

Date: February 26, 2024

To: Thomas B. Modica, City Manager 

From: Teresa Chandler, Deputy City Manager 

For: Mayor and Members of the City Council

Subject: **Equity and Human Relations Commission Recommendations Regarding Indigenous Community Member Commissioner Recruitment**

On January 7, 2024, meeting, the Equity and Human Relations Commission (EHRC) discussed recruiting a member from the Indigenous Community to serve on the EHRC, as related to the City Manager's October 18, 2023, update on the feasibility of establishing a Native American Commission. Additionally, the EHRC approved recommendations for the Mayor and City Council's review.

As stated in Article 8, Section 2 of the Commission's bylaws, the Commission requests staff to transmit their recommendations to the Mayor and City Council with the following statement:

The Commission kindly requests staff to transmit the written recommendation with the following message to the City Manager:

- I. A request to the City Manager that the Commission's recommendation to the City Council is transmitted to the City Council for its consideration within 30 days or sooner after the recommendation is adopted and/or finalized; and,*
- II. A request that the original recommendation from the Commission is transmitted to the City Manager unaltered and if staff and/or the City Manager has a recommendation that is different from that of the Commission, the staff and/or City Manager recommendation is presented to the City Council separately for its consideration.*

Please find the EHRC's recommendations to the Mayor and City Council enclosed.

If you would like any further information regarding this communication, please contact Alanah Grant, Equity Officer, at (562) 570-6656 or Alanah.Grant@longbeach.gov.

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CC: DAWN MCINTOSH, CITY ATTORNEY
DOUGLAS P. HAUBERT, CITY PROSECUTOR
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DEPARTMENT HEADS

EQUITY AND HUMAN RELATIONS COMMISSION

Dr. Eduardo Lara, Chair
Christopher Covington, Vice Chair
Robbie Butler, Commissioner
Alyssa Gutierrez, Commissioner
Dr. Sharifa Batts, Commissioner
Sanghak Kan, Commissioner



M. Lissette Flores, Commissioner
Jessica Gillette, Commissioner
Cheryl Koll, Commissioner
Jon Schultz, Commissioner
Keyona Montgomery,
Commissioner

January 07, 2023

Honorable Mayor Richardson and Members of the City Council
City of Long Beach
411 W. Ocean Blvd, 11th Floor
Long Beach, CA 90802

RE: Recommendations Regarding Indigenous Community Member Commissioner Recruitment

Honorable Mayor Richardson, Members of Long Beach City Council,

On November 1, 2023, the Equity and Human Relations Commission (EHRC) created an Ad Hoc Committee focused on the needs of the Lesbian, Gay, Bisexual, Transgender, Queer, plus other gender and sexual identities (LGBTQ) community and the Black, Indigenous, People of Color (BIPOC) communities of Long Beach, aligned with the adopted EHRC Roadmap¹. The Ad Hoc Committee is tasked with preparing recommendations in support of a current community survey and needs assessment for the previously mentioned communities.

Additionally, the Ad Hoc Committee has prepared recommendations for the EHRC's review related to centering the voice of the indigenous community and the City Manager's October 18, 2023, update on the feasibility of establishing a Native American Commission².

In a memo to the Mayor and City Council, the City Manager identified the costs and steps associated with establishing a new commission; additionally, the communication outlines alternative options to engage and honor the Native American community, which included the following:

- **Refer items to the Equity and Human Relations Commission**, which can hold meetings, hear testimony from Native American organizations and individuals, and then forward specific recommendations for the City Council to consider.

¹ [EHRC 2023 Roadmap Vote \(legistar.com\)](https://legistar.com/View/00000000-0000-0000-0000-000000000000)

² [october-18--2023---update-on-the-feasibility-of-a-native-american-commission \(longbeach.gov\)](https://www.longbeach.gov/updates/october-18--2023---update-on-the-feasibility-of-a-native-american-commission)

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- **Request Written Comments from the Native American Community on Specific Issues** to solicit input from a list of local Native American representatives.
- **Formalize a Land Acknowledgment** to honor the Native American community at City Council meetings.
- **Host listening sessions** on various topics to celebrate, acknowledge, or support the Native American community, informing City programs, projects, or priorities.

As we strive to foster a more equitable and socially-just City, diversity and representation on the Commission are critical to seeking and welcoming perspectives from all segments of the Long Beach tapestry. The Indigenous community has a rich cultural heritage, history, and unique insights that can contribute significantly to our mission. Moreover, through representation and engagement, the Commission stands to develop a comprehensive understanding of the Native American community's lived experiences and uplift effective strategies to promote equity and positive human relations across our city.

We recommend Native American community representation on the EHRC for the following reasons:

- **Diversity of Perspectives and Lived Experience:** Including a member from the Indigenous community will bring diverse perspectives, enriching the discussions and decisions made by the Commission.
- **Cultural Sensitivity and Humility:** An Indigenous member can contribute to developing recommendations to the Mayor and the City Council that are culturally sensitive and responsive to their community's unique needs and concerns.
- **Community Trust and Representation:** Having representation from the Indigenous community will build trust and confidence among community members, ensuring that the Commission genuinely reflects the entire population.

Furthermore, we suggest that the Mayor and City Council take the following steps:

1. **Collaborate with Indigenous Organizations:** Establish partnerships with local Indigenous organizations to facilitate outreach efforts and identify potential candidates.
2. **Widely Publicize Commission Opportunities:** Relay information about the Commission's vacant seats through various channels, including Indigenous community centers, local media outlets, and social media platforms.
3. **Appoint a member of the Indigenous Community to the Equity and Human Relations Commission.**

By taking these steps, we can demonstrate our commitment to equity, centering community voice, and creating a more representative Equity and Human Relations Commission.