

**City of Alameda, California
SOCIAL SERVICE HUMAN RELATIONS BOARD
SPECIAL MEETING
SATURDAY, November 13, 2021
APPROVED MINUTES**

1. CALL TO ORDER

President Sarah Lewis called the meeting to order at 1:15 p.m.

2. ROLL CALL

Present: President Sarah Lewis, Vice President Kristin Furuichi Fong, Board members Dianne Yamashiro-Omi, Priya Jagannathan, Samantha Green, Scott Means.

City staff: Lois Butler, Veronika Cole, and Eric Fonstein (Secretary to the Board).

3. PUBLIC COMMENTS

None.

4. AGENDA ITEMS

4-A Social Service Human Relations Board (SSHRB) Retreat and Working Session to Discuss:

SSHRB Member Introductions and SSHRB Team Building Exercises Board. Member Yamashiro-Omi (of the retreat planning workgroup) introduced Renato Almanzor, Retreat Facilitator. Mr. Almanzor welcomed everyone and provided a detailed agenda for the retreat. Following is a summary:

- Purpose: To set a strategic direction for the SSHRB.
- Objectives: Build a greater sense of community and team, among Board Members. Establish a shared understanding of the Board's 2022 priorities. Develop a workplan that includes individual and collective commitments for 2022.

Mr. Almanzor prepared a detailed slideshow (attached) which contained various interactive, discussion slides. The following is a summary of what was presented and discussed:

Aligning How, Why, and What:

- Vision: An image of the mission accomplished, the ideal future state
- Mission: A task, purpose, and/or calling
- Values: Beliefs or judgments about what is worthy, important or desirable that are reflected in behavior

Why Do We Do Anything?

- What is your calling? What pulls you into action?
- What is at your core? Who are you at your most essential level? What are your priority values?

Individual Values (examples):

- Autonomy: Resilience, Perseverance, Power
- Integrity: Authenticity, Meaning, Purpose, Self-worth, Competence, Adaptability, Commitment, Sustainability
- Interdependence: Acceptance, Appreciation, Community, Consideration, Trust, Closeness, Contribution, Equality, Love, Support, Safety, Empathy, Honesty, Respect, Equity
- Celebration: To celebrate life and dreams fulfilled. To celebrate loved ones, losses.
- Creativity: Calm, Joy, Intuition, Play, Laughter, Song, Dance
- Spirituality: Beauty, Faith, Gratitude, Harmony, Compassion, Peace, Justice
- Physical Nurturance: Air, Food, Healing, Movement, Rest, Shelter

Why Do We Do Anything?

- What is your calling? What matters to you most? What pulls you into action?
- What is at your core? Who are you at your most essential level?
- What are your powers? What abilities do you perform with grace and mastery? (Management, Communication, Research, Technical, Financial, Creative, Teaching, Helping)

My Mission is to...

Mr. Almanzor shared an example of his mission statement and asked Board Members to share their personal mission statements.

- President Lewis: My mission is to analyze, organize and execute a more equitable and compassionate community that more effectively serves its citizens.
- Vice President Furuichi Fong: My mission is to listen, support, and advocate for equity so that all members of our community feel represented, included, and heard.
- Board member Yamashiro-Omi: My mission is to organize, strategize and facilitate social change that creates equitable and just communities.
- Board member Jagannathan: My mission is to convene, support and develop community access to power and resources with integrity and empathy.
- Board member Green: My mission is to listen, investigate and courage meaningful understanding and solutions. With a mutual obligation to one another, we ensure all people are treated with dignity and respect.
- Board member Means: My mission is to bring together communities to address areas of social life that are less than adequate or leave people behind and launch relentless campaigns to bring to our most in need opportunities and inclusion.
- Staff member Butler: My mission through faith, trust and a sense of peace, I empower other to live a life that is supportive, balanced and respectful.
- Staff member Fonstein: My mission is to collaborate, organize and communicate with justice, honesty, humility, and compassion to support and strengthen family, community, and the broader social and natural environment.
- Staff member Cole: My mission is to promote leadership, build infrastructure and connect resources to promote social justice and improve quality of life for those with less equity in the community.

Board members were pleased to see the collective community goals. Staff member Butler mentioned her appreciation for how invested Board members are.

Mr. Almanzor tasked everyone to think of how their goals align with current SSHRB goals and purpose.

Alignment of the personal and SSHRB:

- The SSHRB shall have the power: To assess the social service needs of the community and to facilitate provision therefor. Such other duties and powers may be delegated by ordinance.
- Purpose: "... to create an environment which will encourage and bring about mutual understanding, respect and good will among groups of people in the community and to improve social services in the community."
- Duties: Encourage formation of organizations to meet need not already provided for. Foster community. Facilitate the provision of social services, informing needs and areas of duplication of effort. Disseminate information concerning programs and making referrals. Assess and report on social service needs and method to meet needs. Adopt a plan to perform above listed functions.

SSHRB Achievements and Highlights Over the Years:

- Community Needs Assessment (CAN)
- Strategic Plan to End Homelessness
- Community Wellbeing Survey
- "In the Mix" Workshop
- Point in Time Count
- US 2020 Census
- Alamedans Together Against Hate
- Annual Season for Non-Violence and Youth Speech Contests
- Creation of Alameda Sister Cities Association as off shoot from SSHRB
- Advocacy and work on behalf of the unhoused in Alameda
- Oversight and approval of Community Development Block Grants (CDBG) grants
- Homeless Emergency Aid Program (HEAP) funding: Resulting in the Day Center, Safe Parking, Dine and Connect
- Funding for Alameda Family Services youth mental health programs

What are our current Board conversations?

- Youth Mental Health
- Domestic Violence
- Vision Zero Task Force
- Shortage of community volunteers
- Housing and Homelessness
- Update Community Needs Assessment
- Alamedans Together Against Hate (ATAH)
- Reducing homelessness/homeless strategic plan

What are our current Board actions (e.g., activities, programs, decisions, etc.)?

- ATAHA town hall and/or facilitated community conversations?
- Everyone Home
- Approve CDBG funding
- Collaboration Advancing Resources, Efforts, and Supports for Alameda's Homeless (CARES) meeting and attendance, plus report back

- Reimagining homelessness subcommittee
- Oversight and implementation of homelessness strategic plan

What Board conversations could we start having?

- Age-Friendly Alameda
- Broadening Community Needs Assessment
- Ways to promote youth engagement
- What changes need to be made in our direct service organizations and City services to ensure full inclusion
- Build community interest and active stakeholder groups
- What does implementation of Homeless Strategic Plan look like?
- Annual updates on Homeless Strategic Plan and system of care

What Board actions could we start doing?

- Articulation the goal for ATAH
- Increase community awareness of board activities and engagement in work
- Identify City and community partners that will be instrumental in meeting our goals
- Get involved in the Point in Time Count of Homeless
- Identify policies that need to be adopted by the City to insure full inclusion
- Site visits to, or phone calls with community-based organization in Alameda to discuss their experience providing services to the community
- Desire to have access to small community grants funds to allocate to support local impact work

How well are we structured for our current and desired conversations and actions?

- What's Working: Oversight and ensuring Board's integrity. Diverse representation of Board members; diversity in experience that we bring. The relationships between elected officials and City staff are high function so they support our work. Zoom format and Board support from staff with technical questions. A committed Board that brings a wide variety of backgrounds and experiences and are compassionate with how they share.
- What could be better? What's needed: Create SSHRB website listing resources, our activities, and City organized events. Make retreat an annual activity. Implement annual social activity. Access to resources that provide a direct benefit to the community. Desire for more public engagement and feedback. Create formal orientation "program" and or materials for new SSHRB members. Whether the Community Service Awards should continue or be restructured.

Brainstorm Salient Issues and Emerging Priorities:

- Network Partnerships: Ensuring we are not duplication work of other boards, groups, commissions, filling gaps. Need to identify the structures that deliver services and assess whether the delivery systems are fully inclusive – maybe this is part of our Community Needs Assessment process.
- Must Do (per ordinance): CDBG grants. Define what we mean by "Human Relations" and what we mean by ATAH. Required activities.
- Actions to take: How do we make Alameda a city of full inclusion and equity. How do we promote better Human Relations.
- Take an active role in the creation of a Youth Commission
- Embed principles of Age Friendly Cities in all aspects of work in the same way as universal access and create space to discuss core concepts

- Commitment to Vision Zero Task Force
- Human Relations Strategy
- Report on social needs to City
- Meet with CDBG funded grantee to deepen our knowledge of the needs in Alameda

Operationalizing Our Ways:

- Accountability
- How do we decide, what to decide?

Draft 2022 Workplan Outlining Priorities

<ul style="list-style-type: none"> • Define Human Relations and develop strategy from Diversity, Equity, & Inclusion <ul style="list-style-type: none"> ◦ Include deciding its own committee and/or infused • Review prior SSHRB calendars, budget and activities 		
*Chair & Vice Chair; Revisit	Homelessness Sub-Committee	Domestic Violence Committee
<ul style="list-style-type: none"> • Define and develop orientation program and materials • Develop annual retreat and social activity • Develop meeting agendas based on 2022 priorities • Report 2022 workplan to City Council 	<ul style="list-style-type: none"> • Define oversight and implementation of Homelessness Strategic Plan • Attend CARES meeting and report to full board • PIT Count engagement • Redefine Homelessness Subcommittee 	<ul style="list-style-type: none"> • Attend meetings and report to full Board
Community Service Awards Committee (ad hoc - completed 11/17)	Whole Board - Alamedans Together Against Hate	Community Needs Assessment (CNA) Sub-Committee (ad hoc, every 2-4 years)
<ul style="list-style-type: none"> • Create debrief to update full Board on 2021 event and process • Discuss future of awards ceremony • Discuss criteria and process for selection if continue 	<ul style="list-style-type: none"> • Define and organize community listening sessions • Develop a strategic plan • Cultivating/define "Human Relations" and develop strategy 	<ul style="list-style-type: none"> • Update CNA tool • Develop / update CNA process / implementation timeline and plan • Collect data that can be used to develop future priorities (aging, disabilities, race, ethnicity, etc.)
Vision Zero	Youth Committee	Older Adults
<ul style="list-style-type: none"> • Minimum one SSHRB member on the Vision 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Educate SSHRB about how the domains are

Zero Task Force <ul style="list-style-type: none"> Report back during monthly SSHRB meetings, take action or make recommendations as needed. 		embedded in our work <ul style="list-style-type: none"> Gather information using inclusion in existing work rather than separate (e.g. Needs Assessment)
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Mr. Almanzor summarized the retreat goals and accomplishments, and asked Board member to reflect on what worked and what did not.

How'd We Do?

- What Worked: The connection between our personal missions and SSHRB missions. Everyone participating equally with their best thinking. Moving from our values to priorities. Thinking big, bold ideas and determining way of refining our tasks. Participating via interactive discussion ("the jamboard").
- What could have been better: Taking shorter breaks. The additional of small breakout group/discussion. A movement or activity or fun icebreaker. Taking time to learn more about other members, what motivates them, more about the person than talking points.

Board member Yamashiro-Omi asked if it was a good time to finalize the subcommittees and priorities. Staff member Butler stated that discussion would need to be readdressed at the next SSHRB meeting. Staff member Fonstein suggested starting the December 9th meeting an hour early, to finalize. All Board members agreed to continue the discussion at the December 9th meeting. Board member Yamashiro-Omi suggested that the retreat planning committee continue to finalize forms presented during this meeting. Stating this is a crucial time as the information/ideas are fresh in their mind.

Mr. Almanzor stated he is happy to meet with the retreat planning committee, and confirmed he will provide a summary of the retreat, and potential next steps.

Board members expressed their appreciation for all of the hard work from City staff and Mr. Almanzor.

City staff thanked Board members, and Mr. Almanzor for a productive retreat. Emphasizing how nice it is that everyone cares so much, and truly wants to make a positive impact on the community.

5. STAFF COMMUNICATIONS

None.

6. BOARD COMMUNICATIONS, NON-AGENDA

None.

7. ORAL COMMUNICATIONS

None.

8. ADJOURNMENT

Meeting adjourned at 5:02 p.m.

Respectfully Submitted,
Eric Fonstein, Board Secretary