



City of Long Beach
Working Together to Serve



MEMORADUM

R-41

Date: December 6, 2022

To: Honorable Mayor and Members of the City Council

From: Councilwoman Stacy Mungo Flanigan, Fifth District

Subject: Equity and Human Relations Commission Report

RECOMMENDATION:

Request the City Manager work with staff to ensure an item is agendized on the next available Equity of Human Relations Commission meeting to discuss recent Commissioner conduct and report back to the City Council within 60 days with the outcome of the discussion.

DISCUSSION:

On November 11, 2022, the Mayor and City Council learned of a complaint regarding the conduct of a Commissioner on the Equity and Human Relations Commission.

The complaint indicated that the Commissioner in question threatened a member of the public in a forum on Facebook.

The purpose of the Equity and Human Relations Commission is to provide a forum to achieve better human relations and promote goodwill among individuals, groups and institutions in order to maintain civic pride and tranquility and enhance and improve mutual understanding and respect all citizens of the community. One of their functions is to recommend to the city council measures, including legislation, which will serve to improve positive human relations and the elimination of discriminatory practices. The recent Commissioner behavior is at odds with these objectives.

The Long Beach Municipal Code § 2.07.020 requires Ethics Training for all commission and advisory members. Pursuant to the Long Beach Municipal Code 2.07.010, elected officials shall pledge in writing to follow certain principles while acting in their official capacity. A written code of ethics pledge is required, and a copy of the signed pledge must be submitted to the Office of the City Clerk.

The recently adopted Code of Conduct and Ethics Statement for elected officials, employees, volunteers, and members of boards, commissions, and committees requires the following:

- As a representative of the City
 - I will be accurate, courteous, civil, and honest in all my written and oral interactions with others.

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- I will not permit personal interests to impair my judgment or action.
- I will treat others with dignity.
- I will listen, be approachable, open-minded, ask questions, and participate when engaged.
- I will treat all colleagues, the public, stakeholders, and anyone transacting business with the City with respect.
- I will convey the City's care for, and commitment to, its communities.
- Will avoid even the appearance of impropriety and seek ethical guidance and immediately report a perceived Code of Conduct violation, conflict of interest, fraud, waste or misuse of City resources, and inappropriate behavior to the appropriate authority for investigation.

The spirit of the conduct associated with a member of the Equity and Human Relations Commission conflicts with the above-mentioned Code of Conduct and similar language in the Ethics Guide, which was signed by each commissioner upon commencement of their appointment. The membership of the Equity and Human Relations Commission has several options to address Commissioners that may have violated their Code of Conduct and Ethics agreement, including:

- Censuring the conduct
- Requesting the Commissioner resign
- Request that the actions are referred to the City Council for review and possible Commissioner removal

I ask that the matter be agendaized and discussed at the next Equity and Human Relations Commission meeting and a recommendation and/or report of the discussion be brought back to the City Council at the next available opportunity.

FISCAL IMPACT

No Financial Management review was able to be conducted due to the urgency and time sensitivity of this item.