



# CITY of BRISBANE

## Inclusion, Diversity, Equity & Accountability Committee Meeting Agenda

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Wednesday, August 20, 2025 at 6:00 PM • Hybrid Meeting 25A Park Place, Brisbane, CA 94005

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The public may observe/participate in IDEA Committee meetings using remote public comment options or attending in person. The IDEA Committee may take action on any item listed in the agenda.

### TO ADDRESS THE COMMITTEE

#### IN PERSON

Location: 25A Park Place, Brisbane, CA 94005, Annex Conference Room

Committee Member Zoltowski will be teleconferencing from 37181 Old Stage Road, Gualala, CA

#### REMOTE PARTICIPATION

Members of the public may observe/participate in the IDEA Committee Meeting by logging into the Zoom Webinar listed below. Archived videos can be replayed on the City's website, <http://brisbaneca.org/meetings>. Please be advised that if there are technological difficulties, the meeting will nevertheless continue.

The agenda materials may be viewed online at [www.brisbaneca.org](http://www.brisbaneca.org) at least 24 hours prior to a Special Meeting, and at least 72 hours prior to a Regular Meeting.

#### Remote Public Comments:

Meeting participants are encouraged to submit public comments in writing in advance of the meeting to

**Email:** [ipadilla@brisbaneca.org](mailto:ipadilla@brisbaneca.org) or **Address:** Brisbane Annex (Attention: Ingrid Padilla), 25A Park Place, Brisbane, CA 94005

#### Join Zoom Meeting:

[brisbaneca.org/idea-zoom](http://brisbaneca.org/idea-zoom)

Meeting ID: 816 0979 9931

Call In Number: 1 (669) 900 9128

#### SPECIAL ASSISTANCE

If you need special assistance to participate in this meeting, please contact the City Clerk at (415) 508-2113. Notification in advance of the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting.

#### COMMITTEE MEMBERS:

Quita Highsmith, Alex Horton (Chair), Masha Kohn, Maria Marc, Anna Dennis, and Carol Zoltowski

## **6:00 P.M. CALL TO ORDER**

### **ROLL CALL**

- A. Consider any request of a Committee Member to attend the meeting remotely under the “Emergency Circumstances” of AB 2449

### **APPROVAL OF AGENDA**

### **PUBLIC COMMENT**

- B. Correspondence from the Indigenous Justice Coalition on behalf of the Muwekma Ohlone Tribe
- C. Correspondence regarding an Invitation to Participate in 2025 September Suicide Prevention Month

### **APPROVAL OF MINUTES**

- D. Approve IDEA Committee Meeting Minutes of July 16, 2025

### **OLD BUSINESS**

- E. IDEA Work Plan
  - i. Mission Statement
  - ii. Work Plan
  - iii. Discussion at City Council Meeting of September 4, 2025 at 6:30 pm

### **NEW BUSINESS**

- F. Notable Dates in September and October
  - I. Latine Heritage Month
  - II. Day in the Park, Saturday, October 4, 2025 from 9am-3pm

### **ANNOUNCEMENTS**

- F. Staff Announcements
- G. Member Announcements

### **ADJOURNMENT**

From: Brisbane, CA <[noreply@civicplus.com](mailto:noreply@civicplus.com)>

Date: Tue, Jul 15, 2025 at 11:00 AM

Subject: Request to Agendize Resolution Supporting Muwekma Ohlone Tribe

To: <[cliffrentz@brisbaneca.org](mailto:cliffrentz@brisbaneca.org)>

Name: Imraan Mohammed

Email: [imraan04md@gmail.com](mailto:imraan04md@gmail.com)

Message: Dear Councilmember Lentz, My name is Imraan, and I'm reaching out on behalf of the Muwekma Ohlone Tribe and our student delegation. We respectfully request that your City Council consider placing the attached resolution in support of federal recognition for the Muwekma Ohlone Tribe on an upcoming meeting agenda. The Muwekma Tribe is Indigenous to this region and remains unjustly excluded from federal recognition despite conclusive legal, genealogical, and scientific evidence. A formal discussion and potential vote by your council would be a meaningful step toward correcting this longstanding injustice. Our delegation is planning to attend and speak at an upcoming meeting regardless, but having this item formally on the agenda would allow for a fuller and more constructive conversation. Please let us know the appropriate process or timeline for submitting the item for agenda consideration. The draft resolution is attached for your review. Thank you for your time and leadership. Respectfully, Imraan Mohammed Legislative Affairs Member, Indigenous Justice Coalition On behalf of the Muwekma Ohlone Tribe Draft Resolution:

<https://docs.google.com/document/d/1XlRf0gSv1qwafa24SHUYsaAmE5KVwoDhGqFVoVPTaDQ/edit?usp=sharing>

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Date 7/15/2025  
DRAFT RESOLUTION  
Brisbane

RESOLUTION NO. \_\_\_\_\_

**RESOLUTION ON THE UNITED STATES CONGRESS, THE WHITE HOUSE, THE DEPARTMENT OF THE INTERIOR AND THE BUREAU OF INDIAN AFFAIRS TO ACKNOWLEDGE THE MUWEKMA OHLONE TRIBE OF THE SAN FRANCISCO BAY AREA'S FEDERAL RECOGNITION.**

**WHEREAS**, the Muwekma Ohlone people, is the only Bureau of Indian Affairs' documented and historic Ohlone Tribe from the San Francisco Bay Area, who have maintained their distinct culture, social and political identity for the past 230 years despite genocide and political erasure; and,

**WHEREAS**, the Muwekma Ohlone have a presence in the San Francisco Bay Area since time immemorial; and,

**WHEREAS**, the direct ancestors of the Muwekma Ohlone Tribe were missionized into the three Bay Area Missions: Santa Clara, San Jose, and San Francisco during the expansion of the Spanish Empire into Alta California from 1769 to secularization in 1836; and

**WHEREAS**, the United States Government maintained a “trust” relationship with the Muwekma Ohlone Tribe, historically identified by agents and superintendents from the Bureau of Indian Affairs as the Verona Band, from 1906-1927; and,

**WHEREAS**, the Muwekma Ohlone Tribe has never been legally or illegally terminated by an act of Congress, but were bureaucratically politically removed from the list of landless tribes and bands identified and eligible for land/homesites purchase via the Congressional Appropriation Acts of 1906, 1908, and later years, without any due process in 1927 despite its “trust” relationship and its previous status as a federally recognized tribe; and

**WHEREAS**, the Muwekma Ohlone Tribe enrolled (1928-32, 1948-57, and 1968-71) with and was approved by the Bureau of Indian Affairs, Secretary of Interior, and Federal Courts under the 1928 California Jurisdictional Act and later Acts, and have consistently organized themselves under the 1934 Indian Reorganization Act, and also attended Indian Boarding Schools in the 1930s and 40s, still must obtain reaffirmation by the Secretary of the Interior or U. S. Congress; and

**WHEREAS**, there are over 614 BIA documented enrolled members of the Verona Band/Muwekma Ohlone Tribe in the San Francisco Bay Area; and

**WHEREAS**, the Muwekma men and women have served overseas with honor in all branches of the United States Armed Forces in all major campaigns in WWI, WWII, Korea, Vietnam, Desert Storm, Iraq, and are still serving today; and

**WHEREAS**, justice and equal treatment under the law demands that the Department of the Interior and the federal government officially recognize the historical, social, military and political history of the Muwekma Ohlone Tribe through its efforts to regain federal recognition;

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY THAT:**

1. The United States Congress and the Department of the Interior and the Bureau of Indian Affairs acknowledge the Muwekma Ohlone Tribe of the San Francisco Bay Area as a federally recognized, sovereign tribe as defined in 25 C.F.R. 1.2 (the Secretary retains the power to waive or make exceptions to his regulations as found in chapter I of title 25 CFR in all cases where permitted by law and the Secretary finds that such waiver or exception is in the best interest of the Indians).
2. City manager draft and execute a letter transmitting this resolution to Bay Area congressional delegation, the Secretary of the Department of the Interior, with instructions that all actions be taken to support and ensure the immediate recognition of Muwekma Ohlone Tribe’s federal status, and include them with the federal registry of recognized tribes under the Bureau of Indian Affairs.

ADOPTED this day of July 15, 2025, by the following vote:

AYES:

NOES:

ABSENT:

DISQUALIFIED:

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ATTEST:

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From: Sylvia Tang <[stang@smcgov.org](mailto:stang@smcgov.org)>  
Sent: Wednesday, August 6, 2025 8:44 AM  
To: Sylvia Tang <[stang@smcgov.org](mailto:stang@smcgov.org)>  
Cc: Taylor Coutts <[taylor.coutts@star-vista.org](mailto:taylor.coutts@star-vista.org)>; Walter Ng <[walter.ng@star-vista.org](mailto:walter.ng@star-vista.org)>;  
Grace Higgs <[grace.higgs@star-vista.org](mailto:grace.higgs@star-vista.org)>  
Subject: Invitation to Participate in 2025 September Suicide Prevention Month

Dear City/Town Mayors, City Clerks, and City Staff,

Hope this message finds each of you well!

In case we haven't connected before, my name is Sylvia Tang (She/Her) and I work for the [San Mateo County Behavioral Health & Recovery Services Office of Diversity and Equity \(SMC BHRS ODE\)](#). I'm copying fellow San Mateo County Suicide Prevention Committee Co-Chair Taylor Coutts and Suicide Prevention Month Co-Chairs Walter Ng and Grace Higgs.

I have had the honor of collaborating with Mayor Eddie Flores (South San Francisco), Mayor Sara McDowell (San Carlos) and City Council Member Mary Bier (Pacifica) through the San Mateo County Mayors Mental Health Initiative. They have kindly shared your contact information with me so I may invite your City/Town to participate in our 2025 September Suicide Prevention Month (SPM) activities.

The 2025 September SPM theme is "Support Your Way." This year, the SMC BHRS ODE and the Suicide Prevention Committee have the following requests:

1. Proclamation: Your City's/Town's support in issuing proclamations in August or September for September SPM. We will work on sending templates to the city staff or clerk soon. Thank you to city staff and clerk who have been so proactive and reaching out. We will respond soon and appreciate your patience with us.
2. Community Partners Accepting Proclamations: You may have a resident or another community partner in mind to accept the proclamation (if not, Grace Higgs will work with our San Mateo County Behavioral Health Commissioners and/or Suicide Prevention Committee to accept it); and
3. City Lights: Your City's/Town's support in lighting up City Hall and/or City building(s) in purple/teal to represent the national colors for suicide prevention. We plan to have yard signs explaining why the City building is lit in purple/teal and directing community members to more information and resources on our website.

4. Community Trainings: One of the best ways to implement your commitment to suicide prevention is through community trainings. These trainings are free to the community and funded by County of San Mateo or partners. These trainings generally ask cities to support with space and outreach. The below evidence-based programs strengthen our communities by promoting early intervention, reducing stigma, and encouraging connection and resilience.

- a. Evidence-Based Training Options

- i. **Be Sensitive Be Brave (BSBB)**: 2 hour virtual or in-person training that empowers teens and adults to act as compassionate helpers by recognizing signs of suicidal distress and mental health challenges. The training provides practical tools to offer support, understand common mental health conditions, and promote strategies for mental wellness and prevention.

- ii. **Mental Health First Aid (MHFA)**: 8 hour virtual or in-person training that equips community members with the skills to recognize signs of emotional distress in youth or adults, provide initial support, and connect individuals with appropriate resources and professional help.

- iii. **Applied Suicide Intervention Skills Training (ASIST)**: 2-day interactive in-person workshop in suicide first aid. ASIST teaches participants to recognize when someone may be at risk of suicide and work with them to create a plan that will support their immediate safety. Although ASIST is widely used by healthcare providers, participants don't need any formal training to attend the workshop—ASIST can be learned and used by anyone.

- iv. **Reconozca Las Señales (RLS)**: 2.5-hour, Spanish-language session designed to reduce the stigma surrounding mental health, raise awareness, and promote suicide prevention. The workshop provides participants with practical tools and resources to recognize the warning signs of suicide and connect individuals to the help they need.

- v. **Crisis Center**: 1-3 hour suicide prevention presentations, suicide assessment clinical trainings, as well as post-crisis interventions, for local school districts, non-profit organizations, government agencies, and community-based organizations.

- b. More Information: For additional details like minimum age requirement, training duration, available languages and point of contact you can visit <https://www.smchealth.org/community-education>. If you need help deciding which

training is right for your community, please feel free to reach out to Sylvia Tang ([stang@smcgov.org](mailto:stang@smcgov.org) or 650-208-5799).

To help promote city proclamations and events in San Mateo County, we are planning to post your City's/Town's information to our 2025 September Suicide Prevention Month website (will share link and promotional flyers soon!).

NEXT STEP: If your City/Town is interested in one or more of the above activities, please feel to contact me: Sylvia Tang (She/Her) 650-208-5799 (Work Mobile) and [stang@smcgov.org](mailto:stang@smcgov.org) (Email).

Thank you for your consideration in supporting September Suicide Prevention Month activities!

Sylvia

Sylvia Tang, MPP

Pronouns\*: She/Her/Ella/她

Community Health Planner

Co-Chair, [Suicide Prevention Committee](#)

Member, [Chinese Health Initiative](#)

Behavioral Health & Recovery Services – Office of Diversity and Equity

310 Harbor Boulevard, Building E, Belmont, CA 94002

San Mateo County Health

(650) 208-5799 Mobile

(650) 578-7165 Office

(650) 591-1383 Fax

[stang@smcgov.org](mailto:stang@smcgov.org)



**BRISBANE COMMITTEE**

**ACTION MINUTES**

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**BRISBANE INCLUSION, DIVERSITY, EQUITY AND ACCOUNTABILITY**

**COMMITTEE MEETING**

**Wednesday, July 17, 2025**

*Hybrid Meeting 50 PARK PLACE, BRISBANE, CA 94005*

**COMMITTEE MEMBERS:**

Anna Dennis, Quita Highsmith, Masha Kohn, Maria Marc, Carol Zoltowski (Vice Chair) and Alex Horton (Chair)

**6:00 P.M. CALL TO ORDER**

Chair Horton called the meeting to order at 6:04 P.M.

**ROLL CALL**

**A. Consider any request of a Committee Member to attend the meeting remotely under the "Emergency Circumstances" of AB 2449**

Committee Members Present: Committee Member Highsmith, Marc, Zoltowski and Chair Horton

Committee Members Absent: Committee Member Kohn and Dennis

**APPROVAL OF AGENDA**

Committee Member Highsmith made a motion, seconded by Committee Member Zoltowski, to approve the agenda as it stands. The motion was carried unanimously by all present.

Ayes: Committee Member Highsmith, Marc, Zoltowski and Chair Horton

Noes: None

Absent: Committee Member Kohn and Dennis

Abstain: None

**PUBLIC COMMENT**

**B. Correspondence from the San Mateo County Democratic Central Committee**

Committee members received the correspondence from the San Mateo County Democratic Central Committee regarding their resolution urging action against illegal detentions, racial profiling, and ICE abuses targeting immigrant communities.

Committee Member Zoltowski commented that it's important to have available the immigrant rights' information handouts from San Mateo County in more languages.

## **APPROVAL OF MINUTES**

### **C. Approve IDEA Committee Meeting Minutes of June 18, 2025**

Committee Member Zoltowski made a motion, seconded by Committee Member Marc, to approve the minutes of IDEA Committee Meeting of June 18, 2025. The motion was carried unanimously by all present.

Ayes: Committee Member Highsmith, Marc, Zoltowski and Chair Horton

Noes: None

Absent: Committee Member Kohn and Dennis

Abstain: None

## **OLD BUSINESS**

### **D. IDEA Work Plan**

- i. Mission Statement**
- ii. Work Plan**

Committee members directed staff to change the Mission Statement poster's design to be easier to read. Committee members directed staff to have the following deliverables to the work plan:

1. New "Senior Corner" in the STAR
2. Newsletter feature highlighting the Committee, tabling at farmers' market & Day in the Park
3. Short-Film Festival Event during United Against Hate Week
4. Diversity Grant Program Guidelines
5. Martin Luther King (MLK) Jr. Day of Service Project or discussion of MLK's principles
6. Community Roundtable or dialogue circle in the Park during Mental Health Month in May

## **ANNOUNCEMENTS**

### **E. Staff Announcements**

### **F. Member Announcements**

After staff announcements, Committee Member Zoltowski announced she will teleconference into the next IDEA Committee Meeting in August.

## **ADJOURNMENT**

The meeting was adjourned at 7:11 P.M.

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Ingrid Padilla, City Clerk



## IDEA COMMITTEE STAFF REPORT

**Meeting Date:** August 20, 2025

**From:** Caroline Cheung, Assistant to the City Manager

**Subject:** IDEA Committee's Draft 2025-26 Workplan

### Recommendation

IDEA Committee Members review the group's updated draft workplan for FY 25-26.

### Background

At their meeting of July 16, 2025, the Committee provided feedback on a graphical representation of the Committee's adopted Vision, Mission Statement, and set of Principles to help guide their work (see Attachment 1 for the final poster). The Committee at their July meeting also went through a draft workplan for the fiscal year (July 1, 2025 – June 30, 2026), which is anticipated to be presented to the City Council for their review and feedback at their next regular meeting of September 4, 2025. See Attachment 2 for the Committee's updated draft workplan.

### Discussion

The IDEA Committee's workplan is representative of its newly created Vision, Mission, and Principles, and takes into account the City Council's adopted Priorities for FY 25-26 (safeguarding fiscal health, caring for community spaces, and fostering community partnerships/volunteerism).

### Attachments:

1. IDEA Committee's Values-Mission-Principles Poster
2. IDEA Draft FY2025-26 Workplan

*Caroline Cheung*  
\_\_\_\_\_  
Caroline Cheung, IDEA Committee staff liaison

# IDEA Committee

## Vision:

A Brisbane where every individual belongs  
& diverse voices shape a thriving,  
connected & inclusive  
community.

## Mission:

We strive to develop & support a  
community where everyone feels  
welcome, valued & empowered  
to participate fully in  
community life.

## Principles:

**Inclusion:** Everyone belongs.

**Dignity:** Everyone has worth.

**Empathy:** Understanding starts with listening.

**Awareness:** Our actions matter.



## IDEA Committee’s Draft Workplan FY 2025-2026

*Brisbane truly belongs to everyone.  
All voices. One Brisbane!*

#	Major Tasks	Products or Deliverables	Responsibility (Subcommittee, Partner Entities)	Deadline/Completion Date
1	Improve equity in access through articles in the STAR so those who may need assistance know of the resources available to them.	New “Senior Corner” in the STAR	Policy Subcommittee, staff	September
2	Use digital, print, and in-person channels to inform the community about the IDEA Committee	Newsletter feature highlighting the Committee, tabling at farmers’ market & Day in the Park	Entire Committee, staff	October
3	Plan and execute a community short-film festival event	Short-Film Festival Event during United Against Hate Week	Events Subcommittee, staff	October 25, 2025
4	Develop a diversity grant program for community members/organizations to apply for potential funding	Diversity Grant Program Guidelines	Policy Subcommittee, staff	January
5	Lead planning for a MLK Jr. Day of Service event and/or discussion at the Library in partnership with their staff around his principles	MLK Jr. Day of Service Project and/or discussion at the Library	Events subcommittee, staff	February
6	Plan or help coordinate an event or workshop for Mental Health Month	Community Roundtable or dialogue circle in the Park	Events subcommittee, staff	May

**Note:** IDEA Committee Members have also self-selected to be available to assist with policies, programs, and projects requiring an equity lens of the City’s other advisory bodies: Complete Streets Safety Committee, Open Space and Ecology Committee, Parks and Recreation Commission, Planning Commission, and the Public Art Advisory Committee.