



## Supplemental Application

Note: Some of the questions below may seem redundant, but they are designed to ensure that all groups including the most vulnerable according to any local hate crime statistics or local concerns are highlighted in the process to ensure or prevent bias in commission operations that run counter to the mission.

1. Please describe your rich exposure to working with as many groups as possible that have civil rights protections and/or Groups that may not. Describe your experience not just within a single category (i.e., religion), but among various categories (i.e., sexual orientation, disability, national origin, etc.).

Click **here** for a list of groups with civil rights protections.

2. Please describe why you want to join the commission and what you hope to accomplish as a commissioner.
3. The Commission's mission is to promote positive human relations, respect, and the integrity of every individual regardless of gender, disability, religion, culture, ethnicity, sexual orientation, age, or citizenship status. Do you agree with this? Please explain why you do or do not.
4. Everyone has biases and some of these affect our unconscious bias too. However, when accepting the role of commissioner, it is your duty and responsibility to respond to the concerns of all community groups with civil rights protections, and it is critical that commissioners put aside their bias to ensure the concerns of hate and discrimination of any group are addressed per the mission of the commission. Do you agree with this? Please explain why you do or do not.
5. A commission is not an opportunity to restate personal positions, opinions, or make statements that other groups will find offensive when they expect you to assist them. The diverse and rich experience of candidates is helpful in identifying action items that

can help a community in need. To operationalize the mission of the commission, all candidates must be comfortable working with and assisting all groups with civil rights protections (race, color, national origin, gender identity, sexual orientation, religion, disability, etc.). Do you agree with this? Please explain why you do or do not. Please Initial if you agree with this statement.

6. Please describe your experience working with groups that have civil rights protections. Please describe in detail the protected characteristic individually (race, national origin, religion, sexual orientation, gender identity, disability, etc.). If you do not have experience in one or more of the categories, describe your comfort level working with such groups to address any concerns the group may have about hate towards them or concerns related to discrimination.

Note: Please consider some of the most vulnerable groups within each category (within religion for example) to ensure no important or vulnerable groups are missed. For example, indicate under the category of religion, that this includes but is not only limited to working with Jews, Muslims, Sikhs, etc., and ask if they have experience, concerns, or challenges working with such groups. As a commissioner it is critical to be able to work with all groups that have civil rights protections in accordance with the commission mission.

7. Considering your responses above do you believe you can carry out the HRC mission with a high level of emotional intelligence and respect for all communities in San Diego County if your beliefs are called into question? Please explain why feel you can or cannot.