



Civil Rights Department Civil Rights Council

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CIVIL RIGHTS COUNCIL

Minutes from Council Meeting on June 6, 2025, 11:00 a.m.

Civil Rights Department – Los Angeles Office
Junipero Serra State Office Building
320 W. 4th St, Floor 10
Los Angeles, CA 90013

Members of the public may also join remotely using the following information:

<https://us02web.zoom.us/j/81335415035>

or 1-669-900-6833 and Webinar ID: 813 3541 5035

Councilmembers Present

David Garcia, Chairperson
Jonathan Glater, Councilmember
Hellen Hong, Councilmember
Julie Wilensky, Councilmember
Denny Chan, Councilmember
Indira Cameron-Banks, Councilmember

Civil Rights Department Staff Present

Kevin Kish, CRD Deputy Director
Rachael Langston, CRD Assistant Chief Counsel
Mariel Block, CRD Senior Legislative and Regulatory Counsel
Alexandria Sadler, CRD Senior Legislative and Regulatory Counsel
Suge Lee, CRD Senior Legislative and Regulatory Counsel

Others Present

An estimated 20 members of the public participated virtually. One member of the public participated in person.

I. Call to Order and Roll Call

Chair Garcia

Chair Garcia called the meeting to order. CRD Senior Counsel Alexandria Sadler conducted roll call.

II. Welcome

Chair Garcia

Chair Garcia welcomed members of the public and informed members of the public how to provide public comment.

III. **Review of the Agenda**

Chair Garcia

Chair Garcia reviewed the agenda for the meeting.

IV. **Approval of Minutes**

Chair Garcia and Councilmembers

Chair Garcia reviewed the minutes from the March 21, 2025, meeting and asked for edits, amendments and public comments on the minutes.

The Council unanimously voted to approve the minutes.

V. **Introduction of New Councilmember Indira Cameron-Banks**

Director Kevin Kish

Director Kish introduced the newest councilmember, Indira Cameron-Banks.

VI. **Councilmembers Reports**

Chair Garcia and Councilmembers

No Councilmember reports.

VII. **Public Hearing: Proposed Modifications to Contractor Nondiscrimination and Compliance Regulations**

Chair Garcia and Councilmember Hong

A. **Discussion by the Council**

Civil Rights Department staff summarized the proposed modifications.

B. **Public Comment**

L. Rose, Professor: Ms. Rose asked the Council to use Zoom in accordance with best practices to allow for more attendee participation.

Samantha Spoon: Ms. Spoon spoke about alleged injustices affecting people in California with wrongful child removals, CPS and violations of parental rights.

VIII. **Discussion of Priorities and Strategic Planning**

Chair Garcia and Councilmembers

A. **Discussion by the Council**

Councilmember Glater requested a discussion about priorities for the Council and if Civil Rights Department staff had any recommendations.

Councilmember Hong spoke about bandwidth and the importance of ensuring that the regulatory items are prioritized. She brought up the current political landscape and that there may be stark issues facing Californians today. She was interested in hearing from Civil Rights Department staff.

Councilmember Chan echoed interest in hearing from Civil Rights Department staff and also highlighted the that he had capacity and experience in issues involving older Californians and housing.

Chair Garcia brought up concerns regarding immigration status and housing. Agreed with councilmembers that he is interested in hearing from staff.

Assistant Chief Council Rachael Langston emphasized the importance of the Council's work on regulations. Langston mentioned receiving communications from people regarding confusion on how to implement the Government Code 11135 regulations and that developing guidance could be helpful. Langston also mentioned the upcoming approval of the Council's regulations on the use of automated decision-making systems in employment, and the possibility of looking into regulations for the use of these programs in housing. Langston also suggested research into the current state of federal civil rights laws, regulations, and guidance, and whether particular changes need to be made to California regulations in response.

Director Kish suggested reframing an existing subcommittee to address some of the protected leave and reasonable accommodation changes

Councilmember Glater summarized what was discussed.

There was further discussion of Council bandwidth.

Director Kish mentioned the potential to hold a public hearing for local and community-based organizations to learn what they are seeing in their communities.

B. Action by Council

Councilmember Glater moved to combine this agenda item with agenda item 10 in the meeting to discuss next. Councilmember Chan seconded. The Council unanimously voted to approve the motion.

X. **Subcommittee Updates and Discussion of Additional Subcommittee Assignments**

Chair Garcia and Councilmembers

A. Discussion by the Council

Rachael Langston went over the existing subcommittees, their current status and staffing.

The Council and Civil Rights Department staff discussed bandwidth and priorities.

Council proposed the following changes to the subcommittees:

- Repurpose the 11135 Subcommittee to become the 11135 Guidance Subcommittee, staffed by Councilmembers Glater and Hong;

- Rename the Reasonable Accommodations for Associational Disabilities and Employment Leave Subcommittee to the Protected Employment Leaves and Reasonable Accommodations Subcommittee, staffed by Councilmembers Chan and Cameron-Banks; and
- Rename the Community Education and Outreach Subcommittee (aka Subcommittee for the Joint Hearing with the Commission on the State of Hate) to the Public Civil Rights Hearings Subcommittee, staffed by Councilmembers Hong and Chan.

Council proposed keeping the following subcommittees:

- Algorithms and Bias Subcommittee, staffed by Councilmembers Hong and Glater; and
- Contractor Nondiscrimination and Compliance Committee, staffed by Chair Garcia and Councilmember Hong.

Council proposed creating the following subcommittees:

- Automated Decision-Making Systems and Housing Subcommittee, staffed by Chair Garcia and Councilmember Glater; and
- Subcommittee to Consider Federal Policy Changes, staffed by Councilmembers Cameron-Banks and Chan.

Council proposed disbanding the following subcommittee:

- Unruh Civil Rights Act Subcommittee, staffed by Chair Garcia.

B. Public Comment

VF: VF, a representative of a large employer in northern California, expressed interest in the guidance and resources regarding reasonable accommodations for associational disabilities, and the refresh of the subcommittees.

Lisa Rose, MFA: The commenter informed the Council by email that they were not called upon during a previous discussion and were unable to provide their public comment.

Dr. Cliff Chang, Bard Center for the Study of Hate at Bard College: Dr. Chang emphasized the importance of strategizing and discussing the disconnect between the federal government and California state laws.

C. Action by Council

Councilmember Glater moved to approve the changes to the Council subcommittees. Councilmember Chan seconded. The Council unanimously voted to approve the motion.

IX. Proposed Non-Substantive Modifications to Civil Rights Council Conflict of Interest Code

Director Kevin Kish, CRD Staff, Chair Garcia and Councilmembers

A. Discussion by the Council

Civil Rights Department Senior Counsel Ali Sadler provided a brief background for these regulatory amendments. In 2024 CRD amended its Conflict of Interest Code to add the councilmembers as part of the department. The department staff suggested repealing the Council's separate Conflict of Interest Code located in section 11005 of title 2 of the California Code of Regulations because it will be duplicative of CRD's amended code after it goes into effect.

B. Public Comment

No public comment.

C. Action by Council

Councilmember Hong moved to repeal section 11005. Councilmember Glater seconded. The Council unanimously voted to approve the motion.

XI. Further Public Comment

No further comments.

XII. Adjournment

Chair Garcia adjourned the meeting at approximately 12:38 PM.

DATE:

/s/
Chair

/s/ Taylor Whitney
CRD Outreach and Education Office Technician