



COUNTY OF SAN DIEGO

Leon L. Williams San Diego County Human Relations Commission

Bylaws Subcommittee Meeting Minutes

October 16, 2023, 5:30 PM – 7:30 PM

1) Call to Order

- Meeting called to order at 5:33 PM

2) Roll Call & Introductions

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

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

- a) 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 the Board of Supervisors for adoption.
 - Mr. Strong shared on screen and in a handout the redline/strikethrough draft of the Bylaws, based on October 2, 2023 meeting/Motions (attached).
 - Commissioners reviewed the changes.
 - Brandon Lewis confirmed that the current written member number, 31, would be changed to a lower amount based on what is voted and decided by HRC.
 - Mr. Strong confirmed whatever the commission decides tomorrow on the total number of members will be changed prior to submitted to the Board of Supervisors (BOS).
 - Mr. Strong explained how the voting process works for new members based on the current Bylaws, which is a majority vote based on all members of the

commission. Commissioner Khoury would like to amend that section.

- Commissioner Elliot-Santos: The number of members we are going down to is 26 or 24? However, in the Special HRC Meeting we had on October 11th, many people reference how other HRC's have an average of 10 members. Can we discuss?
 - Answer – Commissioner Garcias: One of the things that needs to be considered are some of the positions are not always filled, as seats become vacant, we can look at if we want to fill the seats.
 - Commissioner Evans: There are currently 20 members and 3 vacancies.
 - Mr. Strong: There are currently 20 filled seats, 4 HRC vacancies, 11 total vacancies.
 - Commissioner Evans has a concern on having an even number of commissioners is the possibility of tie votes.
- Commissioner Garcias read Article 6, Section D
 - Subcommittee worked on rewording this section.
 - Puts forth **Motion 1** (listed on attachment). Motion passes.
 - Commissioner Evans is in favor of the motion.
- Mr. Strong asks if the subcommittee wants the Youth seat to be required to participate in a subcommittee(s) due to scheduling and school conflicts.
 - Commissioner Khoury: Will an exception be made for working commissioners as well? They also need to find time out of their day to attend subcommittee meetings.
 - Commissioner Evans: Does not agree to have an exemption for Youth, will need to decide how to prioritize their day since this is a serious situation, they need to take seriously.
 - Commissioner Elliot-Santos: If commissioners don't abide by rules and join a subcommittee what is the consequence?
 - Answer - Commissioner Garcias: Would be like our attendance rules.
 - Commissioner Khoury: Advises for any person that wants to join the HRC, needs to join a subcommittee.
 - Commissioner Evans: Being on other Boards, you are assigned to subcommittees. If you don't want to be on a particular subcommittee, you can choose another, but you need to be on a subcommittee.
 - Mr. Strong read the current written Article 5, Section E.
 - Commissioner Khoury gives wording for **Motion 2** (listed on attachment).
 - Chair Nash asks for clarification on Motion 2 and reminds the subcommittee that the original HRC members were brought on as a commission and as things materialized, subcommittees were created. Would Motion 2 apply to new members or to current members too?

- Answer – Commissioner Garcias: Because it is a revision of the Bylaws everyone would be affected by the change.
 - Answer – County Counsel: Concurs with Commissioner Garcias.
- Commissioner Garcias: Bringing it back to original question are Youth going to be required to attend subcommittee meetings?
 - Commissioner Evans agrees with Commissioner Khoury in the creation of a Youth Subcommittee. Would have Youth join a committee.
 - Mr. Strong: In the past it was hard to fill all Youth seats and then they aged out. We've never had all Youth seats filled.
- Commissioner Elliot-Santos: Missing a third of meetings, equates to 3 or 4 meetings. We can re-evaluate then.
- Commissioner Garcias offers a rewording of Youth subcommittee attendance and Commissioner Evans disagrees.
- Commissioner Khoury would like to change and approve the updated Bylaws and that way new applicants know what is required of them and the commitment needed before they join/apply.
- Commissioner Nash informs that it is hard to obtain Youth members, asks that we only ask for their commitment to the HRC meeting.
- Commissioner Evans asks for County Counsel input.
 - County Counsel: It would be on a case-by-case basis since High School and College schedules are different.
- Commissioner Evans suggested High School students submitted a note to be excused from school and perhaps could get credit.
 - Answer - County Counsel: The HRC can look into that.
- Commissioner Khoury puts forth **Motion 2** (listed on attachment). Motion passes.
- Mr. Strong: We've added language to reimbursements due to the previous discussions/meeting.
 - Commissioner Garcias read Article 7, Section B.
 - Suggested verbiage for **Motion 3** (listed on attachment).
 - County Counsel: If it is approved by the CAO office and BOS then it will be okay to include.
 - Commissioner Evans puts forth **Motion 3** (listed on attachment). Motion passes.
- Commissioner Khoury puts forth **Motion 4** (listed on attachment). Motion passes.

- b) 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 Evans: When we do a nomination, can we hear all the nominations before we vote? Versus at the HRC Special Meeting on October 11, a nomination was brought forward, and we voted.
 - Commissioner Khoury: Previously we received the applications, commissioners vote, and staff rank the nominations based on votes and the highest votes are what fill the vacancies.
 - Mr. Strong: There was not a specific process in how to vote, we decided in that moment. Previously we did do the tally, and HRC discussed based on highest tally. Going forward you can include that in Bylaws.
 - Commissioner Evans: I did not mean to change the Bylaws.
 - Commissioner Khoury: Suggests a grading scale and top 3 fill vacancies.
 - Commissioner Garcias reminds subcommittee this is a Bylaws subcommittee, and this is not the space for the above conversation. Suggests talking to Chair Nash.
 - Commissioner Khoury: We can adjust Bylaws.
 - Commissioner Evans: Disagrees.
 - Commissioner Elliot-Santos: Would like to see fair and equitable voting. Would like to meet and hear nominations speak. Can we even ask for a video submission asking for who they are, and why they want to be on the HRC? So commissioners can review.
 - Commissioner Nash: Suggests we wait and decide when we see the pool of nominations. Or a Selection Subcommittee and they can bring top nominees to the larger HRC. We need to make sure the commissioners and applicants all know what to expect. Fair and consistent.
 - Commissioner Garcias: This does not need to be in the Bylaws.
 - Commissioner Khoury: Suggests a Special Meeting to meet and hear the applications and then another to vote.
 - Commissioner Evans: There should be no campaigning or back and forth from Commissioners.
 - Mr. Strong: Suggests adding this conversation when the HRC talks about the Supplemental Application and Affirmation document. Is the Bylaws Subcommittee the one that will handle this?
 - Commissioner Evans and Commissioner Nash both agree it should be this committee.
 - Commissioner Elliot-Santos would like the nomination process to be set before we vote on vacancies.

6) Adjournment

- Meeting adjourned at 6:38 PM.