



COUNTY OF SAN DIEGO

Leon L. Williams San Diego County Human Relations Commission

Bylaws Subcommittee Meeting Minutes

October 2, 2023, 5:30 PM – 7:30 PM

1) Call to Order

- Meeting called to order at 5:30 PM

2) Roll Call & Introductions

- **Present:**
Ellen Nash, Eleanor Evans, George Khoury, Estela De Los Rios, David Garcias
- **Late:**
Angela Elliot-Santos

3) Land Acknowledgement

- Mr. Strong read the land acknowledgement.

4) Public Comment: Opportunity for members of the public to speak to the Commission on any subject matter within the Commission's jurisdiction, but not an item on today's agenda.

- None.

5) Discussion and Decision on Recommended Changes to the Bylaws, Application, and Process for Appointing Commissioners

The commissioners will discuss and decide on recommended changes to the bylaws, application, and process for appointment of commissioners and forward a recommendation to the entire HRC to send to the Board of Supervisors for adoption. This may include but is not limited to, any additional new documents required for sitting commissioners to sign and training that may be required.

- Commissioner Khoury:
 - There are several areas that require changes and additional areas that require clarification such as the process and procedure for electing new HRC members.
 - Status of DA and Sheriff?
 - Mr. Strong: They did not resign, they paused participation with the opportunity to come back at a later date. They are both listed in the Bylaws, in order for them to be removed, the Bylaws need to be changed.
 - Their emails state otherwise, that they resign from the HRC.
- Vice-Chair Evans: Requests the Bylaws are reviewed in Article order.

- **Article I – Section A-D (read by Commissioner Garcias).**
 - Vice-Chair De Los Rios: Section C, wants it to be clear Commissioners are not here for political or personal reasons. No changes needed, just make it clear to the Commissioners.
 - Commissioner Garcias: We can include that in the orientation.
 - No changes made.

- **Article 2 – Section A #1 (a-n) (read by Commissioner Garcias).**
 - Vice-Chair Evans: Section A – subsections: a, b, h, l
 - a & b (DA & Sheriffs) They submitted resignation letters.
 - Mr. Strong: we are pulling up their letters to review.
 - h: The San Diego Chapter of the Black Political Association of California. Because of Article I, Section C it states nonpartisan. Is the above association nonpartisan or educational?
Chair Nash: Is the president of The San Diego Chapter of the Black Political Association of California and can confirm it is nonpartisan. They also have a nonprofit 501 (c)3, Black American Policy Association Foundation and would be happy use the nonprofit in section H vs the current name.
 - Commissioner Garcias: Motion to name change? Motion passes (listed on attachment – **Motion 1**).

 - Commissioner Khoury: Section A (k) asked for clarification on BOS appointments and received clarification.

 - Vice-Chair De Los Rios: Section A (l) When is the bi-annual evaluation process? How do we ensure all demographics are represented equally on the HRC? Latinos are under represented at this time.
 - Answer - Mr. Strong: Re: Evaluation process - There is no timeframe in bylaws, if that is something you want to add, you can. Could be helpful.
 - Answer - Mr. Strong: Re: Population represented – Cannot include race or ethnicity as a criteria in application due to Prop 209. When HRC was formed the BOS created the list (Article 2, Section A).

 - Chair Nash:
 - Section A (a & b): Suggests we look at other HRC’s to see if they have DA and Sheriffs on their boards. Perhaps include and/or replace with the Disabled community, request came approx. a year ago for this representation, along with adding a Latino organization.
 - Vice-Chair De Los Rios: Concur with removing DA and Sheriffs. LA County does not have law enforcement listed on their HRC.
 - Section A (k): Obtaining Youth representation has been difficult due to school loads, etc.

 - Commissioner Khoury: Motions to remove DA & Sheriff, Motion passes (listed on attachment – **Motion 2**).

- **Article 2 – Section A # 2 (b-c), Section B & C read by Commissioner Garcias.**
 - Vice-Chair Evans: What does Ex-Officio mean?
 - Answer – County Counsel: Essentially it means they have a seat on the board, by virtue of holding office somewhere else, means they have a seat here.
 - Motion 2 would scrub out Article 2, Section C, #1 once approved by HRC Board.

 - Mr. Strong: Please be advised that we did create a supplemental application, if you did

want this to be considered/implemented it would need to go in Article 2, Section A, #1 to be amended in the bylaws.

- Vice-Chair Evans: The supplemental application was voted down by the HRC, I don't think it needs to go in. The people currently on the HRC are everyday people that are involved with the commission.
 - Vice-Chair De Los Rios: We need to change some of these questions but would like the supplemental application in general.
 - Mr. Strong: All applications to the County's Boards, Commissions, Committees (BCC) submit a general application, it is up to each individual BCC on having a supplemental application.
 - Commissioner Elliot-Santos: Clear questions are needed on the supplemental application, so we know what we are looking for on the general application.
 - Chair Nash: Suggests a question say: Please described your lived experience.
 - Commissioner Khoury: Is there a grading guidance?
 - Answer: Mr. Strong – Not at this time.
 - Commissioner Khoury requests for Mr. Strong will reach out to BOS to ask if they have their own supplemental application the require before choosing an HRC rep? If so please share with us.
 - Commissioner Garcias: Motion to have a supplemental application? Motion passes (listed on attachment – **Motion 3**).
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- **Article 2 – Section D & E read by Commissioner Garcias.**
 - Commissioner Khoury: We need to add 'how the commissioners are elected', all we are reading is when they are elected, but now 'how'. Several applications have been received, but there is no process that is established on how we will vote.
 - Mr. Strong: We currently have 10 applications; the Chair has called for a special meeting on October 11 to elect new members. The suggested process this year is to have the commissioners review the applications and nominate/refer person(s) to the HRC Board for approval. The bylaws state to send applications 2 weeks in advance and this was done.
 - Commissioner Khoury: Is there criteria in how to evaluate?
 - Answer: Mr. Strong – Only what the bylaws state.
 - Commissioner Elliot-Santos: It was my understanding that we would not make any changes to adding new members until the bylaws have been changed and approved.
 - Vice-Chair De Los Rios: Suggests reducing the HRC size. Is there a requirement that we have to fill vacancy if we already have good representation? Can we request the BOS have a lower ration of appointees?
 - Answer - Mr. Strong: the bylaws allow you to not fill all vacancies. You can revise the bylaws to reduce the number of BOS seats. These are only recommendations, and BOS will have final say/approval. Keep in mind if you reduce BOS seats, then you have to evaluate who stays and goes on the current HRC board.
 - Commissioner Khoury puts forth **Motion 4** (listed on attachment).
 - Chair Nash: The HRC has 7 nominated seats, we could reduce our numbers as well.
 - Commissioner Elliot-Santos suggests revising Motion 4 to include verbiage of 'Going Forward' so that commissioners are not kicked off the HRC.
 - Vice-Chair De Los Rios puts forth **Motion 5** (listed on attachment).
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- **Article 3 – Section A (read by Commissioner Garcias).**
 - Commission De Los Rios: We are here to do positive work. We are here to foster and move forward.
 - Commissioner Elliot-Santos: People are bringing us their issue(s) and we examine

them. We can reword and combine paragraphs if necessary.

- Vice-Chair Evans puts forth **Motion 6** (listed on attachment)
- Vice-Chair Evans requests a presentation to the HRC by Office of Equity and Racial Justice (OERJ)
 - Mr. Strong agrees.

- **Article 4 – Section A-F (read by Commissioner Garcias).**
 - Commissioner Khoury puts forth **Motion 7** (listed on attachment)
 - Vice Chair Evans: Received clarity on Section 4 (4). Put forth **Motion 8** (listed on attachment), not seconded.
 - Commissioner Khoury puts forth **Motion 9** (listed on attachment)
 - Vice Chair De Los Rios asked for and received clarity on Article 4, Section D “The Chair is the sole official spokesperson for the Commission unless this responsibility is delegated in writing.”
 - Mr. Strong: Article 7, Section F

- **Article 5 – Section A-D Commissioner Garcias asked for any notable reviews?**
 - Commissioner Khoury puts forth **Motion 10** (listed on attachment)

- **Article 6 – Section A-F (read by Commissioner Garcias).**
 - County Counsel: In regard to Section A: Rosenberg’s Rules of Order is user friendly; everyone will receive a copy at the next meeting.

- **Article 7 – Section A-I (read by Commissioner Garcias).**
 - Commissioner Khoury: Section F, this needs to be amended.
 - Commissioner Evans puts forth **Motion 11** (listed on attachment)
 - Chair Nash: Is there any best practices to provide incentives for members?
 - Mr. Strong: We will research.
 - Commissioner Garcias: Can we can reimbursements?
 - Mr. Strong: You can for travel, more to come.
 - Commissioner Khoury put forth **Motion 12** (listed on attachment).

6) Adjournment

- Meeting adjourned at 7:53 PM