

DATE: July 17, 2025

TO: Human Relations Committee

FROM: Laurel James, Principal Management Analyst

VIA: Audrey Seymour Ramberg, Assistant City Manager

SUBJECT: Fiscal Year 2025-26 Work Plan

RECOMMENDATION

Review the recommended Fiscal Year 2025-26 Human Relations Committee Work Plan and forward to the City Council for approval (Attachment 1).

BACKGROUND

City Council Policy A-23 Work Item Referral Process for Council Advisory Bodies and Councilmember Committees requires all Council Advisory Bodies to develop and submit to the Council for approval an annual work plan. At its June 5, 2025, meeting, the Human Relations Committee reviewed the status of Fiscal Year (FY) 2024-25 work plan projects and proposed and discussed potential items for inclusion in its FY 2025-26 work plan.

During the discussion, each HRC committee member had the opportunity to put forth up to two potential work plan projects. Committee members were then able to ask clarifying questions about the projects. The HRC asked staff to prepare an analysis of the potential projects taking into consideration the capacity needed to successfully complete each project; the role of the HRC as defined by City Council Resolution No. 18989 establishing a Human Relations Committee; and the Council's Strategic Priorities and to develop a recommended FY 2025-26 work plan.

DISCUSSION

The HRC identified the following seven potential work plan items listed below:

- *Know Your Rights Workshop:* Work with community partners to host a "know your rights" workshop or workshops covering legal rights of tenants, seniors, workers, and immigrants.

- *LGBTQ+ Listening Forum:* Convene a listening forum for Mountain View's LGBTQ+ community following up on the November 2024 collaboration with the Santa Clara County Office of LGBTQ Affairs.
- *Immigrant Experience Project:* Organize a civility roundtable or develop a blog post or podcast focused on the immigrant experience in Mountain View highlighting a diversity of generations and waves of immigration from different countries.
- *Community Survey:* Develop and administer a citywide survey to better understand community member experiences in Mountain View in the context of their length of residency and involvement in the community to inform strategies to be a more welcoming community.
- *Loneliness Epidemic Event:* Host an event featuring an expert to speak on the epidemic of loneliness followed by a round table discussion and identifying strategies to reduce loneliness.
- *Childcare Equity/Accessibility Gap:* Hold a listening session or receive a presentation from a community-based organization on gaps in childcare equity, affordability, and accessibility.
- *Housing Affordability/Stability Event:* In partnership with community service providers, hold a listening session or receive an informational report on the lived experiences of Mountain View residents related to housing affordability and its impact on community stability to inform the City and HRC on access to services, housing justice and equity, and the importance of advocacy.

As discussed during the June 5, 2025, meeting, due to capacity constraints throughout the organization and the Council's interest in having a manageable number of work plan items, advisory bodies are being asked to limit their proposed FY 2025-26 Work Plan items. At the meeting, staff recommended undertaking no more than one or two projects in addition to the HRC's ongoing projects and carryforward projects from the FY 2024-25 Work Plan.

Additionally, the Committee requested that staff recommend reducing the number of ongoing work plan items to remove generalized activities and reflect current practice.

ANALYSIS

The staff analysis of the potential work plan projects is included in Attachment 2. The analysis resulted in three categories of work plan items: Recommended for Consideration, Recommended for Consideration with Conditions, and Not Recommended by Staff. The list of projects in each category and a summary of the rationale for each recommendation is provided below.

Recommended (1 project)

- *Know Your Rights Workshops*

This event aligns with the HRC's purpose and, if organized following the completion of an existing work plan project, is within staff and Committee capacity. During the June 5th meeting, the Committee discussed holding workshops on immigrant, tenant, worker, and senior rights. In the FY 2024-25 midyear budget, the Council approved \$100,000 for the Community for All grant program, which provides funding to community-based organizations serving immigrant and mixed-status families in Mountain View, among other populations, including organizations that immigrants' rights services and education. Additionally, the City's Rental Housing Division provides tenants' rights services and education. For that reason, staff does not recommend holding Know Your Rights workshops specifically for those audiences.

Staff recommend exploring potential partnerships for hosting Know Your Rights workshops for other groups, which could include seniors or workers. Establishing partnerships with experts experienced in facilitating Know Your Rights workshops would have a low-to-moderate impact on staff and Committee capacity.

Recommended with Amendments (1 project)

- *LGBTQ+ Listening Forum*

In November 2024, the HRC hosted an LGBTQ+ Listening Forum in collaboration with the Santa Clara County Office of LGBTQ+ Affairs. Rather than replicate this event, which was not widely attended, staff recommends that the HRC participate in the 2026 Mountain View Pride celebration by tabling to connect with community members, share information about the HRC, and learn more about issues impacting the LGBTQ+ community that may inform future projects and events. If successful, this project could become an ongoing work plan project in future years.

Not Recommended by Staff (5 projects)

- *Immigrant Experience Project*

This project requires collaboration with multiple as-yet unidentified individual participants for an event or a multimedia project that will require enlisting either photography, graphic design, and/or audio editing expertise, which will take moderate to significant staff and Committee capacity to engage. Based on the current project workload and additional capacity required to execute this project, staff does not recommend it for inclusion in the FY 2025-26 HRC Work Plan.

- *Community Survey*

This item is not recommended due to capacity concerns and similarity to an existing FY 2024-25 Work Plan project. Conducting an effective citywide survey requires significant resources, either financial (if working with a consultant) or in staff time. Current staff does not have expertise in developing and administering surveys on a citywide level. Additionally, the Civic Participation project that will be carried forward to the FY 2025-26 Work Plan covers similar topics as those proposed for the survey.

- *Loneliness Epidemic Event*

The topic for this event is not specifically aligned with the HRC's statutory scope or City services and is not recommended for the FY 2025-26 Work Plan.

- *Childcare Equity/Accessibility Gap Listening Session or Informational Report*

The topic for this project is not specifically aligned with the HRC's statutory scope and focuses on a policy issue that the Council has not referred to the HRC. This project is not recommended for the FY 2025-26 Work Plan.

- *Housing Affordability/Community Instability Event*

Staff does not recommend this item for the FY 25-26 HRC Work Plan. The HRC has hosted events very similar to this project in the past, including the recent A Place Called Home event showcasing experiences of housing instability in FY 2023-24.

Recommended Changes to Ongoing Projects

Additionally, the ongoing projects recommended for removal are:

- *Distribute HRC Fiscal Year 2024-25 activity funding*

For at least the past ten years, HRC activity funding has been used to support activities in the approved work plan rather than being distributed.

- *Attend events put on by the Santa Clara County HRC, CAHRO, and other HRCs*

While Committee members are encouraged to participate in and remain connected to regional Human Relations Commissions and Committees, these bodies do not regularly host events. Staff recommends removing this work plan item as attendance at sporadic regional events does not generally need to be included in the Council-approved work plan.

- *Join a neighborhood association contact list to receive updates on neighborhood happenings*

- *Commit to doing personal community outreach*

Committee members are encouraged to maintain and grow their community networks. The two items above are recommended for removal as they are general and do not require specific action each year.

- *Act as a resource for human relations-related needs for any City department and community efforts as needed*

This work plan item is defined in the Committee's establishing resolution. Staff recommends removal due to redundancy.

In addition, staff recommends adding the following ongoing project:

- *Receive the Mountain View Police Department (MVPD) Annual Report*

Following the dissolution of the Public Safety Advisory Board, staff recommends that the Human Relations Committee resume receiving the MVPD Annual Report.

Finally, the HRC has been invited to attend a meeting of the Youth Advisory Committee to discuss the HRC's role and get feedback on projects. This has been noted on the FY 2025-26 Work Plan under item B: Respond to City Council referrals and/or inquiries from other City Advisory Bodies regarding topics of mutual interest.

Committee members may propose changes to the recommended work plan projects for consideration by the HRC during the July 17, 2025, meeting. If there are no proposed changes, the HRC may vote to submit the staff recommendation to the City Council.

NEXT STEPS

The items selected by the HRC for the recommended FY 2025-26 Work Plan will be submitted to the City Council for approval in September 2025.

- Attachments:
1. Recommended Fiscal Year 2025-26 Human Relations Committee Work Plan
 2. Potential FY 2025-26 HRC Work Plan Projects Analysis