



CITY *of* BRISBANE

Inclusion, Diversity, Equity & Accountability Committee Meeting Agenda

Wednesday, October 15, 2025 at 6:00 PM • Hybrid Meeting 25A Park Place, Brisbane, CA 94005

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

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 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 or **Address:** Brisbane Annex (Attention: Ingrid Padilla), 25A Park Place, Brisbane, CA 94005

Join Zoom Meeting:

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 (Vice Chair)

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

APPROVAL OF MINUTES

- B. Approve IDEA Committee Meeting Minutes of September 17, 2025

OLD BUSINESS

- C. IDEA Work Plan Update and Legal Counsel Memo
- D. Notable Dates
 - I. Day in the Park, Event Debrief
 - II. United Against Hate Short Film Festival, October 25, 2025 1:30pm-3pm

NEW BUSINESS

- E. Scheduling Policy Committee Meeting to Discuss Flag Display Policy

ANNOUNCEMENTS

- F. Staff Announcements
- G. Member Announcements

ADJOURNMENT



BRISBANE COMMITTEE

ACTION MINUTES

BRISBANE INCLUSION, DIVERSITY, EQUITY AND ACCOUNTABILITY

COMMITTEE MEETING

Wednesday, September 17, 2025

Hybrid Meeting 50 PARK PLACE, BRISBANE, CA 94005

CALL TO ORDER

Vice Chair Zoltowski called the meeting to order at 6:03 P.M.

ROLL CALL

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

We have no request under roll call item A.

Present: Anna Dennis, Masha Kohn, Maria Marc, Carol Zoltowski, and Alex Horton (Chair)

Absent: Quita Highsmith

APPROVAL OF AGENDA

Committee Member Marc made a motion, seconded by Committee Member Dennis, to approve the agenda as it stands.

Ayes: Committee Members Anna Dennis, Masha Kohn, Maria Marc, Carol Zoltowski, and Alex Horton (Chair)

Noes: None

Absent: Committee Member Highsmith

Abstain: None

PUBLIC COMMENT

No member of the public was present.

APPROVAL OF MINUTES

B. Approve IDEA Committee Meeting Minutes of August 20, 2025

Committee Member Zoltowski made a motion, seconded by Committee Member Kohn, to approve the agenda as it stands.

Ayes: Committee Members Anna Dennis, Masha Kohn, Maria Marc, Carol Zoltowski, and Alex Horton (Chair)

Noes: None

Absent: Committee Member Highsmith

Abstain: None

OLD BUSINESS

C. IDEA Work Plan Update

Assistant to the City Manager Cheung reported that the Council will discuss and the receive the IDEA Committee Workplan at their meeting on October 2, 2025. Chair Horton and Vice Chair Zoltowski provided a recap on the City Council liaison Subcommittee Meeting.

After committee questions, no public comment and committee discussion, Staff was directed to send the slide deck to the committee members in advance and divide the presentation between those who can attend the City Council Meeting. Committee members will also meet with legal counsel to discuss whether federal directives have an impact on IDEA's workplan.

Notable Dates

I. Latine Heritage Month Event Debrief

Assistant to the City Manager Cheung reported that 200 people attended the event and donated \$715. Rafael Meza from Melissa's Taqueria, donated the food and the live band. The event also had "postres" thanks to Victoria Vargas with her homemade cookies and tres leche cake. It was a very successful event.

II. Day in the Park, Saturday, October 4, 2025 from 9am-3pm

Assistant to the City Manager Cheung reported that sign ups were received for tabling at Day in the Park and the tabling will end at 2pm. Committee members directed staff to bring posters, flyers, candy and BETSY coupons to the tabling.

III. United Against Hate Short Film Festival

Assistant to the City Manager Cheung reported that the United Against Hate Short Film Festival will be held on October 25, 2025.

After committee questions, no public comment and committee discussion, Staff was directed to look into the Mission Blue as a possible venue. Committee Members and staff will also forward entries into the short film festival and will be voted on.

NEW BUSINESS

E. Flag Display Policy

Assistant City Manager Cheung reported that in 2023 the IDEA Committee reviewed and approved the Administrative Policy of Flag Display Procedures along with a Flag Display Schedule. After committee questions, no public comment and committee discussion, Committee Members directed staff to ask City Manager Dennis his thoughts on the administrative policy of Flag Display Procedures regarding the time component, administrative policy versus a council policy and whether a proclamation or a resolution would be a better option for notable dates and celebrations.

ANNOUNCEMENTS

F. Staff Announcements

Staff reminder committee members that the City will be recruiting for open seats and asked committee members to mark their calendars for the Volunteer Pathways 101 and for an appreciation event in October.

G. Member Announcements

No member announcements were provided.

ADJOURNMENT

The meeting was adjourned at 7:12 P.M.

Ingrid Padilla, City Clerk



City of Brisbane
50 Park Place
Brisbane, CA 94005-1310
(415) 508-2130

October 8, 2025

To: Jeremy Dennis, City Manager
Caroline Cheung, Assistant to the City Manager

From: Michael Roush, Legal Counsel

Subject: Impact of Federal Directives on the City's Receipt of Federal Funding and on the Continued Work and Programs of the Inclusion, Diversion, Equity and Accountability Committee

Background

On February 3, 2022, City Council adopted Resolution 2022-07 creating the Inclusion, Diversion, Equity and Accountability ("IDEA") Committee. The purpose of the Committee is not well defined in the Resolution but the agenda report that recommended the formation of the Committee provides that the primary responsibility of the Committee is to make recommendations to the Council "on the implementation of relevant community-focused programs, events, and policies that support and enhance inclusion, diversity and equity issues and accountability for those issues." That responsibility includes preparing community based and focused policy, event, and program recommendations and an annual workplan for the Council to review and approve. The Committee presented its most recent workplan to Council on October 3, 2025, and Council unanimously approved it.

On January 20, 2025, President Trump issued Executive Order 14151 requiring the termination of all activities relating to "diversity, equity, inclusion and accessibility" programs throughout the federal government. To that end, public agencies that have received and/or are applying for a variety of federal grants have been advised that in order to receive such grants, certain conditions are being imposed: prohibiting IDEA efforts; compelling agencies to assist in federal immigration efforts; requiring compliance with executive orders including those related to "gender ideology". Agencies that do not comply are being threatened with comprehensive audits, claw back of grant money, termination of grants, and loss of future federal funding. Not surprisingly, many public agencies are litigating whether such conditions may be imposed on these sources of funding.

Discussion

As to Brisbane, currently there appear to be only two federal grants for which the City has received funding: A Sustainable Transportation Planning Grant and a grant from HUD to provide funding for rehabilitation work for properties owned by low-income households. As to the former, it was awarded in 2024 and has a mix of State and federal funds. As to the latter, it too was awarded in

2024. To date, the City has not received any directive from either of the granting agencies requiring the same kind of compliance confirmation that other public agencies have received.

There are, however, two pending federal grants: one for the Glen Park Pump Station and a grant from FEMA under the Hazard Mitigation Grant Program to upgrade the City Hall's existing standby generator so that it may power all of City Hall, not just the Police Department side. Concerning the latter, the City was advised by its grant consultant to delete in the application any references to: social vulnerability, climate change, sea level rise, Justice 40, Community Disaster Resilience Zone, social justice, and words and phrases such as diversity, equity, and inclusionary. Randy advises that to the extent the application contained any of these, they were eliminated or replaced with more neutral sounding verbiage, e.g., "coastal flooding" rather than sea level rise. I would have to assume, however, that these and other federal grants will impose the same conditions that have been imposed in other jurisdictions. As to those conditions, it is not clear what is meant by prohibiting IDEA efforts or in what way a city is to assist in federal immigration enforcement.

You are aware that a number of jurisdictions have filed suit against the Trump administration challenging the imposition of these new conditions on federal grants. In at least one case, a federal district court judge has issued a preliminary injunction prohibiting the imposition of certain conditions on grounds that the funds were authorized by Congress and the new conditions are arbitrary, capricious, and vague. The administration will certainly seek review in the appellate courts and whether that injunction will hold up in light of the composition of the United States Supreme Court is, of course, questionable if not doubtful.

Inquiry From the IDEA Committee Chair and Vice Chair

Recently, the Chair and Vice Chair of the IDEA Committee inquired whether these Executive Orders affect the work of the Committee, either directly or indirectly. Caroline, Ingrid and I met with the Chair and Vice Chair. We informed them that at this time we were not aware that such Orders were prohibiting the Committee from carrying out its work and Council had not expressed (at least to us) any concerns about the Committee's continued work. At the conclusion of the discussion, I informed them that if such Orders or other directives from the federal government materially impacted the City's receipt of federal funds by reason of the implementation of the Committee's work plan or, in the extreme, the continued existence of the Committee, I would let them know.

For now, however, the City's receipt of federal funds does not appear to be in jeopardy related to the Committee or otherwise. Moreover, in light that Council just approved the Committee's work plan, Council remains in support of the Committee's work. That could, of course, change, depending on the strings that the federal government decides to impose on providing federal funding contingent on the City eliminating programs and policies in support of inclusion, diversity and equity. At that point, or for reasons tied to other strings, the City may want to consider joining the litigation challenging those requirements as a condition of receiving federal funding.

C Thomas McMorrow, City Attorney
Ingrid Padilla, City Clerk

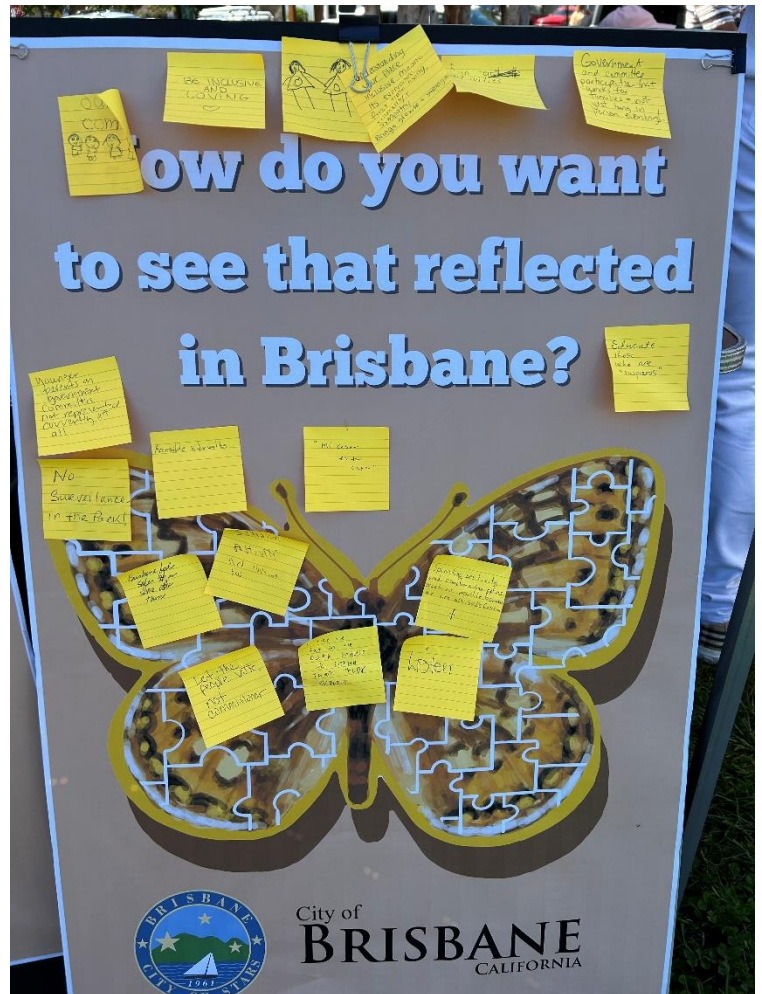
What does “Inclusion” mean to you?

- Diversity & equity for historically underrepresented communities!
- Guided hikes on mountain
- Everyone welcome!
- Family movie nights
- Including others even if they look different from you
- Community
- Inclusion to me means everyone is inclusive regardless of your background, ethnicity, beliefs, etc.
- Everyone is included
- Routine community interactions
- Diversity of ideas
- Inclusion means to include everyone regardless of their race, gender, and identity
- To let people play with you!
- Love, acceptance, and a full embrace of everyone and the many identities they comprise.
- All included, all celebrated, if not individual celebrations something like an international feast
- Family stargazing
- Letting others in a game
- Include all regardless
- To let everyone included
- Inclusion means no one is excluded: not by color, sex, religion, beliefs, economics, intelligence, etc.
- More fun
- Safe community
- Helping others
- More free/affordable activities for families (and affordable childcare so parents can participate)
- Understanding your place, inclusive means it's everyone's first time living, empathy + sympathy brings growth + strength



How do you want to see that reflected in Brisbane?

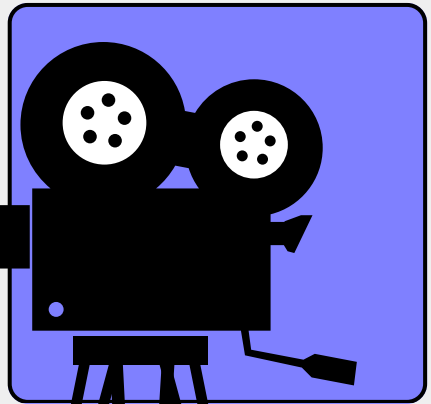
- Our community
- Listen
- Accessible sidewalks
- Government and committee participation that works for families – not just long in-person evenings!
- Younger parents on government committees, not represented currently at all
- No surveillance in the park!
- Let the people vote not commissioner
- “Mi casa es tu casa”
- Fun activities
- Educate those that are “suspicious”
- Brisbane feels safer than other towns
- Spreading positivity and loving God
- Spreading positivity and complimenting people as much as possible because we are all God’s Creation
- I like the Day in the Park because it’s different than other events
- Be inclusive and loving



PRESENTED BY THE CITY'S IDEA COMMITTEE:

SHORT-FILM FESTIVAL

OCTOBER 25
1:30 PM - 3 PM



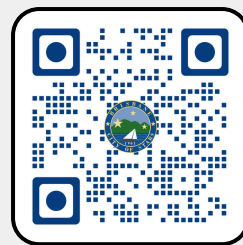
AT BRISBANE CITY HALL

50 PARK PLACE, BRISBANE, CA, 94005

ON THE LAST DAY OF UNITED
AGAINST HATE WEEK 2025



FREE ENTRY FOR PUBLIC



FOR MORE INFORMATION:
415-508-2157