

**DATE:** June 4, 2026

**TO:** Human Relations Committee

**FROM:** Laurel James, Principal Management Analyst

**VIA:** Audrey Seymour Ramberg, Assistant City Manager

**SUBJECT:** Fiscal Year 2026-27 Work Plan

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**RECOMMENDATION**

Review the recommended Fiscal Year 2026-27 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 May 7, 2026, meeting, the Human Relations Committee reviewed the status of Fiscal Year 2025-26 work plan projects and proposed and discussed potential items for inclusion in its FY 2026-27 (FY 26-27) 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 staff and committee member 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 2026-27 work plan.

**DISCUSSION**

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

- *Outreach and Events Capacity Building:* Create a calendar of community events for committee members to attend to share the HRC's work and learn about community issues and interests. Develop a toolkit for outreach (including items for tabling).

- *Civil Discourse Workshop*: Hold an event to create pathways for community members to have connecting conversations.
- *Celebrate Women*: Host an event to celebrate women’s contributions in Mountain View, both current and historic.
- *Community Lived Experience Survey*: Develop and administer a citywide community survey to gain insight on the lived experience and quality of life in Mountain View.
- *Child and Parent Care – New Parent/Family Roundtable*: Gather families/new parents to discuss child care access and its impact on civic participation, particularly for low-income families.
- *Child and Parent Care – Child Care Resources Package*: Prepare and distribute a box/basket of childcare materials (diapers, etc.) and resources.
- *Community Stability and Affordability*: Create a project about community stability as it relates to affordability and a sense of belonging.
- *Partnership with Schools*: Partner with schools in Mountain View.

As discussed during the May 7, 2026, meeting, due to capacity constraints across the City and the Council’s interest in keeping the number of work plan items manageable, advisory bodies are being asked to limit their proposed FY 26-27 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 carry-forward projects from the FY 26-27 Work Plan. Staff also recommended considering launching one of the new projects only after completing at least one active work plan project.

## **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 are provided below.

### **Recommended for Consideration** (2 projects)

- *Outreach and Events Capacity Building*  
This event directly aligns with the HRC’s purpose and is within staff and Committee capacity.

- *Civil Discourse Workshop*

In March, the City partnered with UNITE and The Dignity Index to provide a workshop to management staff. UNITE is a movement formed to find ways to help ease divisions in the United States. The Dignity Index is a tool developed to evaluate how we speak to each other when we disagree. The workshop highlights how communicating with contempt sharpens our divisions and provides actionable steps for individuals to contribute to solving the problem of community division.

Based on the success of this training and the proven advantages of working with established experts and speakers to organize events, staff recommends working with UNITE/The Dignity Index to host this workshop. This event aligns with the HRC's purpose and is within staff and Committee capacity. If the committee would like to include this project on its FY 26-27 Work Plan, staff recommends that it be contingent upon the completion or removal of an existing work plan project.

**Recommended for Consideration with Amendments** (1 project)

- *Celebrate Women*

The project idea put forth in the May 7, 2026, HRC meeting was to host an event to celebrate women's contributions in Mountain View, both current and historic. Staff does not recommend this specific project scope due to the high staff and committee member capacity required to conduct successful research projects. However, should the majority of the Committee strongly prefer to begin planning an event focused on women in the FY 26-27, staff recommends identifying an expert partner to assist with planning and facilitating the event.

If the committee would like to include this project on its FY 26-27 Work Plan, staff recommends that it be contingent upon the completion or removal of an existing work plan project.

**Not Recommended for Consideration** (5 projects)

- *Child and Parent Care Projects (New Parent/Family Roundtable and Child Care Resources Package)*

The topic for these projects is not specifically aligned with the HRC's scope and focuses on a policy issue that the Council has not referred to the HRC. These projects are not recommended for the FY 26-27 Work Plan.

Additionally, free child and baby resources are currently available to Mountain View families from multiple sources, including the Pacific Clinics Family Resource Centers, two of which are located in Mountain View; the City's partnership with the County to provide Mountain View

residents with free books to children from birth to age five through Dolly Parton's Imagination Library; and a recently announced state program to provide free diapers for newborns.

- *Community Lived Experience Survey*

This item is not recommended for the FY 26-27 Work Plan due to capacity concerns. 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 City periodically conducts statistically significant community surveys to support active projects and is exploring implementing a regular community feedback survey as part of its performance management practice.

- *Community Stability and Affordability*

Staff does not recommend this item for the FY 26-27 Work Plan. The project does not have a well-defined scope or deliverables. Additionally, the HRC has hosted events like this project in the past, including the recent A Place Called Home event showcasing experiences of housing instability in Fiscal Year 2023-24.

- *Partnerships with Schools*

Staff does not recommend this item for the FY 26-27 Work Plan as it has an undefined scope and deliverables and is not specifically aligned with the HRC's scope. The City has longstanding partnerships with local schools for many initiatives and projects throughout the City including, but not limited to the Council-adopted Citywide School Strategy policy, the Safe Route to Schools program, Mountain View Public Library Bookmobile visits, and library card drives.

Committee members may propose changes to the recommended work plan projects for consideration by the HRC during the June 4, 2026, 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 26-27 Work Plan will be submitted to the City Council for approval in September 2026.

- Attachments:
1. Recommended Fiscal Year 2026-27 Human Relations Committee Work Plan
  2. Potential FY 2026-27 HRC Work Plan Projects Analysis