

2023 Annual Work Plan

Human Relations Commission

MEETING DATE	AGENDA ITEM/ISSUE
July 2023	<ul style="list-style-type: none"> • Selection of Chair and Vice-Chair • Brown Act Review • Review of Code of Ethics and Conduct for Elected and Appointed Officials • Review of HRC Purpose and Work Plan
August 2023	<ul style="list-style-type: none"> • Review Study Issue Process and Timelines • Review results of Sunnyvale Unity series and determine next steps • Become familiar with the City demographics (Census data, City reports) • Discuss commemoration of Heritage Months/Affinity Celebrations/Awareness Campaigns and Identity Recognition Days and comprehensive calendar
September 2023	<ul style="list-style-type: none"> • Training by GARE, EAI Manager • Determine areas of study/focus: community engagement/dialogue, awareness/learning, immigration/welcoming city, mental health, etc. • Presentation by the SEED Team • Discuss with LRS and SEED Team potential events and celebrations based on agreed upon Heritage Months/Affinity Celebrations/Awareness Campaigns and Identity Recognition Days
October 2023	<ul style="list-style-type: none"> • Discuss outreach to community partners • Plan series of Difficult Conversations/Civility Round Tables around a documentary, book, or series of short articles about race/ethnicity/citizenship status/ability/socioeconomics
November 2023	<ul style="list-style-type: none"> • Presentation and discussion with Sunnyvale Community Services (community partner presentation) • Final month to Propose Study Issues • Planning for Intergroup Dialogue Training: application, selection • Host first of 6 Difficult Conversations/Civility Roundtables (every 2 months)
December 2023	<ul style="list-style-type: none"> • Recommend 2024 Work Plan • Presentation and discussion with community partner (TBD)

Additional items yet to be scheduled:

- Study Issues may be proposed at any meeting throughout the year
- Study Issues presentation dates will be added following approval by Council
- Guaranteed Income Pilot [study issue]
- Protection of Amah Mutsun sacred grounds at Juristac from proposed quarry

Potential areas of study or needs assessment*Community Engagement:*

- Develop relations with the Muwékma-Ohlone Tribe
 - Work with Tribe on a Land Acknowledgement to be used during City events
 - Educational component of Land Acknowledgment and the Land Back Movement
 - Organize event at Muwékma Park
- Participate in community events:
 - Planning and celebration of Sunnyvale Cultural Festival
- Commit to doing personal community outreach
- Plan a Sunnyvale Unity speaker or training series

Learning/Self-Awareness:

- Topics
 - Sunnyvale Demographics 101
 - Anti-Black Hate
 - Anti-Asian Hate
 - Anti-Indigenous Hate
 - Anti-immigrant Hate
 - Anti-Hispanic/Latina/o/x/e Hate
 - Anti-Semitism Hate
 - Classism
 - Colorism
 - LGBTQ+ discrimination
 - White Supremacy

Resources:

- Readings: books, magazines, journal articles, news articles
- Podcasts
- Movies, TV programs, documentaries

Potential Training

- External org: ING, Seed Collaborative, Santa Clara County HRC, GARE
- Internal:
 - Intergroup Dialogue (IGD)
 - Civility Round Table
 - Difficult Conversations
 - Bystander Training

- Interethnic Panel
- Racial/Gender Microaggressions Training

Immigration: Study session to determine number of recent arrivals based on use of City Services

Potential Partners: City Commissions, Friends of the Library, non-profits in Sunnyvale or County-wide, local school districts, local public agencies

Heritage Months/Affinity Celebrations/Awareness Campaign Calendar

- National Human trafficking Prevention Month (January)
- Lunar New Year (January/February)
- Black History Month (February)
- Women's History Month (March)
- Arab-American Heritage Month - Sexual Assault Prevention and Awareness Month (April)
- National Asian American and Pacific Islander Heritage Month (May)
- LGBTQ+ Pride Month (June)
- LGBTQ+ Pride Night on Murphy Ave. (June)
- Silicon Valley Pride (August)
- Disability Pride Month (July)
- National Hispanic/Latinx/e/o/a Heritage Month (September)
- National Disability Employment Awareness Month – LGBTQ+ History Month (October)
- Native American/Indigenous Peoples Day (November)
- End of the Year Celebrations: Hanukkah, Kwanza, Mawlid el-Nabi, Christmas (December)

Identity Recognition Days

- 01/04/23 World Braille Day
- 01/06/23 Feast of the Epiphany
- 01/07/23 Coptic Orthodox Christmas
- 01/14/23 Orthodox New Year
- 01/15/23 World Religion Day
- 01/16/23 Martin Luther King Jr
- 01/22/23 Lunar New Year
- 01/27/23 International Holocaust Remembrance Day
- 02/01/23 National Freedom Day
- 02/15/23 Parinirvana/Nirvana Day
- 02/17/23 National Caregivers Day
- 02/22/23 Ash Wednesday
- 03/03/23 Int. Sex Workers' Rights Day
- 03/06/23 Magha Puja Day

- 03/06-07/23 Purim and Holi
- 03/08/23 International Women's Day
- 03/08-10/23 Hola Mohalla
- 03/15/23 National Equal Pay Day
- 03/21/23 International Day for the Elimination of Racial Discrimination
- 03/22/23 Ramadan begins
- 03/25/23 International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
- 03/31/23 Trans Visibility Day
- 04/02/23 World Autism Awareness Day
- 04/05-13/23 Passover
- 04/06/23 International Asexuality Day
- 04/06/23 Maundy Thursday
- 04/07/23 Good Friday
- 04/09/23 Easter
- 04/14/23 National Day of Silence
- 04/18/23 Laylat al-Qadr
- 04/21/23 Eid al-Fitr & Last Day of Ramadan
- 04/22/23 Earth Day
- 05/01/23 Int. Workers' Day
- 05/03/23 Asian American and Pacific Islander Women's Equal Pay Day
- 05/17/23 International Day Against Homophobia, Transphobia, and Biphobia
- 05/21/23 World Day of Cultural Diversity for Dialogue and Development
- 05/22/23 Harvey Milk Day
- 05/24/23 Pansexual Visibility Day
- 5/25-27/23 Buddha's Birthday
- 05/29/23 Memorial Day
- 06/02/23 Int. Sex Worker's Day and Native American Citizenship Day
- 06/05/23 World Environment Day
- 06/11/23 Race Unity Day
- 06/12/23 Loving Day
- 06/19/23 Juneteenth
- 06/21/23 National Indigenous Day in Canada
- 06/26-07/01/23 The Hajj
- 06/28-29/23 Eid al-Adha
- 07/04/23 USA Independence Day
- 07/11/23 World Population Day
- 07/14/23 International Non-Binary People's Day
- 07/18/23 Nelson Mandela International Day

- 07/26/23 National Disability Independence Day
- 07/30/23 International Day of Friendship
- 08/09/23 International Day of the World's Indigenous People
- 00/26/23 Women's Equality Day
- 09/04/23 Labor Day
- 09/08/23 Mother's Equal Pay Day
- 09/15-17/23 Rosh Hashanah
- 09/16-23/23 Bisexual Awareness Week
- 09/18/23 International Equal Pay Day
- 09/19/23 Mexican Independence Day
- 09/21/23 International Day of Peace & Black Women's Equal Pay Day
- 09/23/23 Bisexual Visibility Day
- 09/24-25/23 Yom Kippur
- 09/26/23 Mawlid el-Nabi
- 10/09/23 Indigenous People's Day
- 10/10/23 World Mental Health Day
- 10/11/23 National Coming Out Day
- 10/18/23 International Pronouns Day
- 10/26/23 Intersex Awareness Day
- 10/31/23 Halloween
- 11/01/23 Día de Los Muertos
- 11/08/23 Intersex Day of Remembrance
- 11/12/23 Diwali
- 11/16/23 International Day of Tolerance
- 11/19/23 International Men's Day
- 11/20/23 Transgender Day of Remembrance
- 11/23/23 Thanksgiving
- 11/24/23 Native American Heritage Day
- 11/30/23 Native American Women's Equal Pay Day
- 12/01/23 World AIDS Day
- 12/03/23 International Day of Persons with Disabilities
- 12/07-15/23 Hanukkah
- 12/08/23 Latina's Equal Pay Day
- 12/10/23 International Human Rights Day
- 12/24/23 Christmas Eve
- 12/25/23 Christmas Day
- 12/26/23-01/01/24 Kwanzaa