



Human Relations Commission
AGENDA

Wednesday, July 9, 2025, 5:00 p.m.

SLO City/County Library Community Room, 995 Palm Street, San Luis Obispo

SPECIAL MEETING OF THE HUMAN RELATIONS COMMISSION

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 Special 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 - JUNE 4, 2025 HUMAN RELATIONS COMMISSION MINUTES

5

Recommendation:

To approve the Human Relations Commission Minutes of June 4, 2025.

4. BUSINESS ITEMS

4.a DEI STRATEGIC PLAN IMPLEMENTATION UPDATE

9

Recommendation:

Receive and file the DEI Strategic Plan implementation update.

4.b 2025-26 HUMAN RELATIONS COMMISSION WORKPLAN DISCUSSION

11

Recommendation:

Review, provide feedback, and approve or request changes to the 2025-26 Human Relations Commission Workplan draft document.

5. COMMENT AND DISCUSSION

5.a STAFF & COMMISSIONER UPDATES AND AGENDA FORECAST

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

6. ADJOURNMENT

The next Regular Meeting of the Human Relations Commission is scheduled for August 6, 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

June 4, 2025, 5:00 p.m.

Council Hearing Room, 990 Palm Street, San Luis Obispo

Human Relations
Commissioners
Present:

Commissioner Mason Ambrosio, Commissioner Stephanie Carlotti (*arrived at 5:13pm*) Commissioner Vincent DeTurris, Commissioner Esmeralda Parker, Commissioner Sierra Smith, Chair Angie Kasprzak

Human Relations
Commissioners
Absent:

Vice Chair Catuih Campos

City Staff Present:

Deputy City Manager Greg Hermann, DEI Administrative Specialist Samantha Vethavanam, DEI Manager Matt Pennon

1. CALL TO ORDER

A Regular Meeting of the San Luis Obispo Human Relations Commission was called to order on June 4, 2025 at 5:05 p.m. in the Council Hearing Room at City Hall, 990 Palm Street, San Luis Obispo, by Chair Kasprzak.

2. PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA

Public Comment:

None.

--End of Public Comment--

3. CONSENT

3.a CONSIDERATION OF MINUTES - MAY 7, 2025 HUMAN RELATIONS COMMISSION MINUTES

Motion By Commissioner Smith

Second By Commissioner DeTurris

To approve the Human Relations Commission Minutes of May 7, 2025.

Ayes (5): Commissioner Ambrosio, Commissioner DeTurris, Commissioner Parker, Commissioner Smith, Chair Kasprzak

Absent (2): Commissioner Carlotti and Vice Chair Campos

CARRIED (3 to 0)

Commissioner Carlotti joins at 5:13pm

4. BUSINESS ITEMS

4.a OVERVIEW AND UPDATE ON THE ECONOMIC DEVELOPMENT STRATEGIC PLAN

Economic Development & Tourism Manager Laura Fiedler provided information to the Commissioners on the current Strategic Plan and how DEI is embedded within.

Public Comment:

None.

--End of Public Comment--

4.b UPDATE AND OVERVIEW OF THE CLIMATE ACTION PLAN

Sustainability & Natural Resources Official Robert Hill and Sustainability Manager Chris Read provided information to the Commissioners on the current Climate Action Plan and how DEI is embedded within.

Public Comment:

None.

--End of Public Comment--

4.c SAN LUIS OBISPO POLICE DEPARTMENT UPDATE

Chief Rick Scott and Officer John Stevens provided information to the Commissioners on the current Strategic Plan and how DEI is embedded within.

Public Comment:

None.

--End of Public Comment--

4.d FISCAL YEAR 2025-26 DEI HIGH IMPACT GRANT FUNDING
INFORMATION AND PRIORITIES REVIEW

Public Comment:

Jerry Mihaic

--End of Public Comment--

Motion By Commissioner Smith

Second By Chair Kasprzak

To approve the DEI High Impact Grant funding information and priorities for Fiscal Year 2025-26 for City Council's approval with the following recommendations:

- Update language to the Additional Funding section to clarify that the lead organization for partner applications needs to be an eligible entity and act as the fiscal agent, but that all parties must enter into the contract.
- Remove the sentence "eligible projects may provide a one-time service with long-lasting impacts" from the Funding Priorities sections and add as a seventh Additional Funding Information item

Ayes (6): Commissioner Ambrosio, Commissioner Carlotti, Commissioner DeTurris, Commissioner Parker, Commissioner Smith, Chair Kasprzak

Absent (1): Vice Chair Campos

CARRIED (4 to 0)

5. COMMENT AND DISCUSSION

5.a STAFF & COMMISSIONER UPDATES AND AGENDA FORECAST

Deputy City Manager Greg Hermann, DEI Manager Matt Pennon, and DEI Admin Specialist Samantha Vethavanam provided the following update of upcoming projects:

- DEI Manager Pennon will be reaching out to schedule one on ones with the Commissioners.
- City staff attended Pride in the Plaza and Trans Pride in the Park the weekend of May 31 – June 1 and experienced great community engagement.
- City Council approved the HRC's Human Services Grant recommendations at the June 3rd Regular Meeting with a modification

to award \$15,000 to People's Self Help Housing and \$10,000 to SLO CASA.

- The final Community Belonging Series workshop will take place June 10th
- 2024-25 DEI High Impact Grants mid-year reports are due on July 21st
- 2024-25 Human Services Grant year-end reports are due July 21st.

Chair Kasprzak informed the Commission that on June 21st there will be a "Pride Prom" event at 1500 Lizzie Street, as well as "Swim With Pride" on June 28th at Sinsheimer Park. The Juneteenth event in San Luis Obispo would be cancelled, but Paso Robles will be hosting an event on June 21st at the Downtown Park.

6. ADJOURNMENT

The meeting was adjourned at 8:09 p.m. The next Special Meeting of the Human Relations Commission is scheduled for July 9, 2025 at 5:00 p.m. at City Hall, 990 Palm Street, San Luis Obispo. The July 2, 2025 Regular Meeting will be cancelled.

APPROVED BY HUMAN RELATIONS COMMISSION: XX/XX/2025



Human Relations Commission

Agenda Report

For Agenda of: 7/9/2025

Item Number: 4a

FROM: Samantha Vethavanam, DEI Administrative Specialist
Phone Number: (805) 781-7064
E-mail: svethava@slocity.org

SUBJECT: DEI STRATEGIC PLAN IMPLEMENTATION UPDATE

RECOMMENDATION

Receive and file the DEI Strategic Plan implementation update.

BACKGROUND

In 2020, the City Council authorized and approved a resolution that established a Diversity, Equity, and Inclusion (DEI) Task Force, which was comprised of 12 residents and community members at-large. The DEI Task Force completed three months of intensive work that included receiving presentations and information from the community and carefully evaluating and discussing initiatives that could advance DEI efforts within the City of San Luis Obispo. The work of the DEI Task Force culminated in the release of a report to City Council with five recommendations to do just that, these recommendations included:

- 1) Adopt DEI as a Major City Goal for fiscal years 2021-2023
- 2) Establish the Office of Diversity, Equity, and Inclusion within the City
- 3) Develop and implement a DEI Strategic Plan for the City
- 4) Commit ongoing, annual funding of at least \$150,000 for DEI High Impact Grants
- 5) Charge the Human Relations Commission (HRC) to designate DEI as a standing priority

To fulfill recommendation 3), staff began with presenting a framework for a DEI Strategic Plan at the May 5, 2023 City Council meeting and received feedback and direction to focus on action-oriented and specific tactics that directly address diverse communities' needs and organizational transformation. The DEI Strategic Plan was formed throughout 2023 including through surveys, community engagement, and data collection/analysis. In February 2024, City Council adopted the [final DEI Strategic Plan](#) (para acceder al Plan Estratégico de DEI por favor [acceda AQUÍ](#)), which has been in the implementation stage since.

This update to the HRC will provide an overview of specific, pertinent DEI Strategic Plan tasks along with the Office of DEI's priority items over the next two fiscal years.



Human Relations Commission

Agenda Report

For Agenda of: 7/9/2025

Item Number: 4b

FROM: Samantha Vethavanam, DEI Administrative Specialist
Phone Number: (805) 781-7064
E-mail: svethava@slocity.org

SUBJECT: 2025-26 HUMAN RELATIONS COMMISSION WORKPLAN DISCUSSION

RECOMMENDATION

Review, provide feedback, and approve or request changes to the 2025-26 Human Relations Commission Workplan draft document.

BACKGROUND

The development and approval of a workplan is a required task for the Human Relations Commission (HRC) on an annual basis. The workplan allows for organization of agenda items and to forecast for anticipated items such as the various grant programs that reside within the HRC's purview.

The workplan allows for learning opportunities by bringing important projects or initiatives forward for discussion to the HRC, including items related to the Major City Goals of the City of San Luis Obispo, as well as presentations from subject matter experts in the community. These learning opportunities allow the HRC to make informed decisions about the tasks within their scope.

The Office of Diversity, Equity, and Inclusion will use the approved workplan to develop the agenda packets each month.

NEXT STEPS

The HRC will review and provide feedback on the draft 2025-26 workplan. HRC will either approve the document as is or as amended during the meeting, or will direct staff to make edits and bring the item back at the next meeting for approval.

ATTACHMENTS

A - 2025-26 Human Relations Commission Workplan - Draft

Human Relations Commission DRAFT 2025-26 Workplan

Meeting Date	Core Focus	Workplan
August 6, 2025	Human Services Grant Workshop & Finalize HRC 2025-26 Workplan.	<ol style="list-style-type: none"> 1. Initiate discussion of Annual Community Needs & Grant Workshop for the 26-27 Human Services Grant. 2. DEI High Impact Grant Review Subcommittee Selection 3. HRC Council Liaison Visit 4. Finalize HRC 25-26 Workplan (<i>if necessary</i>)
September 3, 2025	Grant Community Workshops	<ol style="list-style-type: none"> 1. 24-25 Human Services Grant Year-End Report Review 2. Annual Community Needs and Grant workshop for the Community Development Block Grant 3. Annual Community Needs and Grant workshop for the Human Services Grant
October 1, 2025	Report Review	<ol style="list-style-type: none"> 1. 24-25 DEI High Impact Grant Mid-Year Report Review
November 5, 2025	Public Hearing on Grant Funding Recommendations	<ol style="list-style-type: none"> 1. CDBG public hearing and preliminary funding recommendations to Council 2. DEI High Impact Grant public hearing and preliminary funding recommendations to Council
December 3, 2025	Grant Planning	<ol style="list-style-type: none"> 1. 25-26 DEI High Impact Grant Liaison Selection 2. 26-27 Human Services Grant Review Subcommittee Selection
January 7, 2026	N/A	Meeting cancelled
February 4, 2026	Report Review and HRC Planning	<ol style="list-style-type: none"> 1. 25-26 Human Services Grant Mid-Year Report Review 2. 25-26 DEI High Impact Grant Year-End Report Review 3. 2025-26 HRC Workplan Review and Update
March 4, 2026		<ol style="list-style-type: none"> 1. HRC Strategic Planning
April 1, 2026	Public Hearing on Grant Funding Recommendations	<ol style="list-style-type: none"> 1. HSG 26-27 Public Hearing and preliminary funding recommendations to Council
May 6, 2026	Social Media/Impact	<ol style="list-style-type: none"> 1. Discussion on the use of social media and impact reports from grantees
June 3, 2026		
July 1, 2026	HRC Workplan	<ol style="list-style-type: none"> 1. Create the 2026-27 Workplan 2. DEI Strategic Plan Implementation Update

Bike Rack:

1. Hate Toolkit
2. Youth-related programming