

Human Relations Commission Application

Submitted on	17 March 2024, 2:30pm
Receipt number	37
Related form version	10

Personal Information

Name	Cara Silver
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Cell Phone Number	
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Home Phone Number	
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Email Address	
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Are you a Palo Alto resident?	Yes
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Address	
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City	
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Postal Code	
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Do you have any relatives or members of your household who are employed by the City of Palo Alto, who are currently serving on the City Council, or who are Commissioners or Board Members?	No
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Are you available and committed to complete the term applied for?	Yes
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Fair Political Practices California state law requires board/commission members to file a disclosure of financial interests (Fair Political Practices Commission , Conflict of Interest Form 700).	No
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Do you/your spouse have an investment in, or do you or your spouse serve as an officer or director of, a company doing business in Palo Alto which you believe is likely to:

1. Engage in business with the City;
2. Provide products or services for City projects; or
3. Be affected by decisions of this Board or Commission?

Excluding your principal residence, do you or your spouse own real property in Palo Alto?	No
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How did you learn about the vacancy on the Human Relations Commission?	Email from the City
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Consent to Publish Personal Information on the City of Palo Alto Website

Read the code, and check only ONE option below:

I give permission for the City of Palo Alto to post to the City's website the attached Board and Commission Application intact. I have read and understand my rights under Government Code Section 6254.21. I may revoke this permission at any time by providing written notice to the Palo Alto City Clerk.

Personal and Job Experience

Occupation

Attorney

Please list your relevant education, training, experience, certificates of training, licenses, and professional registration. If describing work experience, please include company/employer name and occupation.

UCLA - BA in English
Loyola Law School - JD
City of Santa Monica - Deputy City Attorney
City of Palo Alto - Senior Assistant City Attorney
City of Menlo Park - Interim City Attorney
Town of Portola Valley - Town Attorney
Jorgenson, Siegel, McClure & Flegel - Partner (recently retired)

Please describe your involvement in community activities, volunteer and civic organizations, including dates and any offices held.

2006- 2019 - Active member of Palo Alto PTA; participated in variety of fundraising, academic enrichment and social activities
2010 - Volunteer Math Tutor at Ohlone Elementary School
2016 - Organized Career Week for Paly High School
2020-2023 -- Organized block parties and emergency preparedness for local block
2016 - Presentation on charter cities to Palo Alto League of Women Voters
2019-2023 - Served on Cal Cities Brown Act Committee
2022 - Presented training on SB 9 to local realtor group
2023 - Volunteer for Immigration Justice Campaign

Application Questions

1. Why are you interested in serving on the Human Relations Commission and what experience would you bring to the position?

I've always believed that local government is best equipped to protect individual freedoms and make necessary change. The HRC is well positioned to assess and vet emerging policy issues for the Council. My experience living and raising a family in Palo Alto and my professional experience as a public sector lawyer will contribute to the Commission. My desire and willingness to eliminate barriers, promote all kinds of equity and to expand access to Palo Alto's great resources align well with the Commission's goals.

2. Please describe an issue that recently came before the Commission that is of particular interest to you and describe why you are interested in it.

Archived video meetings are available from the [Midpen Media Center](#).

The hearing on the rental registry and tenant protections particularly interested me. Approximately half of Palo Alto's housing stock is rental and one of the best naturally occurring affordable housing options. While the Housing Element policies may displace some of this affordable housing stock, it is important to have policies in place that will ensure the existing tenants will be able to remain in our community.

3. If you are appointed, what specific goals would you like to see the Human Relations Commission achieve, and how would you help in the process?

I support all of the issues the HRC is currently working on. I am particularly interested in teen mental health issues; finding ways to keep our adult kids and seniors in the community (i.e. housing options) and activating Midtown as a major community center. Listening sessions and passing information through local networks is a good way to tackle these issues. Also these issues are related and it's important to recognize the synergies.

4. Human Relations Commission Members work with the documents listed below. If you have experience with any of these documents, please describe that experience. Experience with these documents is not required for selection.

[Human Services Needs Assessment \(2020\)](#)
[Muni Code 9.72 I Mandatory Response Program](#)
[Community Services Element of the Comprehensive Plan \(2017\)](#)

- 1. The Human Services Needs Assessment is conducted every 3 years to assess the needs of Palo Alto's service providers to ensure that Palo Alto's HSRAP funding aligns with the current needs of the community.
- 2. Muni. Code 9.72 establishes a landlord/tenant mediation program which allows either tenant or landlord to submit disputes to non-binding mediation. This program is funded in part by HSRAP grants. Recently, this Muni Code section was also amended to require a landlord registry.
- 3. The Community Services Element is a voluntary element of the Comprehensive Plan. Historically, Palo Alto has given great priority to its community services and facilities. This Element surveys existing facilities and programs and sets goals for maintaining and enhancing them through 2030.

If you'd like to provide any additional documents, please upload below.

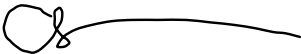
Please confirm that you have read the Boards and Commissions Handbook.

View the [Boards and Commissions Handbook](#).

Yes

Signature

Name of signatory: Cara Silver



[Link to signature](#)

Date Completed

3/17/2024

Human Relations Commission Application

Submitted on	16 March 2024, 3:26pm
Receipt number	34
Related form version	10

Personal Information

Name	Donald Barr
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Cell Phone Number	
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Home Phone Number	
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Email Address	
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Are you a Palo Alto resident?	Yes
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Address	
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City	
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Postal Code	
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Do you have any relatives or members of your household who are employed by the City of Palo Alto, who are currently serving on the City Council, or who are Commissioners or Board Members?	No
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Are you available and committed to complete the term applied for?	Yes
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Fair Political Practices California state law requires board/commission members to file a disclosure of financial interests (Fair Political Practices Commission , Conflict of Interest Form 700).	No
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Do you/your spouse have an investment in, or do you or your spouse serve as an officer or director of, a company doing business in Palo Alto which you believe is likely to:

1. Engage in business with the City;
2. Provide products or services for City projects; or
3. Be affected by decisions of this Board or Commission?

Excluding your principal residence, do you or your spouse own real property in Palo Alto?	No
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How did you learn about the vacancy on the Human Relations Commission?	Email from the City Palo Alto Weekly
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Consent to Publish Personal Information on the City of Palo Alto Website

Read the code, and check only ONE option below:

I give permission for the City of Palo Alto to post to the City's website the attached Board and Commission Application intact. I have read and understand my rights under Government Code Section 6254.21. I may revoke this permission at any time by providing written notice to the Palo Alto City Clerk.

Personal and Job Experience

Occupation

Professor Emeritus of Pediatrics, and of Education - Stanford University

Please list your relevant education, training, experience, certificates of training, licenses, and professional registration. If describing work experience, please include company/employer name and occupation.

I have had a successful professional career as a practicing physician and as a Professor at Stanford. My work as a physician included helping to found the Peninsula Healthcare Connection, a Federally Qualified Health Center based at the Opportunity Center that provides medical care and psychiatric care to homeless and low-income residents of the Palo Alto area. I also have a PhD in Sociology from Stanford, with a focus on health care access and health status of low-income and other disadvantaged population groups. For 28 years I taught classes to undergraduate students at Stanford about the structure of the US health care system and about the sources of health inequality among different population groups.

Please describe your involvement in community activities, volunteer and civic organizations, including dates and any offices held.

In 1999 I founded the Community Working Group (CWG), a 501c3 non-profit organization focused on addressing the needs of the homeless population and of low-income individuals and families. Under my leadership and with financial support from the City of Palo Alto and the County of Santa Clara, the CWG developed the Opportunity Center, which provides permanent supportive housing and other supportive services to the homeless. We also collaborated with Eden Housing to develop the low-income family housing at 801 Alma in Palo Alto. Since retiring from Stanford in 2022 I have continued to serve on the Board of Directors of the Peninsula Healthcare Connection. I also serve on the Board of Directors of the Avenidas senior center in Palo Alto. In 2023 I helped to found the Mid-Peninsula Senior Housing Alliance, 501c3 organization that works to develop new housing for low-income seniors in the mid-peninsula area. I also currently serve on the Santa Clara County Health Advisory Commission.

Application Questions

1. Why are you interested in serving on the Human Relations Commission and what experience would you bring to the position?

As I described in the previous section of this application, I have been involved in developing housing and providing health care for disadvantaged populations in our community. My extensive leadership work on multiple non-profit organizations provide me with a background that I believe would facilitate my work as a HRC Commissioner. As a Commissioner, I would continue my commitment to providing supportive services to members of our community. I would also work with other members of the Palo Alto City government to find ways to work collaboratively on these issues. As a former Professor of Pediatrics at Stanford, I would also work as a Commissioner to understand the needs of disadvantaged children in our community and to work collaboratively to address those needs.

2. Please describe an issue that recently came before the Commission that is of particular interest to you and describe why you are interested in it.

Archived video meetings are available from the [Midpen Media Center](#).

I have support for and a strong personal interest in two areas that have been Goals of previous year work plans of the HRC: Housing and Homelessness; and ways to improve implementation of current City renter protections. Recent data

have demonstrated that renters on Palo Alto and other local communities are experiencing substantial personal and economic strain due to rising costs of housing. Similarly, the unhoused population of our community need housing resources such as the new Homekey Palo Alto transitional housing facility being developed on San Antonio Road near the Palo Alto Baylands. Both of these issues are linked and deserve ongoing attention by the HRC.

3. If you are appointed, what specific goals would you like to see the Human Relations Commission achieve, and how would you help in the process?

I would encourage the HRC to continue its focus on housing and services for unhoused members of our community. I would also encourage the HRC to focus its efforts on the needs of low-income and racial/ethnic minority members of our community, in order to support inclusion as members of our community.

4. Human Relations Commission Members work with the documents listed below. If you have experience with any of these documents, please describe that experience. Experience with these documents is not required for selection.

[Human Services Needs Assessment \(2020\)](#)

[Muni Code 9.72 I Mandatory Response Program](#)

[Community Services Element of the Comprehensive Plan \(2017\)](#)

I am not personally familiar with these documents.

If you'd like to provide any additional documents, please upload below.

[Barr Publication.pdf](#)

Please confirm that you have read the Boards and Commissions Handbook.

View the [Boards and Commissions Handbook](#).

Yes

Signature

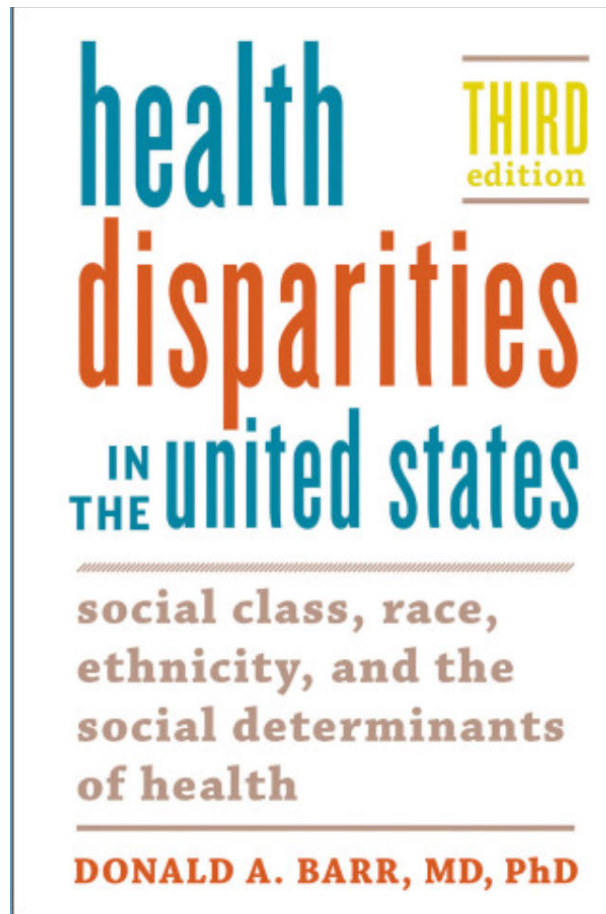
Name of signatory: Donald A Barr



[Link to signature](#)

Date Completed

03/16/2024



Health Disparities in the United States
Social Class, Race, Ethnicity, and the Social Determinants of Health
Donald A. Barr, MD, PhD
Johns Hopkins University Press, third edition
Publication Date August 20, 2019

Human Relations Commission Application

Submitted on	17 March 2024, 11:47am
Receipt number	36
Related form version	10

Personal Information

Name	Marc Schoenen
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Cell Phone Number	
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Home Phone Number	
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Email Address	
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Are you a Palo Alto resident?	Yes
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Address	
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City	
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Postal Code	
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Do you have any relatives or members of your household who are employed by the City of Palo Alto, who are currently serving on the City Council, or who are Commissioners or Board Members?	No
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Are you available and committed to complete the term applied for?	Yes
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Fair Political Practices California state law requires board/commission members to file a disclosure of financial interests (Fair Political Practices Commission , Conflict of Interest Form 700).	No
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Do you/your spouse have an investment in, or do you or your spouse serve as an officer or director of, a company doing business in Palo Alto which you believe is likely to:

1. Engage in business with the City;
2. Provide products or services for City projects; or
3. Be affected by decisions of this Board or Commission?

Excluding your principal residence, do you or your spouse own real property in Palo Alto?	No
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How did you learn about the vacancy on the Human Relations Commission?	Email from the City
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Consent to Publish Personal Information on the City of Palo Alto Website

Read the code, and check only ONE option below:

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Personal and Job Experience

Occupation

Human Resources Director - Compensation

Please list your relevant education, training, experience, certificates of training, licenses, and professional registration. If describing work experience, please include company/employer name and occupation.

Master's of Business Administration - Harvard
Bachelor of Arts, Dual Major: Economics and Business Administration, Franklin & Marshall College
People's Playbook Podcast - Guest Interviewee - Subject "Setting Boundaries"
Carta - Interviewed as a contributor / rewards leader on the topic of location-based pay for remote workers in the post-Covid pandemic workplace environment
Member and Contributor - World at Work
Member - Conference Board - Compensation Council
Member - Conference Board - Executive Compensation Council
Member - HR Policy Association
(Work Experience) Former Director, Global Compensation - Google
(Work Experience) Former Sr. Director, Global Compensation - Uber
(Work Experience) Former Vice President, Total Rewards - Impossible Foods
(Work Experience) Current - Director, Compensation, General Motors

Please describe your involvement in community activities, volunteer and civic organizations, including dates and any offices held.

Patron/Contributor/Performer - Western Ballet
Patron/Contributor - Palo Alto Children's Theatre
Patron/Contributor - Palo Alto Players
Patron/Contributor - iSing
Patron/Contributor - Palo Alto City Library
Coach - Palo Alto Little League (2011-2013)
Lector/Eucharistic Minister - St. Thomas Aquinas Church
Mentor - Harvard Business School - to multiple current students
Former Volunteer - GlassDoor - Homeless Shelter when we lived in London (2015-2019)
Contributor - Palo Alto Partners in Education
Patron/Contributor/Volunteer - Greenmeadow Swim Association
Patron/Contributor/Volunteer - Diabetes Youth Families (2019-present)
Patron/Contributor - JDRF (Juvenile Diabetes Research Foundation) - Northern California Chapter (2019-present)
Contributor/Volunteer - NorCal Crew
Contributor - Gunn Foundation (spouse is on Gunn Foundation board)

Application Questions

1. Why are you interested in serving on the Human Relations Commission and what experience would you bring to the position?

We first moved here in 2011. As parents and community members, we have seen greatness across our community: The creation of Magical Bridge playground, the re-opening of the Mitchell Park Library with Ada's Cafe; there is so reason for optimism. Concurrently, there are challenges in advocating for vulnerable populations. The COVID-19 pandemic upset all of society with disproportionate impact on vulnerable populations. National issues, like George Floyd, were brought home with local marches, and local issues highlight struggles with mental health, particularly in teen populations (e.g. ongoing tragedy with death by suicide). We are involved in local theater, sporting groups, and frequent

the many small businesses that help our ecosystem thrive. In my day job, I have worked in Human Resources for nearly 15 years across industries and believe my experience serves me well to understand the types of challenges that exist in promoting fairness, inclusion and equitably across all populations.

2. Please describe an issue that recently came before the Commission that is of particular interest to you and describe why you are interested in it.

Archived video meetings are available from the [Midpen Media Center](#).

January's HRC had a listening session for local Jewish experiences in the face of growing anti-Semitism. This topic really hits home for me. I am a frequent speaker at our church, and the importance of religious freedom is a fundamental human right. Particularly with the ongoing conflict between Israel and Palestine, it is ever more important to ensure that all religions feel safe to practice and not experience discrimination based upon their belief systems. To hear the experiences of Palo Alto residents evidences the need to promote inclusion and a community that is free from hateful rhetoric and actions. Especially given the rise of anti-Semitism and how it inculcates fear from members of our Jewish community. While many of the issues that HRC deals with are critically important, the current zeitgeist of a rise in anti-Semitism brings a significant concern in our community of a critically important issue with such cultural history and significance and implications on a global level.

3. If you are appointed, what specific goals would you like to see the Human Relations Commission achieve, and how would you help in the process?

Two areas I'm most passionate about are Teen Programs and Affordable Housing. On Teen Programs, I'd like to work with PAUSD (Don Austin et al) on revamping teen outreach initiatives, with specific, actionable plans to address the social and mental health needs of Palo Alto teens. While much has been done to adapt initiatives after the pandemic, it is clear additional thought needs to be put in place to ensure there are mechanisms for teens to combat loneliness, build community, and perhaps even avoid the harmful effects of certain types of social media engagement. On Affordable Housing, there are a plethora of interested parties on this topic: elders, new residents, first-time buyers. Across all of these constituent groups, Palo Alto can do better in achieving a thriving, sustainable community offering affordable housing while not alienating long-time residents. I would be committed to searching for solutions with this community so Palo Alto may continue to thrive for decades to come.

4. Human Relations Commission Members work with the documents listed below. If you have experience with any of these documents, please describe that experience. Experience with these documents is not required for selection.

[Human Services Needs Assessment \(2020\)](#)

[Muni Code 9.72 I Mandatory Response Program](#)

[Community Services Element of the Comprehensive Plan \(2017\)](#)

I do not have specific experience with these documents. I have been involved in some of the community outreach and listening sessions as it involved the expansion to the bicycle corridors as Palo Alto has extended its network to achieve a Gold-Level Bicycle Friendly Community designation.

If you'd like to provide any additional documents, please upload below.

Please confirm that you have read the Boards and Commissions Handbook.

View the [Boards and Commissions Handbook](#).

Yes

Signature

Name of signatory: Marc R Schoenen



[Link to signature](#)

Date Completed

03/17/2024

Human Relations Commission Application

Submitted on	15 March 2024, 2:50pm
Receipt number	31
Related form version	10

Personal Information

Name	Mark Weiss
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Cell Phone Number	
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Home Phone Number	
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Email Address	
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Are you a Palo Alto resident?	Yes
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Address	
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City	
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Postal Code	
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Do you have any relatives or members of your household who are employed by the City of Palo Alto, who are currently serving on the City Council, or who are Commissioners or Board Members?	No
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Are you available and committed to complete the term applied for?	Yes
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Fair Political Practices

California state law requires board/commission members to file a disclosure of financial interests ([Fair Political Practices Commission](#), [Conflict of Interest Form 700](#)).

Do you/your spouse have an investment in, or do you or your spouse serve as an officer or director of, a company doing business in Palo Alto which you believe is likely to:

1. Engage in business with the City;
2. Provide products or services for City projects; or
3. Be affected by decisions of this Board or Commission?

Excluding your principal residence, do you or your spouse own real property in Palo Alto?	Yes
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How did you learn about the vacancy on the Human Relations Commission?	Email from the City
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Consent to Publish Personal Information on the City of Palo Alto Website

Read the code, and check only ONE option below:

I give permission for the City of Palo Alto to post to the City's website the attached Board and Commission Application intact. I have read and understand my rights under Government Code Section 6254.21. I may revoke this permission at any time by providing written notice to the Palo Alto City Clerk.

Personal and Job Experience

Occupation

Arts administration

Please list your relevant education, training, experience, certificates of training, licenses, and professional registration. If describing work experience, please include company/employer name and occupation.

Gunn class of '82
Dartmouth class of '86

Please describe your involvement in community activities, volunteer and civic organizations, including dates and any offices held.

Earthwise Productions 1994-current
Assistant Coach Gunn JV basketball 2024
Neighbors Abroad Oaxaca delegate 1981

Application Questions

1. Why are you interested in serving on the Human Relations Commission and what experience would you bring to the position?

I am a single-issue candidate running to raise awareness of antisemitism in our community, especially since the October 7 2023, terrorist attack in Israel and the propaganda effort corresponding, or in its wake. I spoke at a public hearing at HRC recently on this topic.

2. Please describe an issue that recently came before the Commission that is of particular interest to you and describe why you are interested in it.

Ibid

Archived video meetings are available from the [Midpen Media Center](#).

3. If you are appointed, what specific goals would you like to see the Human Relations Commission achieve, and how would you help in the process?

I would say, beyond what I just mentioned, I would mostly listen for the first year and then try to put into action what I might learn in the last year of my term. I was a previous candidate for this board and garnered some but not enough support from leadership at the time.

4. Human Relations Commission Members work with the documents listed below. If you have experience with any of these documents, please describe that experience. Experience with these documents is not required for selection.

None

[Human Services Needs Assessment \(2020\)](#)

[Muni Code 9.72 I Mandatory Response Program](#)

[Community Services Element of the Comprehensive Plan \(2017\)](#)

If you'd like to provide any additional documents, please upload below.

Please confirm that you have read the Boards and Commissions Handbook.

Yes

View the [Boards and Commissions Handbook](#).

Signature

Name of signatory: Mark B Weiss



[Link to signature](#)

Date Completed

03/15/2024

Human Relations Commission Application

Submitted on	13 March 2024, 5:06pm
Receipt number	28
Related form version	10

Personal Information

Name	Mary Kate Stimmler
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Cell Phone Number	
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Home Phone Number	
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Email Address	
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Are you a Palo Alto resident?	Yes
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Address	
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City	
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Postal Code	
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Do you have any relatives or members of your household who are employed by the City of Palo Alto, who are currently serving on the City Council, or who are Commissioners or Board Members?	Yes
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Are you available and committed to complete the term applied for?	Yes
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Fair Political Practices California state law requires board/commission members to file a disclosure of financial interests (Fair Political Practices Commission , Conflict of Interest Form 700).	No
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Do you/your spouse have an investment in, or do you or your spouse serve as an officer or director of, a company doing business in Palo Alto which you believe is likely to:

1. Engage in business with the City;
2. Provide products or services for City projects; or
3. Be affected by decisions of this Board or Commission?

Excluding your principal residence, do you or your spouse own real property in Palo Alto?	No
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How did you learn about the vacancy on the Human Relations Commission?	Other: I am currently a commissioner.
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Consent to Publish Personal Information on the City of Palo Alto Website

Read the code, and check only ONE option below:

I request that the City of Palo Alto redact my home address, phone numbers, and email address from the attached Board and Commission Application prior to posting to the City's website.

Personal and Job Experience

Occupation

Lecturer, UC Berkeley

Please list your relevant education, training, experience, certificates of training, licenses, and professional registration. If describing work experience, please include company/employer name and occupation.

WORK EXPERIENCE:

Consultant/Lecturer
University of California, Berkeley, Berkeley, CA (Dec 2023-present)
--Design curriculum and teach courses on data ethics and AI for computational social science program.

Future of Work Program Manager
Google, Mountain View, CA (April 2022- Dec 2023)
--Provided strategic guidance related to workplace flexibility, return-to-office, hybrid work, and performance management.

People Analytics Sr. Manager
Google, Mountain View, CA (July 2011-April 2022)
--Defined and led a comprehensive employee lifecycle evaluation strategy, including development of statistical and AI tools for evaluating and reporting employee experience.

EDUCATION:
2013 University of California, Berkeley, Haas School of Business
PhD Business Administration, Management and Organizational Research

2003 London School of Economics
MSc Media and Gender, highest possible honors

2000 Columbia University, Barnard College
BA English, magna cum laude, departmental honors

Please describe your involvement in community activities, volunteer and civic organizations, including dates and any offices held.

May 2023-Present
City of Palo Alto
Human Relations Commissioner
Involvement has included:
*Represented the HRC at Black History Month events
*Analyzed Asian American Hawaiian Native Pacific Islander Survey results, promoting and hosting listening sessions, and creating a presentation
*Co-created recommendations on inclusion efforts to address fears within the Jewish, Muslim, Israeli, Palestinian, and Arab Communities
*Hosted a listening session focused on the needs of the elderly, including 6 local non-profits
*Represented HRC on selection of King Residency artist
*Representing HRC on meetings related to the needs of RV dwellers
*Made recommendations for three quarterly cycles of Emerging Needs grants
* Working with local environmental student organization to create report on the impact of climate change on local vulnerable communities.

August 2021-Present--Parent Volunteer, PTA Special Ed Rep, Duveneck

Aug 2016-Dec 2019, Palo Alto Menlo Park Parents Club (PAMP), Co-President

Application Questions

1. Why are you interested in serving on the Human Relations Commission and what experience would you bring to the position?

I am social scientist with over 10 years of professional experience and a PhD in Organizational Behavior and being an HRC commissioner has been a nearly perfect way to use my skills and experience to benefit my local community. For example, last year the City Council asked the Commission to understand the unique needs of Palo Alto residents with Asian American, Native Hawaiian, and/or Pacific Islander backgrounds. Although I wasn't initially assigned to the subcommittee for this project, I was invited to help the committee make sense of the survey results. Using skills I gained leading a team at Google at analyzed over 1 million survey results per year, I analyzed the responses and created a presentation. We then held a listening session and used the Palo Alto City Survey from 2023 (with demographic information) to better understand how AAHNPI residents' experiences are similar and different from others. We hope to share the results with Council during Asian Heritage Month in May.

2. Please describe an issue that recently came before the Commission that is of particular interest to you and describe why you are interested in it.

Archived video meetings are available from the [Midpen Media Center](#).

The last three HRC meetings have addressed the needs of our Jewish, Muslim, Arab, Palestinian, and Israeli communities. I have to admit that I was initially opposed to addressing the Israeli/Palestine conflict in the HRC because it seemed so far out of our jurisdiction. However, I was wrong not to see immediately the impact that the conflict is having on the local experiences of Palo Alto residents. During the two listening sessions we held, it became extremely clear that Palo Alto residents have felt unsafe and excluded from our community. For example, parents have told their children to hide their religious identities when in public for fear of harassment and, indeed, there were stories of children experiencing just that kind of hateful harassment and even assault. I know much of the energy during City Council public comments has focussed on the conflict abroad, but I hope we can hear the local experiences and find better ways to build unity here in our City.

3. If you are appointed, what specific goals would you like to see the Human Relations Commission achieve, and how would you help in the process?

I think the HRC's current priorities and work plan reflect many of Palo Alto's greatest needs, and we still need to make progress on many of them. Since Oct. 7th, we have chosen to pause many of the workstreams while we focused on the emerging needs of our Jewish, Muslim, Arab, Israeli, and Palestinian communities and addressed tremendous fear in those communities. If I were to add one additional focus for the HRC, it would be mental health, especially for young adults. While I appreciate the work being done in PAUSD (as a commissioner I reviewed the National Alliance on Mental Health grant for part of this work)—more can be done in the broader community. For example, we should ensure clear lines of support for parents of young adults (including those who have graduated HS) because parents are often the frontline of defense in this public health crisis.

4. Human Relations Commission Members work with the documents listed below. If you have experience with any of these documents, please describe that experience. Experience with these documents is not required for selection.

[Human Services Needs Assessment \(2020\)](#)

[Muni Code 9.72 I Mandatory Response Program](#)

[Community Services Element of the Comprehensive Plan \(2017\)](#)

I don't have direct experience working with any of these documents, outside of tangential mentions of them as part of my work as a commissioner (e.g. when reviewing funding requests).

If you'd like to provide any additional documents, please upload below.

Please confirm that you have read the Boards and Commissions Handbook.

View the [Boards and Commissions Handbook](#).

Yes

Signature

Name of signatory: Mary Kate Stimmler

A handwritten signature in black ink, appearing to be 'MK Stimmler', written over a horizontal line.

[Link to signature](#)

Date Completed

3/12/2024

Human Relations Commission Application

Submitted on	17 March 2024, 11:24am
Receipt number	35
Related form version	10

Personal Information

Name	Miles Goodman
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Cell Phone Number	
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Home Phone Number	
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Email Address	
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Are you a Palo Alto resident?	Yes
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Address	
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City	
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Postal Code	
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Do you have any relatives or members of your household who are employed by the City of Palo Alto, who are currently serving on the City Council, or who are Commissioners or Board Members?	No
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Are you available and committed to complete the term applied for?	Yes
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Fair Political Practices California state law requires board/commission members to file a disclosure of financial interests (Fair Political Practices Commission , Conflict of Interest Form 700).	No
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Do you/your spouse have an investment in, or do you or your spouse serve as an officer or director of, a company doing business in Palo Alto which you believe is likely to:

1. Engage in business with the City;
2. Provide products or services for City projects; or
3. Be affected by decisions of this Board or Commission?

Excluding your principal residence, do you or your spouse own real property in Palo Alto?	No
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How did you learn about the vacancy on the Human Relations Commission?	Daily Post City Website
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Consent to Publish Personal Information on the City of Palo Alto Website

Read the code, and check only ONE option below:

I give permission for the City of Palo Alto to post to the City's website the attached Board and Commission Application intact. I have read and understand my rights under Government Code Section 6254.21. I may revoke this permission at any time by providing written notice to the Palo Alto City Clerk.

Personal and Job Experience

Occupation	District Representative, State. Sen Josh Becker (CA-13)
Please list your relevant education, training, experience, certificates of training, licenses, and professional registration. If describing work experience, please include company/employer name and occupation.	<p>Education:</p> <p>B.A. Psychology, University of San Francisco co. 2022</p> <p>A.A. Psychology, Foothill College co. 2020</p> <p>A.A. Humanistic Studies, Foothill College (2024-)</p> <p>Employment:</p> <p>Casework Manager and Field Representative for Sen. Josh Becker, CA-13</p> <p>Team Lead Manager at Philz Coffee</p> <p>Prior Experience:</p> <p>Research & Development Director, Mental Health Action Project (2021-23)</p> <p>Social Contact Intervention Assistant, UCSF Memory & Aging Center (2022)</p> <p>Transfer Student Representative, ASUSF Undergraduate Senate (2021-22)</p> <p>Teen Wellness Committee Member, Children's Health Council (2017-18)</p>
Please describe your involvement in community activities, volunteer and civic organizations, including dates and any offices held.	<p>Chapter Lead - Peninsula for Everyone (2023-)</p> <p>Campaign Marketing Assistant - Nicole Chiu-Wang for Palo Alto School Board (2022)</p> <p>Voting Registration Volunteer - University of San Francisco USF Votes (2021-22)</p> <p>Panelist and Mental Health Advocate - Palo Alto Unified School District (2018-)</p>

Application Questions

1. Why are you interested in serving on the Human Relations Commission and what experience would you bring to the position?	<p>As a lifelong Palo Alto resident and a mental health advocate, I've come to understand that everything is a wellness issue. Education, social justice, funding the arts, even housing.</p> <p>My background is in social psychology; specifically, understanding the behavioral aspects of social justice advocacy and how bias interferes with our ability to understand each other. Through both my research experience and my current role as a Caseworker for a State Senator, I bring a perspective of constituent service that is rooted in holistic understanding of the self, and through my lived experiences, I bring the voice of a young person of color which is imperative to a commission whose policies impact the lives of those who share those facets.</p>
2. Please describe an issue that recently came before the Commission that is of particular interest to you and describe why you are interested in it.	<p>In my capacity with Senator Becker's office, I attended January's open forum on the rise of antisemitism in our community and was taken aback by hearing the stories of local leaders and students who have experienced discrimination and prejudice that were heightened by</p>

Archived video meetings are available from the [Midpen Media Center](#).

Hamas' attacks on October 7th. Understanding and combatting bias is personal to me, not just in terms of my own identity but in my background.

3. If you are appointed, what specific goals would you like to see the Human Relations Commission achieve, and how would you help in the process?

I'd like to see increased collaboration between commissions on topics that intersect one another, such as a partnership between HRC and the Arts Commission to develop strategies on using recreational art as a wellness promotion tactic. Growing up half-black and oftentimes being surrounded by peers that didn't look like me, music was my way of not just connecting with my black heritage, but it was a way to escape from the stressors that were always around me. The latter is a mindset that many share, and the prospect of using the arts to empower, uplift, and educate is something I've cared about deeply for my whole life - and something I'm excited to explore in my capacity as a commissioner.

4. Human Relations Commission Members work with the documents listed below. If you have experience with any of these documents, please describe that experience. Experience with these documents is not required for selection.

[Human Services Needs Assessment \(2020\)](#)

[Muni Code 9.72 I Mandatory Response Program](#)

[Community Services Element of the Comprehensive Plan \(2017\)](#)

I am a previous applicant for a seat on the commission and have reviewed all these documents thoroughly.

If you'd like to provide any additional documents, please upload below.

[resume2023.pdf](#)

Please confirm that you have read the Boards and Commissions Handbook.

View the [Boards and Commissions Handbook](#).

Yes

Signature

Name of signatory: Niklas Miles Goodman



[Link to signature](#)

Date Completed

3/17/2024

MILES GOODMAN

EDUCATION

University of San Francisco

Bachelor of Arts (B.A.) in Psychology

San Francisco, CA

GPA: 3.80

• Transfer Student with previous Associate's Degrees in Psychology & Social Science from Foothill College; Recipient of Mellon Foundation Scholarship and USF Transfer Academic Award. Involved in student mental health advocacy work, undergraduate student government, independent social psychology research, the McGrath Scholars program, and peer mentor partnerships for students within the College of Arts & Sciences. Graduated Magna Cum Laude.

EXPERIENCE

California State Senate - Sen. Josh Becker, CA-13

District Representative

West Menlo Park, CA

June 2023 - Present

• Serving as a Field Representative for State. Sen Josh Becker, representing California's 13th Senate District. Acting as a governmental affairs liaison to the cities of Menlo Park, Los Altos Hills, Stanford, and East Palo Alto and maintaining stable relationships with elected officials and commissions in San Mateo County; also assisting with constituent casework relating to unemployment, disability leave, and Department of Motor Vehicles complications. Currently acting as liaison to the district's Black and LGBTQ+ communities and providing aforementioned updates to the district office about issues pressing to those constituencies.

Philz Coffee

Team Lead Manager

San Francisco Bay Area, CA

August 2021 - Present

• Oversaw the re-opening of Philz's Salesforce Transbay Community & Mobile-only storefronts; responsible for preparation of hand-crafted coffee beverages while simultaneously providing in-the-moment coaching for baristas and trainees. Responsible for People Development initiatives, deescalation tactics in interpersonal conflicts, monitoring daily inventory (Google Slides, Excel) and cash handling. Transferred to Palo Alto Forest Avenue location in June 2022 due to residency change.

Mental Health Action Project - Public Health Nonprofit

Director of Research & Development

Remote

May 2021 - June 2023

• Responsible for overseeing team researching the implementation of Mental Health First Aid training as part of the onboarding student procedures at several California community colleges. Conducted policy analysis on several state-level legislative developments geared towards public health, led data-driven outreach efforts towards administrators and stakeholders, and led grant application process to secure funding for training.

UCSF Memory & Aging Center

MISCI Social Contact Intervention Assistant

San Francisco, CA

January 2022 - May 2022

• Assisted with UCSF MISCI (Multi-modal Intergenerational Social Contact Intervention) development and partnership with other San Francisco-based nonprofits. Participated in a triad consisting of two undergraduate students enrolled in Psychology Practicum at the University of San Francisco. Conducted independent research projects (PowerPoint, Canva) and assisted with multiple clerical tasks, including statistical data analysis (Qualtrics, R, Excel) and conducting follow-up telephone interviews with previous program participants.

ASUSF Undergraduate Senate

Transfer Student Representative

San Francisco, CA

January 2021 - December 2021

• Appointed as Senator-designate before running for a full term; defeated challenger by 12-point margin to serve the University of San Francisco's transfer and non-traditional student population. Acted as direct line of communication between transfer-oriented student groups and administrative figures; authored multiple resolutions relating to credit articulation agreements (AMTRAC Act) and improving culture of student leadership in its relation to Title IX; held positions in Senate's committees on Internal Affairs and Marketing and served as a non-voting student representative on the Board of Trustees' Subcommittee on Academic Affairs. Oversaw the implementation of a revamped university-wide Credit Evaluation System for prospective students and the administrative workgroup on Transfer Success and Belonging.

Human Relations Commission Application

Submitted on	16 March 2024, 2:26pm
Receipt number	29
Related form version	10

Personal Information

Name	Uzma Rashid Minhas
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Cell Phone Number	
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Home Phone Number	
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Email Address	
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Are you a Palo Alto resident?	Yes
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Address	
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City	
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Postal Code	
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Do you have any relatives or members of your household who are employed by the City of Palo Alto, who are currently serving on the City Council, or who are Commissioners or Board Members?	No
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Are you available and committed to complete the term applied for?	Yes
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Fair Political Practices California state law requires board/commission members to file a disclosure of financial interests (Fair Political Practices Commission , Conflict of Interest Form 700).	No
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Do you/your spouse have an investment in, or do you or your spouse serve as an officer or director of, a company doing business in Palo Alto which you believe is likely to:

1. Engage in business with the City;
2. Provide products or services for City projects; or
3. Be affected by decisions of this Board or Commission?

Excluding your principal residence, do you or your spouse own real property in Palo Alto?	Yes
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How did you learn about the vacancy on the Human Relations Commission?	Community Group
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Personal and Job Experience

Occupation

Policy Lead at Google

Please list your relevant education, training, experience, certificates of training, licenses, and professional registration. If describing work experience, please include company/employer name and occupation.

Bachelors degree from University of Texas at Austin
My career has centered around online policy adherence, program management, and operations. I'm adept at addressing ambiguities in policy and translating them to be readily understood by a diverse audience. Well respected for championing teamwork amongst different departments such as Sales, Operations, and Engineering. I currently work in the Android and Google Play policy space.

Google, Policy Lead, February 2022-present
Stripe, Risk Strategist Sep 2018-Aug 2021
Pinterest, Program Manager, 20116-2018
Google, Legal Specialist, 2008-1016

My LinkedIn: <https://www.linkedin.com/in/uzma-minhas-b779764/>

Please describe your involvement in community activities, volunteer and civic organizations, including dates and any offices held.

I was on the PAUSD Middle School History-Social Science Textbook Selection Advisory Committee for 2017-2018
I'm currently an active Junior League Palo Alto Mid Peninsula Member, and have been since October 2021. I am the current Junior League Community Committee Chair for Project STEAM which partners with the Redwood City Library.
I am the Global Policy Lead for Allyship and Education for the Muslims ERG (Employee Resource Group) at Google, which is a volunteer leadership position.

Application Questions

1. Why are you interested in serving on the Human Relations Commission and what experience would you bring to the position?

I'm most passionate about my work when it deeply impacts the people in my community. In my past experience on PAUSD's Middle School Social Studies Textbook Committee, I worked collaboratively to ensure we chose a textbook where every child feels represented and can easily engage with the material, particularly those with special needs. This experience enhanced my understanding of what equity means in the school academic setting.
Currently, as an active member of the Junior League of Palo Alto Mid Peninsula, I chair Project Steam, a partnership with the Redwood City Library aimed at providing educational opportunities for at-risk children. Additionally, my role as the Google Muslims ERG Global Lead for Allyship and Education allows me to cultivate an inclusive culture within Google, benefiting the well-being of all employees.
These experiences directly align with the Human Resources Commission's mission and have equipped me with leadership skills essential for the role.

2. Please describe an issue that recently came before the Commission that is of particular interest to you and describe why you are interested in it.

As a visibly Muslim woman, the past few months have been challenging, as our community has seen a rise in Islamophobia, anti-Palestinian racism, and anti-Arab racism. I knew this was an opportunity for

Archived video meetings are available from the [Midpen Media Center](#).

education and bridge building, so I reached out to HRC Chair Kaloma Smith for a meeting to discuss our community's concerns. He graciously gave us the opportunity for a listening session with the HRC. I led our community in preparing for this session, created the presentation with our requests for the HRC, and was one of the three main speakers. For me, this was the first step in continuing civic activism in Palo Alto. I learned that our local agencies, like HRC, are a resource for us, and when engaging with them respectfully and in good faith, beautiful synergies and relationships can be created. Now that the HRC has released recommendations from our listening sessions, I'm excited to be part of the HRC to see these implemented in a way where all our community feels safe and heard.

3. If you are appointed, what specific goals would you like to see the Human Relations Commission achieve, and how would you help in the process?

If appointed, I can bring a diverse viewpoint that currently lacks representation. With an intersectional identity, I'm Muslim, Pakistani, woman, and daughter of immigrants, I understand the importance of humanizing communities often misrepresented in our society. I aspire to be a voice for all individuals in Palo Alto who may feel invisible. I believe that respectful listening and learning, in line with the Palo Alto way, can bridge gaps and foster understanding across diverse backgrounds. Specifically, I am passionate about driving Allyship programs that extend support beyond my own identity. As someone who values being an ally to various marginalized groups, I am dedicated to advocating for the rights and well-being of all individuals in our community. I have experience in Allyship training through my work, and I'm excited for the opportunity to take my learnings and help to create a city wide initiative where we can all learn how to be allies to each other.

4. Human Relations Commission Members work with the documents listed below. If you have experience with any of these documents, please describe that experience. Experience with these documents is not required for selection.
[Human Services Needs Assessment \(2020\)](#)
[Muni Code 9.72 I Mandatory Response Program](#)
[Community Services Element of the Comprehensive Plan \(2017\)](#)

n/a

If you'd like to provide any additional documents, please upload below.

Please confirm that you have read the Boards and Commissions Handbook.
View the [Boards and Commissions Handbook](#).

Yes

Signature

Name of signatory: Uzma Minhas



[Link to signature](#)

Date Completed

03/16/2024