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## Process Notes

**I. Call to Order & Orders of the Day**

- A. *Please request that consent item "B" (Letter to the City Council regarding Budget) be heard concurrently with the work plan item if we want to include the budget proposal discussion with the work plan.*
- B. *Will take New Business before Old Business to accommodate our East Coast guest speaker and to inform both the public comment and discussion on work plan*

**II. Public Record****III. Consent Calendar**

- A. Approve Charter Review Commission Minutes of Mar 8, 2021
- B. Letter to the City Council regarding Budget - Move to new business and discussion of workplan
  - 1. Authorize the Chair to draft a letter pursuant to Charter Review Commission Action taken on March 8, 2021 regarding a budget request to City Council for language services and staffing.
    - a) Motion to Approve by Commissioner Segura; motion seconded.

**IV. Reports & Information**

- A. Report from the Chair
  - 1. Plan for public comment this evening
  - 2. Guest is an east coast guest so want to stay time sensitive
- B. Report from the Clerk
- C. Report from Consultant

**V. Public Hearing - N/A****VI. New Business**

- A. Study Session on the differences between Council-Manager and Mayor-Council governance forms
  - 1. Guest Speaker presents: [Professor Kimberly Nelson](#), The University of North Carolina at Chapel Hill School of Government
    - a) **Background:** Professor at the UNC Chapel Hill School of Government whose mission it is to improve the state of local government in North Carolina. I work with local officials and administrators doing strategic planning, leadership training and help facilitate discussions around governance structures. We're nonpartisan and nonadvocacy. We train our general

assembly members, newly elected government officials across the state - and it's important for us to be unbiased.

- b) **Research:** Forms of local government is my primary research area. Most of my research uses "form of government" as a variable to try to determine how local government performs in different ways. I serve on the National Civic League's Model City Charter Steering Committee - suggest looking up the Model City Charter if you're unfamiliar.

## Comparing Forms

	Mayor-Council	Council-Manager
<b>Underlying principles</b>	Separation of powers Modeled after the national and state systems of government	Separation of partisan politics from administration Professional management Modeled after U.S. corporate structure
<b>Legislative authority</b>	Council	Council and Mayor
<b>Executive/administrative authority</b>	Mayor (optional CAO)	Manager (who operates as CEO and CAO)
<b>Selection of Mayor</b>	Elected	Elected (or chosen by the Council)
<b>Removal of Mayor</b>	Recall election	Recall (or removed by council)
<b>Conditions for removal of CEO</b>	Recall election or end of term	Can be removed without cause at any time
<b>Mayor is member of Council</b>	No	Yes
<b>Mayor votes with Council</b>	No	Yes (or only in a tie)

### c) Elevator Pitch for describing the different between Mayor-Council and Council-Manager:

- (1) **Mayor-Council** form is very similar to state-level governments or the federal-level government in that you have separation of powers between the executive and legislative branches. Legislative authority is solely vested in the Council in the Mayor-Council form. Executive power falls to the Mayor.
- (2) **Council-Manager** government is modeled after American corporate board structure, where the citizens act as shareholders who vote for a board of directors which are the City Council. The City Council then appoints the CEO, aka the manager. It is the reform model of government started in Stanton, VA in 1908. Legislative authority is shared by Council and the Mayor and the Council-Manager. Executive authority (CEO & CAO responsibilities) fall to the City Manager.

- d) Being selected by the Council as a Mayor is considerably less common than a generally elected Mayor. Initially an elected mayor was considered a risk and the Council-Manager form recommended a council-selected Mayor.
- e) **Make up of local government in the US:** In the top 10 largest cities by population in the US, six of them are Mayor-Council and four are Council-Manager. As you move into very large places Mayor-Council has a slight edge, but when you get into large communities in half a million and above - Council-Manager form starts taking over, and is much more common across the U.S.
- f) **California Cities:** Council-Manager is much more common in California than Mayor-Council is. If you are not a statutory city you are able to have a charter form of government.
- g) The U.S. is unbelievably diverse in terms of the forms of government go -- We have the most local government in the entire world.
- h) **How often do communities change their form of government?** Since 1990, in municipal governments there have been 73 attempts to change from Mayor-Council to Council-Manager (58% success rate) and 62 from Council-Manager to Mayor-Council (45% success rate).
- i) **Studies on Performance Comparisons of the Two Forms:**
  - (1) **Bond ratings:** Showed that Council-Manager form of government has better bond ratings. IBM study had the same findings.
  - (2) **Innovation:** Saw more innovation in local governments that had the Council-Manager form.
  - (3) **Corruption:** Found that the Council Manager form offered significantly lower, 57% less likely to have major corrupt acts than the Mayor-Council form of government.
  - (4) **Dysfunctional Conflict:** Greater conflict in the Mayor Council form.
  - (5) **Budgetary Solvency:** Council Manager form has better budgetary solvency.
  - (6) **Budgetary Spending:** Lower spending in Mayor Council form. (Have to be careful about this because often culture influences spending)
  - (7) **Voter Turnout:** Prior to 2010 showed voter turnout was higher in Mayor Council government but need to read these critically because voter turnout is tied to even

numbered year and whether you have a district election  
- both of those are also tied to the Mayor Council form.

2. Round of questions for speakers

- a) **Commissioner Tran:** What is the operational difference between a CEO & CAO?

(1) **Dr. Nelson:**

(a) **Chief Executive Officer (CEO)** is in charge of the executive branch of government, with leadership authority over the department heads.

(b) **Chief Administrative Officer (CAO)** is the generic term for the person who has day to day operational authority to run the government services at the local level.

- b) **Commissioner Tran:** In the Mayor-Council System if there is no CAO, does the Mayor handle executive power in addition to the administration?

(1) **Dr. Nelson:** Correct although it's very uncommon in a community of your size not to have a CAO as well.

- c) **Commissioner Maitski:** Should the Council have a role in monitoring the implementation of policy?

(1) **Dr. Nelson:** Most charters don't say anything specific about that - in the Model Charter it's something we're concerned about. Usually a Charter says something really general about oversight in the Council-Manager form. Oversight in the Mayor-Council form is much more difficult because structure and incentives are so different. The Mayor has an independent role and is not incentivized to please the Council but instead please constituents and get reelected. Might be to the Mayor's benefit to not be completely transparent with Council.

- d) **Commissioner Marshman:** We're talking about San Jose being a Council-Manager model at the moment but it's really a hybrid. The Mayor has their own staff doing analytical work and proposing policy is the same as preparing the budget.

(1) **Dr. Nelson:** I would respectfully disagree because the true hybrids in the U.S. occur when the lines are blurred between whether there is separation of powers or not. Empowering a Mayor by giving them first right to look at a budget can come close to that but doesn't count as a true hybrid. I would say San Jose has an empowered mayor. I find true hybrids to be very problematic. No evidence that it increases performance.

- e) **Commissioner Lezotte:** Concurs with Commissioner Marshman that San Jose doesn't fit one of these charts -thinks it would be helpful to have a third column where we compare what's going on with our city.
- f) **Commissioner Sanchez:** Desires a discussion where commissioners who have worked under these two governance structures can share their experiences
- g) **Commissioner Percival:** Has access to the peer-reviewed articles shared by Dr. Nelson through San Jose State. Is interested in whether there is research about impact of governance structure on community trust. "For many community members, the mayor is the symbol of local government."
- h) **Commissioner Diep:** Asks about different models' responsiveness to public sentiment. When you're comparing City Manager form government versus Mayor Council, how many of those City Manager form governments are district-elected versus at-large-elected councils?
  - (1) **Dr. Nelson:** The majority of Council Manager forms have elected mayors in the United States. Forms where the Mayor is selected by Council are not as common as people may think. I have data on district-elected versus at-large-elected for all cities 10,000 and above which I can share with Lawrence. There are over 4,000 cities in the district-elected Mayor category. The most common complaint about the Council Manager form is that the Council elects the Mayor. It's a very persuasive argument for the public. But don't the council members represent the will of the people, too? I'm not sure why it's a bad thing, to have to find consensus on a board to make decisions. I've seen board table items for over two years because they could never reach consensus. Working together and finding consensus has to happen no matter what form of government it is, that is what makes government work. So I don't think it's a bad thing for a set of elected officials to work together to make decisions while representing the will of the people.
- i) **Commissioner Marshman:** Curious about the balance of power between Mayor Council and Council Manager forms. Especially given the context that the last Charter Commissioner considered a proposal where the Mayor had the power to hire

and fire department heads. Do you think that form of hybrid is harmful?

- (1) **Dr. Nelson:** That's either a True Hybrid or a Mayor Council form. To me that would push it almost all the way over into Mayor Council. I won't advise against that form specifically. But when the people who work for the government can no longer tell who to take direction from, then you can have a problem. (Ex: Kansas City, one of the main True Hybrids; spent years in court around a similar issue: The mayor has the power to hire, not the power to fire- but has the power not to renew a contract.)

j) **Commissioner Barocio:**

*Question 1:* What does your research show around organizational culture shift with these two forms? How do department heads shifting four or eight years impact the outcomes of what a city wants?

- (1) **Dr. Nelson:** That's a fascinating research question that's never been done. Working on a study now - looking at org chart changes over time.

*Question 2:* Along lines of effectiveness, how does an elected mayor's professional expertise to hire department heads fare in these models? Based on skills or platform.

- (2) **Dr. Nelson:** There's no direct research on this but that is one of the fundamental reasons the Council Manager form was created. Just as a U.S. corporation would not hire someone who doesn't understand the business, the people who created the CM form believe you shouldn't hire someone to run a city who doesn't have experience running a city. Corruption is worse under the Mayor Council form because you have a lot more political incentives which means there's more prevalence of bribery & pay-for-play. The Council Manager form cannot independently accept a bribe and change policy. There's a book by my mentor *The Facilitative Leader in City Hall*, which describes the most successful and effective skill set of a Mayor for local government. It works under both forms of government.

k) **Commissioner Posadas:** What role if any does the size of the districts play in the Council Manager form of government?

- (1) **Dr. Nelson:** Today there is not a great deal of evidence that the size matters. We do see greater turnout when we have district elections, but there's no "optimal size."
- l) **Commissioner Segol:** Any research regarding professional city managers being elected by the public?
  - (1) **Dr. Nelson:** If the manager is elected then the manager is then a mayor. That would be making the manager a mayor. It's a violation of the code of ethics for a city manager to engage in political activity. They do not participate in partisan politics in any shape or form.
- m) **Commissioner Matsumura:** What do you know about hiring and firing of department officials by electeds?
  - (1) **Dr. Nelson:** Did a study looking at the qualification of the CAO in Mayor Council vs. Council Mayor form to see if the choice was politically motivated. In Mayor Council form -- the study showed that typically there is a personal relationship with the Mayor in the Mayor Council form. Oftentimes that person had an MBA instead of a MPA. Studies on department heads have not been done.

3. Chair frames public comment request.

#### B. Public Comment (PUBLIC HEARING)

- 1. **Paul Soto** - Respect the question by Commissioner Monley about how this is relevant to San Jose. You can't make a law where illegal means were used to establish the law. San Jose's charter in 1850 was established at the expense of Native Americans. There were decapitations of Native Americans right here. I find it odd that we're arguing about the charter that was established in 1850 with the means by which that charter was established, was that savage brutality. You have the red line policies that deprived Mexicans Chicanos have the democratic participation in the democratic process.
- 2. **Caller 5140** - Typically City Manager governments aren't very good. Get rid of Sam Ricardo - keeps doubling down on a lot of bad policies. We're in one of the richest zip codes in the world and this city is a disaster. It looks like Detroit.
- 3. **Elizabeth Kamya** - Chair of Labor on South Bay NAACP - Disagreed with the strong mayor and we are happy there is a commission. With a strong mayor you don't get the same say as with elected officials. If the concern is firing and hiring department heads then we need to look at the police chief and whether that can be an elected position. I think I think the city is filled with heart, I feel like the city is filled with innovation. And I think it is because people elect strong

council members to represent their interests. Most of the time these districts aren't heard and they're overlooked. The NAACP has also questioned what the impact of the Act to Limit Urban Sprawl and its impact on affordable housing and affordability. Other important issues to the NAACP are the suggestion that the Independent Police Auditor be provided additional powers, such as power of subpoena and consideration to be given to the auditor becoming an elected position. I really just want to stress that a Council-Manager system is in the best interest of the community and of the people, and at the end of the day, we're serving the residents of San Jose, the community members of San Jose and we want to build a San Jose for all, not just the tourists coming in for the big attractions of downtown. So, thank you so much for your time.

4. **Blair Beekman** - I guess we're growing to consider things more than just the hybrid form, and we live in a city where we can be inventive. It was interesting to learn how different forms work and what they're called. Overall, it was a very good experience for me and the Commission is on a good track. I really liked the meeting this week and last week.
5. **Helen Casa** (African American Community Service Agency) - It is within the Charter's purpose to improve accountability and inclusion. I hope we don't just stay on discussion of Strong Mayor/Weak Mayor but also consider how we can bring in more inclusion around climate change, environmental justice, community engagement maybe even the digital divide.
6. **Yeme Girma (District 10)** - NAACP has long suggested the independent police auditor be provided additional powers such as the power of subpoena, and that consideration be given to the auditor becoming an elected position. The NAACP has also questioned the impact of an Act to Limit Urban Sprawl and its effects on affordable housing and affordability is sprawl a long standing institutional effort to keep affordable housing and people of color out. Let's look at the environmental justice versus the long standing excuses about protecting the environment on the backs of those on the lower rungs of the socioeconomic ladder, their community should also have more say in the selection of police chief, we should explore if the chief should be an elected position or whether the chief be subject to a recall like the city manager. Especially in light of SJPd's recent killing of David Tovar.

7. **Ellina Yin** - Would like investigation of how the charter as it is now gets in the way of equity and inclusion and investigate ways it can be updated to promote equity because promoting equity through this process is in the direction that council gave to this commission so it's not mission creep. agree that the commission should also be prioritizing the process of civic engagement,
8. **Norman Klein** - Professor was excellent, really well qualified. Would want to focus data on a large city of over a million people. When you're representing 100,000 people as a city councilperson, that's a lot different. Really like the city council form of government in small cities but not in big cities over a million people. Then it gets to be almost like a congress person with an office, staff. Need to compare with like-sized cities.
9. **Matt King** - Representing Sacred Heart Community Services - Not keeping the focus of this Commission on Strong Mayor and electoral dates but to also focus on the fifth direction given to this Commission which was to focus on equity. It's not mission creep, it is right there in the direction you were given to look at all things that will improve accountability, representation, and inclusion so please go forward boldly with this effort, and do what you were asked to do and do what the community needs you to do.
10. **Alex Shoor** - Executive Director of Catalyze SV - Building off Ellina's comment about the importance of community engagement as part of your process.
11. **Shiloh Ballard**- Echoing the comments of about the scope of the commission and making sure it's focused on centering equity in the way we govern this city. And I'm really excited at the prospect of being able to do a lot of deep self reflection, and really use this conversation to make sure that issues around racism, sexism or a blessed through how the city is governed.
12. **Walter Hudson** - The three major categories of importance for the city:
  - a) Strong and resilient budget structure
  - b) Refurbished police accountability
  - c) Some semblance of a forward-thinking municipal housing policyNone of these are mentioned by name in the current city charter. It's up to you to figure out how the practical things of which I speak get lodged into the institutional memory of the city through your influence on this charter.
13. **Gabrielle Garzon Gupta**- San Jose resident - Urging for the continued focus on accountability and outreach to all of our residents. We need

to make sure we're putting equity into practice, and that means making this accessible to everyone.

14. **Geoffrey Buchanan** - Working Partnerships USA - widespread public support for moving the Mayoral election to presidential years. In terms of data it shows that if we want a mayor that represents the totality of san jose we would be better served to move that election date. Ensure we leave space to interrogate additional parts of the charter to improve accountability on racial and economic justice.

## VII. Old Business

### A. Discussion and possible action on work plan Review revised schedule

1. Update on budget proposal for additional support
  - a) Memo from Toni on budget proposal
    - (1) Translation/interpretation, counsel, research, 10 CBOs
    - (2) **Commissioner Lezotte**: What is the shortest RFP you've ever seen?
      - (a) **City Clerk**: The one with CivicMakers, which was two months and very fast.
      - (b) **Consultant**: Clarifies that CivicMakers got this work through a pre-qualified pool of consultants, and did not go through the traditional RFP process.
    - (3) **Commissioner Lezotte**: Do we have any outside counsel already on contract?
    - (4) **City Attorney Mark Vanni**: Hanson Bridgett filled the role because they were outside the area and didn't represent any city council members. We contracted with them through an RFP.
    - (5) **Commissioner Lezotte**: I think we need to understand the process for wanting outside counsel. If it would take a while to set up, it would defeat the purpose of outside counsel in the first place.
    - (6) **Commissioner Tran**: Aside from the RFP process, what is the timeline for the budget process?.
    - (7) **City Clerk**: It would take a minimum of three weeks to go to Council. Rules might also not push it through to Council.
    - (8) **Commissioner Tran**: What about putting together a team for community outreach?
    - (9) **Consultant**: There are qualified vendor pools that include outreach and engagement.

- (10) **Commissioner Segol:** What specific role would outside attorneys play? Is that something that the city attorney would be comfortable doing?
- (a) **City Attorney Mark Vanni:** I would be comfortable doing that, time permitting. I was involved last summer when this city came before the Council.
- (11) **Commissioner Callender:** It sounds like we have outside council under retainer and contract -- Hanson Bridgett. Could we amend that contract to include counsel for this commission?
- (a) **City Attorney Mark Vanni:** I would have to see if Hanson Bridgett is willing to do that. Also would have to see if Hanson Bridgett is an appropriate law firm for this commission as advised by Council and the City Attorney's office.
- (12) **Commissioner Callender:** Does your office have a qualified pool of attorneys so that we could avoid going to RFP for this process?
- (a) **City Attorney Mark Vanni:** I can look into that.
- (13) **Commissioner Callender:** Is there no way to pull on board a consultant to do this for under \$50k to avoid the RFP process.
- (a) **City Clerk:** If a city employee can do the work, for example research, city policy forbids hiring a consultant.
- (14) **Commissioner Segura:** When we talk about the purpose of the Commission, it's important we be equitable and inclusive, I don't see how we can be those things without translation.
- (15) **Commissioner Diep:** If it's the intent or the hope to get outside counsel for drafting, our city attorney's office is more than capable of that. So maybe that's a way to cut costs.
- (16) **Commissioner Matusmura:** Noting that the drafting is further down the road than the outreach. Would be helpful to clarify the potential value of outside counsel.
- (17) **Commissioner Segol:** What is the analyst for? Is that to do research and summarize it for us?
- (a) **Commissioner Callender:** I believe it's someone who does research and reports back.

- (18) **Commissioner Segol:** Do you believe that we should be reading through the articles rather than relying on someone to summarize it for us.
    - (a) **Commissioner Callender:** I think there's much more research to be done than each Commissioner has time for.
  - (19) **Commissioner Barocio:** Asks about potential support from grad students.
    - (a) **City Clerk:** I'm in talks with a professor and some grad students who might be a good fit to help support.
  - (20) **Commissioner Barocio:** Would this be a good time to mention the calendar; the role of districts and timing?
    - (a) **Consultant:** Yes we need to fit that in; I will make that amendment to the work plan calendar.
  - (21) **Commissioner Percival:** The discussion on Mayoral power has to coincide with the discussion about election timing. That should be moved up in the study phase. April 19th or May 3rd - those two issues should be very connected to participation and elections (the breadth of participation and who participates); in this draft you have the election timing as scheduled in July sometime -- would advise moving that up.
  - (22) **Commissioner Callender:** Are we going to hear from the public on this item?
  - (23) **Chair Ferrer:** If you want to make a motion.
  - (24) **Commissioner Callender:** I'd like to move that we approve the draft letter in the agenda.
    - (a) Seconded.
    - (b) **Chair Ferrer:** Do you give the Chair the authorization to submit the letter? Do you want an amount of money in the letter or are you asking the chair with the clerk to come up with an estimate?
    - (c) **Commissioner Callender:** We did not want to suggest a number yet. We don't have enough information to make an estimate. I will look to how you might want to handle this.
- b) **Commissioner Marshman:** Suggests Commissioners get clarity on whether we need outside council before we go to

Council to get more money. If we can trim what we're asking for we might have a better chance.

- c) **Commissioner Matsumura:** Listening to Commissioners Marshman and Callender were saying. I'd like to summarize a friendly amendment to request further research from staff on estimates. For purposes of timeliness I think we need to move these forward in parallel. I think it's important that we adopt this letter with a request for the staff to bring back research building on what the Clerk has provided. Option to be able to get outside counsel; low and high end of scopes; For community outreach (100-150k range); research 50-100K; what scope would be available. -- what we're hoping for is what scope is possible & procedurally how can we get the highest quality services keeping in mind our mission. We don't have the time to do it in sequence.
- d) **Commissioner Lezotte:** If this letter is clear about what we're asking of the Council and that's something that's going to have to be determined with regard to the costs.
- e) **Chair Ferrer:** Motion on the floor is to adopt the letter requesting the city provide additional funding to accommodate our requests.
- f) **PUBLIC COMMENT:**
  - (1) **Paul Soto:** My comment is regarding having Mayor Gonzales speak to this Commission. He should not be able to speak in any legitimate forum. It took a lot of effort within the Chicano community to remove the statue. He was one of the main progenitors of much of this redlining. I would caution you against including him in these forums.
  - (2) **Robert Brownstein:** 1985 commission supported outside Council because that person is also a problem solver that will help you get where you want to go. You will need very careful legal advice. You're in a state The 1985 Commission could not have done its work without outside counsel and we did not use an RFP process. I am offering my services on a pro bono basis, I would be happy to identify the place in the budget where these extra resources exist.
  - (3) **Blair Beekman:** Is there a way to get someone from city staff to do translation overtime for \$100/ hour.
  - (4) **Caller 5140:** I'm wondering what can save this city. We need to open this way up. The city needs to be able to

get tough with the county and the state and have more autonomy.

- (5) **Shiloh Ballard:** The way we show our support for equity is where we put our resources. That clearly is not reflected in the current budget with the lack of funding for translation and interpretation. When I saw that the commission was only being staffed by one consultant and the City Clerk I was struck by how few resources that this commission was given.

2. Commissioner discussion

- a) **Commissioner Matsumura:** I have one more comment on the calendar - In light of hearing a number of comments from the public tonight under category three: accountability, equity, inclusion -- what of these issues belong in the charter is a complex issue. We need to frontload some of the analysis on the levers of influence we have on equity in the work plan.
- (1) **Consultant:** Do you have specific thoughts on what that might look like? I think some of the city comparison study suggestions could meet that need.
- b) **Commissioner Callender:** Practices in other cities out there?
- c) **Consultant:** I think we're going to find a lack of research about equity in city charters, so since this is new territory, I am asking for ideas you have to guide the research.
- d) **Commissioner Callender:** What is the effect of having elected department heads and what is the prevalence?
- e) **Commissioner Callender:** If we could look at the research we'd be able to see which have elected police chiefs and there must be empirical research about how that has worked out. Also interested in suburban sprawl and its limits on affordability.
- f) **Commissioner Barocio:** Emailed a suggestion of inviting someone from San Jose's Office of Racial Equity.
- g) **Commissioner Johnson:** Recommends looking into the City of Austin's Equity Assessment Tool.
- h) **Commissioner Amador:** Recommends looking at the City of SF's Racial Equity and bringing in someone from San Jose's Racial and Equity Office who are trained in GARE. Advocating that we bring someone in from our city.
- i) **Chair Ferrer:**
- (1) I did look at the GARE materials and really want us to integrate those tools.

3. Possible motions

## B. Public Comment

VIII. **Public Comment (Open Forum)**

- A. Members of the Public are invited to speak on any item that does not appear on today's Agenda and that is within the subject matter jurisdiction of the City Council.

1. **Paul Soto:** The dignity of the farm worker for nearly all people there is a thing that is more important than money. It is a thing called dignity or self respect or honor, and it shows itself in many ways. Sometimes it is shown by the man who will fight when he is insulted. We are the farmworkers who have been insulted, we have seen ourselves treated like cattle, we have seen how they have taken our work, the work of our hands and our bodies and made themselves rich, while we were left with empty hands between the earth and the sky. We have seen our children treated as inferiors, in the schools, we have seen in the face of the cop, or inequality before the law. There is money in the investment that these lives. We are picking the grapes and the peaches and the tomatoes, which are the lifeblood of California are soon going to share it in the richness we have made. The dignity of the farm worker shows itself in many ways. This year, and in the years to come it will be shown by the man who will fight when he is insulted. I am a descendant of these peoples of South Si Puedes. That's why the centering of racial equity is so critically important at this particular juncture in our existence as human beings. Since 1850 There's been a genocide here insanity, with the cook with the decapitations of native populations. Then there was the spraying of pesticides on my entire family over there and subsequently there was the red lining, there was the beating of schoolchildren inside cells a unified school district was speeding speaking Spanish. You have a lot of work ahead of you to correct the historical injustice that we as Chicanos have experienced in the city.
2. **Blair Beekman:** I really like the speakers that have been brought in. It sets my mind at ease. I wonder if down the road, can you have someone from a Mayor Council perspective to give a counterbalance. I prefer a Council City Manager approach
3. **Ellina Yin:** Section 10 on Boards and Commission and looking at that section with an equity lens. How can we build in measures to bring equity to future commissions? Great opportunity to take everything you've been going through and channel it into Section 10.

- B. Receive and file the letters from the public:

1. **Blair Beekman:** These are about our voting rights and practices for the next ten years. It's important to incorporate idealism into your decision making -- look to a future where people will have a more

important part in government and the community democratic process.

C. Motion to adopt from Frank; seconded.

IX. **Meeting Schedule and Agenda Items**

A. The next scheduled meeting off the Charter Review Commission is April 5, 2021 at 6:00 p.m. via virtual meeting.

X. **Adjournment**