STATE OF CALIFORNIA | Business, Consumer Services and Housing Agency GAVIN NEWSOM, GOVERNOR

KEVIN KISH, DIRECTOR

Civil Rights Department
Civil Rights Council

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www.calcivilrights.ca.gov | contact.center@calcivilrights.ca.gov

CIVIL RIGHTS COUNCIL
Meeting Notice and Agenda

December 8, 2026, 11:00 a.m.

Arizona State University California Center Broadway
1111 South Broadway, Suite 100
Los Angeles, CA 90015
Classroom 245

Members of the public may join in person at the above location.

Members of the public may also join remotely using the following information:
https://calcivilrights-ca.zoom.us/j/87618938020
and/or
Phone: (669) 444-9171 and Webinar ID: 876 1893 8020

I. Call to Order and Roll Call
Chair Candice Cho

II. Welcome and Information on Meeting Participation
Chair Candice Cho

III. Review of the Agenda
Chair Candice Cho

IV. Approval of the Minutes
Chair Candice Cho and Councilmembers

Attachment A: Minutes from October 5, 2026, Meeting of the Civil Rights Council

A. Discussion by Council
B. Public Comment

V. Informational Presentation: The California Commission on the State of Hate

CANDICE CHO CHAIRPERSON | CHRISTIAN ACEVEDO COUNCILMEMBER | INDIRA CAMERON-BANKS COUNCILMEMBER | DENNY CHAN COUNCILMEMBER | JONATHAN GLATER COUNCILMEMBER | IVETTE PEÑA COUNCILMEMBER | VASUDHA TALLA COUNCILMEMBER

Alec Watts, Assistant Deputy Director of Research and Policy, Civil Rights Department

A. Discussion by Council
B. Public Comment

VI. Civil Rights Department Report
Civil Rights Department Executives

A. Discussion by Council
B. Public Comment

VII. Public Hearing: Proposed Modifications to Employment Regulations Regarding Leave, Reasonable Accommodations, and Transfers for Pregnancy, Childbirth, or Related Medical Conditions; and Bonding Leave
Chair Candice Cho

Attachment B: Notice of Proposed Rulemaking
Attachment C: Initial Statement of Reasons
Attachment D: Proposed Modifications to Employment Regulations Regarding Leave, Reasonable Accommodations, and Transfers for Pregnancy, Childbirth, or Related Medical Conditions; and Bonding Leave

A. Discussion by Council
B. Public Comment

VIII. Subcommittee Updates
Chair Candice Cho and Councilmembers

A. Discussion by Council
B. Public Comment

IX. Public Comment on Items Not on the Agenda
Chair Candice Cho

X. Adjournment
Chair Candice Cho

Meetings of the Civil Rights Council of the Civil Rights Department (CRD) are open to the public except when specifically noticed otherwise in accordance with the Open Meeting Act. Public comments will be taken on agenda items at the time the specific item is raised. If public comment is not specifically requested, members of the public should feel free to request an opportunity to comment. Total time allocated for public comment may be limited.

CANDICE CHO CHAIRPERSON | CHRISTIAN ACEVEDO COUNCILMEMBER | INDIRA CAMERON-BANKS COUNCILMEMBER | DENNY CHAN COUNCILMEMBER | JONATHAN GLATER COUNCILMEMBER | IVETTE PEÑA COUNCILMEMBER | VASUDHA TALLA COUNCILMEMBER

The Council may take action on any item listed on the agenda, unless listed as informational only. All times are approximate and subject to change. Agenda items may be taken out of order to accommodate speakers and to maintain a quorum. The meeting may be cancelled without notice. For verification of the meeting and its virtual address, call 800-884-1684 (voice) or 800-700-2320 (TTY) or access CRD's Web site at www.calcivilrights.ca.gov. To submit comments during the virtual meeting, e-mail the Council at council@calcivilrights.ca.gov.

The meeting is open to the public and is accessible to individuals with disabilities. If you require a disability-related accommodation or modification of policies or procedures to participate in the meeting, make a request as soon as possible or at least five business days before the meeting by contacting Mimi de Ville, CRD's ADA Coordinator by e-mail: accommodations@calcivilrights.ca.gov or by telephone: (844) 541-2877 (voice); (800) 700-2320 (TTY); or California's Relay Service at 711.

CANDICE CHO
CHAIRPERSON

CHRISTIAN ACEVEDO
COUNCILMEMBER

INDIRA CAMERON-BANKS
COUNCILMEMBER

DENNY CHAN
COUNCILMEMBER

JONATHAN GLATER
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COUNCILMEMBER

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COUNCILMEMBER