk by 12:00 p.m. on the day of the meeting. Contact the City Clerk's Office at cityclerk@slocity.org or (805) 781-7114.

1. CALL TO ORDER

Chair Kasprzak will call the Regular Meeting of the Human Relations Commission to order.

2. PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA

The public is encouraged to submit comments on any subject within the jurisdiction of the Human Relations Commission that *does not* appear on this agenda. Although the Commission will not take action on items presented during the Public Comment Period, the Chair may direct staff to place an item on a future agenda for discussion.

3. CONSENT

Matters appearing on the Consent Calendar are expected to be non-controversial and will be acted upon at one time. A member of the public may request the Human Relations Commission to pull an item for discussion. The public may comment on any and all items on the Consent Agenda within the three-minute time limit.

3.a CONSIDERATION OF MINUTES - DECEMBER 4, 2024 HUMAN RELATIONS COMMISSION MINUTES

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Recommendation:

To approve the Human Relations Commission Minutes of December 4, 2024.

4. BUSINESS ITEMS

4.a SELECTION OF THE COMMISSIONER LIAISON ROLES FOR THE 2024-25 DEI HIGH IMPACT GRANT

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Recommendation:

Commissioners will designate and approve their liaison assignment roles for each of the grant recipients from the 2024-25 DEI High Impact Grant program.

4.b **STAFFING UPDATES IN THE OFFICE OF DEI** 13

Recommendation:

The Human Relations Commission (HRC) to receive an update about two staffing updates that have recently occurred in the Office of Diversity, Equity, and Inclusion (DEI).

4.c **2024-25 HUMAN RELATIONS COMMISSION WORKPLAN DISCUSSION AND REVIEW** 15

Recommendation:

Review, evaluate, and provide feedback to staff on the remainder of the 2024-25 Human Relations Commission (HRC) Workplan document.

5. COMMENT AND DISCUSSION

5.a **STAFF & COMMISSIONER UPDATES AND AGENDA FORECAST**

Receive a brief update from Deputy City Manager Greg Hermann and DEI Admin Specialist, Samantha Vethavanam.

6. ADJOURNMENT

The next Regular Meeting of the Human Relations Commission is scheduled for March 5, 2025 at 5:00 p.m. in the Council Hearing Room at City Hall, 990 Palm Street, San Luis Obispo.

LISTENING ASSISTIVE DEVICES are available -- see the Clerk

The City of San Luis Obispo wishes to make all of its public meetings accessible to the public. Upon request, this agenda will be made available in appropriate alternative formats to persons with disabilities. Any person with a disability who requires a modification or accommodation in order to participate in a meeting should direct such request to the City Clerk's Office at (805) 781-7114 at least 48 hours before the meeting, if possible. Telecommunications Device for the Deaf (805) 781-7410.

Agenda related writings or documents provided to the Human Relations Commission are available for public inspection on the City's website, under the Public Meeting Agendas web page: <https://www.slocity.org/government/mayor-and-city-council/agendas-and-minutes>. Meeting audio recordings can be found on the City's website: <http://opengov.slocity.org/WebLink/Browse.aspx?id=60981&dbid=0&repo=CityClerk>



Human Relations Commission Minutes

December 4, 2024, 5:03 p.m.

City Hall, 990 Palm Street, San Luis Obispo

Commissioners Present: Commissioners Vincent DeTurrís, Sierra Smith, Vice Chair Catuih Campos, Chair Angie Kasprzak

HRC Absent: Commissioners Mason Ambrosio, Stephanie Carlotti, Taryn Warrecker

City Staff Present: Diversity, Equity, and Inclusion Manager Nestor Veloz-Passalacqua, Deputy City Manager Greg Hermann, Deputy City Clerk Sara Armas, Deputy City Clerk Kevin Christian

1. CALL TO ORDER

A Regular Meeting of the San Luis Obispo Human Relations Commission was called to order on Wednesday, December 4, 2024 at 5:03 p.m. in the Council Hearing Room at City Hall, 990 Palm Street, San Luis Obispo, by Chair Kasprzak.

Deputy City Manager Greg Hermann was introduced by DEI Manager Nestor Veloz-Passalacqua after roll call. Deputy City Manager Greg Hermann informed the Commissioners of the upcoming recruitment process for the DEI Manager position, which is estimated to start early January.

2. PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA

Public Comment:

None

--End of Public Comment--

3. CONSENT

3.a CONSIDERATION OF MINUTES - NOVEMBER 6, 2024, HUMAN RELATIONS COMMISSION MINUTES

Motion By Commissioner Smith

Second By Vice Chair Campos

To approve the Human Relations Commission Minutes of November 6, 2024.

Ayes (4): Commissioner DeTurrís, Commissioner Smith, Vice Chair Campos, and Chair Kasprzak

Absent (3): Commissioner Ambrosio, Commissioner Carlotti, and Commissioner Warrecker

CARRIED (4 to 0)

4. BUSINESS ITEMS

4.a UPDATE TO THE CHONG'S HOMEMADE CANDY SIGN RESTORATION PROJECT

Diversity, Equity and Inclusion Manager Nestor Veloz-Passalacqua provided an update regarding the Chong's Homemade Candy Sign Restoration Project Phase II and responded to Commission inquiries.

Chair Kasprzak opened Public Comment

Public Comment:

None

--End of Public Comment--

Chair Kasprzak closed Public Comment

Action: This was an informational item, no action taken.

4.b 2025-2027 HRC FINANCIAL GOAL SETTING RECOMMENDATIONS TO COUNCIL

Diversity, Equity and Inclusion Manager Nestor Veloz-Passalacqua presented the staff report regarding the upcoming 2025-2027 Financial Goal-Setting process.

Chair Kasprzak opened Public Comment

Public Comment:

None

--End of Public Comment--

Chair Kasprzak closed Public Comment

Motion By Commissioner Smith

Second By Commissioner DeTurrís

The Human Relations Commission deliberated and designated the following financial priorities and goals for Council's consideration for the 2025-27 Financial Plan:

1. Increase funding allocation to grant programs

- For the Human Services Grant (HSG) a substantial increase should be considered since many underserved and underrepresented communities and services are underfunded due to shifting City Council's guidance. These additional funds should be allocated to secondary funding priorities

- Establish the DEI SLO business Grant as an annual ongoing project led by the Office of DEI and Office of Economic Development & Tourism
- Request funds to establish a grant program for middle and high school students centered on improving human relations and addressing issues of injustice in the San Luis Obispo community (i.e. homelessness prevention access to health care; and diversity, equity, and inclusion)

2. Funds to establish resources to address Hate Crime and Incidents

- Request funding to establish community resources that align with the DEI Strategic Plan and offer outreach and engagement opportunities for the community to be involved and learn about proper reporting

3. HRC Community Outreach & Engagement

- Request funds to enhance public engagement and participation by increasing promotional awareness campaigns for city engagement opportunities

4. Address CVRA needs through outreach and engagement

- Request funds to address the City's efforts in expanding services and resources about electoral and voting participation
- Request funds to establish live interpretation and captioning in City Council meetings

5. Expand investment in training

- Request funds to provide tailored trainings to advisory bodies as it relates to expanding knowledge and skills regarding diversity, equity, and inclusion

Ayes (4): Commissioner DeTurris, Commissioner Smith, Vice Chair Campos, and Chair Kasprzak

Absent (3): Commissioner Ambrosio, Commissioner Carlotti, and Commissioner Warrecker

CARRIED (4 to 0)

4.c SELECTION OF THE 2025-26 HUMAN SERVICES GRANT REVIEW SUBCOMMITTEE

Diversity, Equity and Inclusion Manager Nestor Veloz-Passalacqua gave a brief report regarding the selection of a subcommittee to review submissions for the 2025-26 Human Services Grant.

Chair Kasprzak opened Public Comment

Public Comment:

None

--End of Public Comment--

Chair Kasprzak closed Public Comment

Motion By Commissioner DeTurris

Second By Vice Chair Campos

To establish a 2025-26 Human Services Grant Review Subcommittee consisting of Commissioners Ambrosio and Smith, and Vice Chair Campos.

Ayes (4): Commissioner DeTurris, Commissioner Smith, Vice Chair Campos, and Chair Kasprzak

Absent (3): Commissioner Ambrosio, Commissioner Carlotti, and Commissioner Warrecker

CARRIED (4 to 0)

5. COMMENT AND DISCUSSION

5.a STAFF & COMMISSIONER UPDATES AND AGENDA FORECAST

Diversity, Equity, and Inclusion Manager Nestor Veloz-Passalacqua provided the following updates:

- Since July 8, 2024, one (1) hour parking vouchers are available to Commissioners and meeting attendees
- 2025-26 Human Services Grant application to open January 20, 2025, and close Friday, February 28, 2025.
- An offer has been made to a candidate for the Diversity, Equity, and Inclusion Admin Specialist position
- Last day for the Diversity, Equity, and Inclusion Manager Nestor Veloz-Passalacqua is Friday, December 6th, 2024

- Reminder that certain Commissioners still need to complete the required Ethics training
- Uplift Catalyst Grant - Increasing Economic Stability application is due Friday, December 13th, 2024

Chair Kasprzak invited all to the upcoming GALA Christmas party on December 21st, from 2:00 pm to 6:00 pm. There will also be a celebration of the partnership with Diversity Coalition on December 21st, located at the SLO Public Market from 7:00 pm to 9:00 pm. She will also not be attending the upcoming January 15th, 2025, Special Meeting.

6. ADJOURNMENT

The meeting was adjourned at 6:38 p.m. The Regular Meeting of the Human Relations Commission scheduled for January 1, 2025, is cancelled. A Special Meeting of the Human Relations Commission is scheduled for Wednesday, January 15, 2025, at 5:00 p.m. in the Council Hearing Room at City Hall, 990 Palm Street, San Luis Obispo.

APPROVED BY HUMAN RELATIONS COMMISSION: XX/XX/2025



Human Relations Commission

Agenda Report

For Agenda of: 2/5/2025
Item Number: 4a

FROM: Greg Hermann, Deputy City Manager
Prepared by: Samantha Vethavanam, DEI Admin Specialist

SUBJECT: SELECTION OF THE COMMISSIONER LIAISON ROLES FOR THE 2024-25 DEI HIGH IMPACT GRANT

RECOMMENDATION

Commissioners will designate and approve their liaison assignment roles for each of the grant recipients from the 2024-25 DEI High Impact Grant program.

BACKGROUND

The Human Relations Commission (HRC) is tasked with reviewing grants and providing funding recommendations to City Council for final approval. HRC is also tasked with designating and approving their liaison roles for grant recipients, affording Commissioners the opportunity to work and directly engage with various grant programs, projects, or initiatives recommended by them, approved by City Council, and funded by the City.

The DEI High Impact Grant program provides financial support to non-profit organizations to enhance the sense of belonging for all people in the San Luis Obispo community. This funding allocation is an effort to uplift and support local projects, programs, and initiatives that contribute to creating a San Luis Obispo that is welcoming, inclusive, equitable, and safe.

The scope of inclusion and equity work is inherently broad and complex, and the funding seeks to support initiatives that show understanding of “root causes” and “intractable” problems, seek to address structural and systemic inequities, can demonstrate measurable success, and will contribute to some aspect of systemic change.

Funding for the DEI High Impact Grant program should primarily focus on advancing and implementing diversity, equity, and inclusion through innovative practices that seek to narrow equity gaps and address intractable, systemic, and structural issues. Eligible projects may provide a one-time service with long lasting impacts.

For the 2024-25 DEI High Impact Grant, a total of eleven (11) non-profit organizations were awarded funding. The recipients include:

	Grant Recipient	Program
1	AAPI of SLO	Our Voices, Our Stories
2	Big Brothers and Sisters of SLO County	Pacheco Elementary School Mentorship Program
3	Diversity Coalition of SLO County	BIPOC Board Leadership Training Program
4	GALA Pride and Diversity Center	Complex LGBTQ+ Mental Health Support Program
5	Hillel of SLO	Jews of Color Speaker Series
6	Hospice of SLO County	Community Outreach Initiative
7	Mission Headstrong	Autism Fitness Phase 2 Program
8	NAMI of SLO County	Mental Health Resource Outreach Campaign
9	Peace Academy of the Sciences and Arts	Mawtini: Arab American Narratives of Home and Belonging
10	R.A.C.E. Matters SLO	Black Girl Wellness Project
11	SLO County UndocuSupport	SLO County Immigrant Resource HUB

NEXT STEPS

Commissioners will designate and approve their liaison assignment roles for each of the 2024-25 DEI High Impact Grant recipients in preparation for the mid-year report review.



Human Relations Commission

Agenda Report

For Agenda of: 2/5/2025
Item Number: 4b

FROM: Greg Hermann, Deputy City Manager
Prepared by: Samantha Vethavanam, DEI Admin Specialist

SUBJECT: STAFFING UPDATES IN THE OFFICE OF DEI

RECOMMENDATION

The Human Relations Commission (HRC) to receive an update about two staffing updates that have recently occurred in the Office of Diversity, Equity, and Inclusion (DEI).

BACKGROUND

The Office of DEI within the City of San Luis Obispo is tasked with supporting and staffing the Human Relations Commission (HRC). The Office of DEI has recently undergone some staffing changes which are pertinent for the HRC to be aware of.

First, the DEI Manager position is currently open for recruitment. Recruitment for the role opened on January 16, 2025 and will be open until February 9, 2025. Interviews will take place on February 26, 2025 in person and will include one representative from the Human Relations Commission and one representative from the internal employee DEI Committee. The City is casting a wide net for recruitment and is advertising the job posting in multiple relevant forums and job boards. HRC members should feel free to circulate the job opening to their networks.

Second, is that the DEI Administrative Specialist role has now been filled. Samantha Vethavanam has filled this position and started on January 16, 2025. She will be responsible for filling the duties that the previous DEI Management Fellow held, including supporting the HRC, supporting implementation of the various grant programs administered by the Office of DEI, supporting the internal DEI Employment Committee and other internal departments, and supporting the implementation of the DEI Strategic Plan, among other duties.

NEXT STEPS

Receive the update to staffing within the Office of DEI.



Human Relations Commission

Agenda Report

For Agenda of: 2/5/2025
Item Number: 4c

FROM: Greg Hermann, Deputy City Manager
Prepared by: Samantha Vethavanam, DEI Admin Specialist

SUBJECT: 2024-25 HUMAN RELATIONS COMMISSION WORKPLAN DISCUSSION AND REVIEW

RECOMMENDATION

Review, evaluate, and provide feedback to staff on the remainder of the 2024-25 Human Relations Commission (HRC) Workplan document.

BACKGROUND

The development and approval of a workplan is a required task for the HRC on an annual basis. The workplan allows for the organization of agenda items and to forecast for anticipated such as the various grant programs that reside within HRC purview, as well as items related to the DEI Major City Goal in the City of San Luis Obispo.

The workplan allows for learning opportunities by bringing important projects and initiatives forward for discussion, as well as presentations from subject matter experts in the community to the HRC. The Office of Diversity, Equity, and Inclusion will use the approved workplan to develop the agenda packets each month.

The HRC is now in the middle of the Fiscal Year 2024-25 and therefore in the middle of their current 2024-25 workplan. HRC needs to review the remainder of the workplan to ensure it aligns with their vision for the next five months.

NEXT STEPS

Commissioners provide feedback to staff on the remainder of the 2024-25 workplan. Staff will update the workplan and will bring the item back to subsequent meetings for approval, if necessary.

ATTACHMENTS

A – 2024-25 Human Relations Commission Workplan

Human Relations Commission 2024-25 Workplan

Meeting Date	Core Focus	Workplan
July 10, 2024	DEI High Impact Grant & HRC 2024-25 Workplan discussion.	<ol style="list-style-type: none"> 1. DEI High Impact Grant Review Subcommittee 2. Selection of an ad hoc learning subcommittee to engage with CCRU 3. HRC 24-25 Workplan discussion
August 15, 2024	HRC 23-25 Planning	<ol style="list-style-type: none"> 1. DEI High Impact 24-25 subcommittee and reading dates. 2. Begin internal discussion of Annual Community Needs & Grant Workshop for the Human Services Grant Funding Criteria. 3. HRC 24-25 Workplan Discussion 4. DEI SLO Business Grant Year-End Report
September 12, 2024	Grant Community Workshop.	<ol style="list-style-type: none"> 1. Annual Community Needs and Grant workshop for the Human Services Grant 2. DEI HIG Midyear Report Review 3. HSG 24-25 Funding criteria 4. 2023-24 Human Services Grant Year-end report review 5. Discussion on grant funding for school program.
October 2, 2024	Public Hearing and Community Needs Workshop	<ol style="list-style-type: none"> 1. DEI High Impact Grant public hearing and preliminary funding recommendations to Council 2. Report from ad hoc learning subcommittee on information from CCRU
November 6, 2024	Grant & Strategic Plan update	<ol style="list-style-type: none"> 1. Update from the Police Department Strategic Plan / Community Based Policing 2. Chong's Interpretive Panel Update
December 4, 2024	Grants and Visit from Council Liaisons	<ol style="list-style-type: none"> 1. City Council Liaison Visit (ensure Chief Scott & Mayor Stewart are invited) 2. Update presentation about PD Resource Officers 3. Human Services Grant review subcommittee
January 8, 2025	Strategic Plans - Update	Meeting cancelled
February 5, 2025	Grants and HRC Planning	<ol style="list-style-type: none"> 1. DEI High Impact Grant Liaison Role Selection 2. DEI Staffing Update 3. 2024-25 Workplan Update
March 5, 2025	Grants and Process Updates	<ol style="list-style-type: none"> 1. Update presentation from the Fire Department on their internship program. 2. FY 24-25 HSG Mid-Year Report Review 3. Hate Incident Reporting Process
April 2, 2025	Public Hearing	<ol style="list-style-type: none"> 1. HSG 25-26 Public Hearing and preliminary funding recommendations to Council 2. DEI Strategic Plan Implementation Update 3. 23-24 DEI High Impact Grant Year End Report Review
May 7, 2025	Strategic Plan Updates	<ol style="list-style-type: none"> 1. Climate Action Plan update 2. Economic Development Strategic Plan Update

June 4, 2025	Strategic Plan Update	1. Homelessness Strategic Plan Implementation Update
July 2, 2025	HRC Workplan	1. Create the 2025-26 Workplan

Bike Rack

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