

# Culver City Democratic Club

## Active Democrat



[www.CulverCityDemocraticClub.com](http://www.CulverCityDemocraticClub.com)

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Post Office Box 4254 • Culver City, California 90231-4254

**General Meeting On Zoom — 7p.m., Wednesday, July 14, 2021**

**Program: 'Hot Planet Summer' Panel on Climate Crisis**

*President's Message by Jeff Schwartz*

## Unity and Division

In most of these columns I have pressed for party unity, emphasizing that this Club is a big tent. One of my goals as the President of this Club has been to make it a place where all Democrats feel welcomed and heard. This Club belongs to all 150+ of its members, and to any of the thousands of other Culver City Democrats who might join.

At the same time, our party represents the entire spectrum of legitimate policy talk, from socialists to neoliberals. In a more sane world these would be the two major parties, and the fascists and trolls would not have a seat at the table, but here we are. The Republican Party is committed to the principle that the government cannot improve people's lives, so they have no interest in making it work. Anyone who agrees with Ronald Reagan that "The nine most terrifying words in the English language are: I'm from the Government, and I'm here to help" will enter politics only to keep the government from helping.

Recent events have made me examine my commitment to unity. At the June 14 City Council meeting, Councilmember Eriksson referred to a committee applicant as "not part of either tribe." Everyone knew exactly what he meant. This Council has repeatedly split 3-2, with Mayor Fisch, Vice Mayor Lee, and Councilmember McMorris, the three members elected with this club's endorsement, who respectively work in civil service, community organizing, and education, in the majority, versus Councilmembers Eriksson and Vera, who are business owners and Chamber of Commerce members backed by the Culver City Police Officers Associ-

ation and the alt-right Protect Culver City Political Action Committee. Since Culver City does not have a Republican Club and all five Councilmembers are registered Democrats, our legitimate policy disagreements appear tribal rather than ideological, but a tribe is something one is born into, not a set of chosen beliefs.

At the special June 17 meeting the Council discussed a resolution acknowledging and apologizing for Culver City's history of white supremacy and committing the City to pursuing remedies including reparations. Several public commenters and Councilmembers Vera and Eriksson called this resolution "divisive" and asked that it be revised to earn their approval, so it could be passed unanimously, "uniting" the community. They saw calling out injustice as "divisive," failing to recognize that what they see as "the community" was constituted through division and it only appeared united because those who disagreed were marginalized. They cited the unanimous verdict in *Brown vs. Board of Education* as a model, arguing that real change required consensus, not a simple majority. No one mentioned the massive social movement and major legislation required to advance desegregation or whether it has been achieved. Instead, the conservative bloc argued that they represented "the community" more than the majority, and that the people wanting progressive change needed to appease those who would have preferred to do nothing. The resolution passed by the usual 3-2.

The prospect of apologizing for the city's past brought to mind the City Council's unanimous 1994 vote to support the Cul-

ver City Police Department's hiring of Timothy Wind, one of the officers fired from LAPD for beating Rodney King. This deserves its own apology and is as good a choice as any for the moment when the "tribes" formed. Hundreds of residents mobilized to protest this hire, including Gary Silbiger and Margaret Lindgren. I was living out of state. The Culver City Network, formed at the time of this mobilization, is the precursor of the Culver City Community Coalition, which has since been central to electing progressive candidates, securing the passage of renter protections, shutting down the Inglewood Oil Field, and much more.

No one could possibly have believed in 1994 that Timothy Wind was the best candidate for the Community Services position. Everyone understood this was a vote against police accountability and for the caste system. Of the Councilmembers who voted to present Culver City as united with the worst of Darryl Gates' LAPD, Mike Balkman, Jim Boulgarides, and Albert Vera Sr. have passed, but Ed Wolkowitz and Steve Gourley remain active and unrepentant.

I do not value unity if it comes at the cost of justice or requires silencing dissent. I am interested in coalitions and collaborations. There are people and groups I work with on the environment but not on housing, and that's fine. We are not born into tribes; our politics are not an inherited legacy, even if some of the names I have listed are familiar. We study, we observe, we argue, act, and grow. Our circumstances are not freely chosen, but the history we make can be our own.

# Culver City's racial history

*On June 17, 2021, the Culver City Council approved a Resolution Acknowledging the Racial History of Culver City. For context, here is an excerpt from the Staff Report prepared for the Culver City Council's consideration:*

The City of Culver City was incorporated as a charter city in 1917. Prior to its incorporation, part of the land which would become Culver City was occupied for centuries by the Gabrielino-Tongva Indians. Culver City, along with many other planned communities in the United States from 1890 - 1960 by a single developer, was designed to be "all-white suburbs" and "excluded blacks, Jews, and Catholics from its inception."

James Loewen, sociologist, professor, and author of *Sundown Towns: A Hidden Dimension of American Racism*, defines sundown towns as "any organized jurisdiction that for decades kept African Americans or other groups from living in it and was thus 'all-white' on purpose," through formal and informal methods. Loewen identified over 100 sundown towns in California in his research, including Culver City.

Informal methods to exclude Black people and other people of color from residing or being present in Culver City included reported harassment, intimidation and violence.

Formal methods that kept Culver City all white are represented by racially restrictive covenants in housing and redlining. In the 1910s and 1920s, racially restricted housing was noted in advertisements for Culver City homes. In 1927, as president of the Los Angeles Realty Board, Culver City's founder Harry Culver oversaw the issuance of the following opinion:

"The Los Angeles Realty Board recommends that Realtors should not sell property to other than Caucasian in territories occupied by them. Deed and Covenant Restrictions probably are the only way that the matter can be controlled; and Realty Boards should be interested. This is the general opinion of all boards in the state."

It should be noted that although deed and covenant restrictions are illegal and unenforceable there are still many homes

within Culver City that continue to have language which excludes the transfer or sale of property to any person other than Caucasian.

Another method of racial exclusion existed in the form of redlining. The term comes from federal government maps from the New Deal period, enacted between 1933 and 1939, in which maps of every metropolitan area in the country were color-coded to indicate where it was considered safe to insure mortgages. Anywhere African Americans lived were colored red to indicate to appraisers that these neighborhoods were too risky to insure mortgages. These maps and racially restrictive covenants were legal to use until 1968, cementing over three decades of economic and housing inequality. During this period, certain neighborhoods and ethnicities were able to build and accumulate wealth through property ownership while minorities, particularly African Americans, were denied this opportunity. It has been noted that many middle-class families have gained their wealth through the accumulation or inheritance of equity from residential property.

[Resolution Acknowledging the Racial History of Culver City](#)

## ANNOUNCEMENTS

**July 4—11am to 2pm**

Virtual Independence Day "Picnic" with Mayor Alex Fisch, City Councilmember Yasmine-Imani McMorris, School Board member Kelly Kent, and other local elected officials. Members Only! Watch your email for an invitation!

**July 12—7 PM**

[City Council Special Meeting](#)

**July 14, 2021—7 PM**

CCDC General Meeting via Zoom

[Here is the Link to Register](#)

**August 11—7 PM**

CCDC General Meeting via Zoom

**August 12—7 PM**

Understanding Housing First—virtual Zoom event  
Panelists to include: Anna Laven (Executive Director of the Bakersfield-Kern Regional Homeless Collaborative); Christina Miller (Senior Policy Fellow for California State Policy, National Alliance to End Homelessness); Moderated by Mark Lipman. More info to come.

**August 25—August 29**

CDP Virtual Summer Executive Board Meeting



## Club T-shirts are available once again!

All cotton, made by union workers in the USA, in sizes S, L, and XL (we sold out of medium). Yours for a donation of \$20 or more via [Act Blue](#).

[Email Jeff Schwartz](#) to arrange pickup or delivery.





The Culver City Pride Event on Sunday, June 27, was a huge success! It began with a 6-mile Pride Bike Ride through several parts of town, and then people came together for a fantastic Pride Rally in the city hall courtyard. Each of the speakers shared their unique and insightful perspectives; the LGBTQIA+ community was celebrated, the history of Pride was shared, the harms that continue to be experienced by this community were named, the intersectional nature of justice work was remarked upon, and the imperative of inclusion and equity for all LGBTQ community members was lifted up. Much appreciation was expressed for the leadership and contributions of Freddy Puza, Bubba Fish, and Council Member Yasmine-Imani McMorris, who organized Culver City's first-ever Pride event along with Bike Culver City, the city of Culver City, plus volunteers.



Assemblymember Isaac Bryan (AD54) spoke at the event. In his remarks, he credited the activists on whose shoulders we stand—Bayard Rustin, James Baldwin, and Marsha P. Johnson.



Culver City Elected officials and Democratic club members congratulate Isaac Bryan (center) after his district swearing-in ceremony at the Hot and Cool Cafe: Culver City Mayor Meghan Sahli-Wells, Los Angeles County Democratic Party Central Committee Member and CCDC Second Vice President Jeanna Harris, Culver City Council Member Yasmine-Imani McMorris, and Culver City School Board Member Kelly Kent.

Most of the pictures on this page and the next one were taken by CCDC member Karim Sahli.

[Click on this link to see more of Karim's photos of Culver City's June 27 Pride Event](#)





The pictures on this page were taken by CCDC member Karim Sahli. [Click on this link to see more of Karim's photos of Culver City's June 27 Pride Event](#)



## UPDATE: S1—For the People Act

S1, the “For the People Act” would set national standards for voting access, shine a light on dark money, and fortify ethics laws. So we were all disappointed that there were only 49 Democratic votes to open debate on it. But Senate Majority Leader Chuck Schumer tells us that this vote was only “the starting gun, not the finish line!”

Senator Amy Klobuchar will be taking her Senate Rules Committee on the road for field hearings on the need for reform. The Committee will begin this work in Georgia.

Here on the grassroots level, we can join with our allies from Common Cause and Indivisible nationwide to insist that our Senators support the kind of rules reform that would end Mitch McConnell’s minority veto. Let’s make every Friday #FilibusterFriday by calling, emailing, and tweeting our Senators between 10 and 11 a.m. Pacific Time, every Friday. This is particularly important for California voters because, according to Laurence Zakson of the DNC, our own Senator Dianne Feinstein is still not on board for reform.

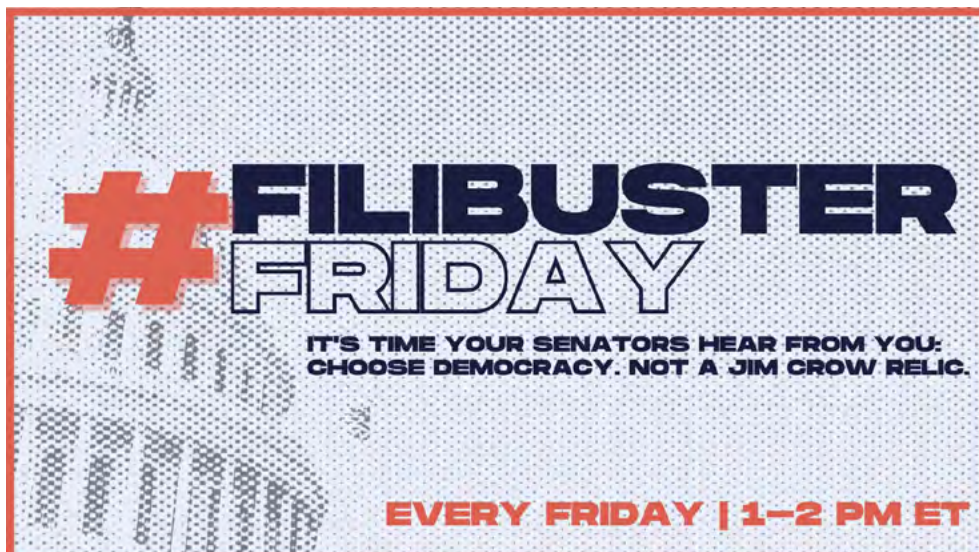
Time is of the essence. This has to get done this summer. Common Cause [plans events during the Senate recess](https://commoncause.org/plans-events-during-the-senate-recess) at commoncause.org/deadline, a [tool to facilitate writing letters to the editor](https://commoncause.org/tool-to-facilitate-writing-letters-to-the-editor) at commoncause.org/S1LTE, and [phone banking](https://commoncause.us/phonebank) at commoncause.us/phonebank.

Here are some links to articles about the filibuster and S1

<https://www.washingtonpost.com/opinions/2021/06/08/what-joe-manchin-doesnt-get-about-gops-voter-suppression/>

<https://truthout.org/articles/manchins-effort-to-screw-his-own-party-is-so-monumental-it-shocked-fox-news/>

<https://indivisible.actionkit.com/mailings/view/72236?fbclid=I-wAR27eM-SBBdU0xC7NkyYsVhsVEhOsVckJimeCyjtWabBtqZMN-z0LhJDC6O8>



## Di's Corner:

by *Diane Rosenberg*

Update on club member Charlotte Gunter: She is still doing well. Had good results from her doctor. He has prescribed more physical therapy for her and she still has a great positive attitude.

Club member Tad Daley sent the following letter to The Nation magazine. It was printed in their May 31/June 6 Issue:

### Facing Global Challenges

Thank you for launching a debate in your pages on geoengineering as a tool to avert climate catastrophe [“Should Governments Consider Engineering the Atmosphere?” by Oliver Morton and Amy Westervelt, April 19/26]. The fundamental problem becomes evident in the first two words of your title. Although global warming is the greatest global challenge we have ever faced, we have nothing like a global government, or Alfred, Lord Tennyson’s 1835 “Parliament of man,” to confront it. Both Morton and Westervelt recognize that virtually any kind of geoengineering will affect different nations in wildly different ways. In our world of separate, sovereign states, it seems far from unlikely, perhaps even inevitable, that individual nations will pursue geoengineering projects which might benefit that nation today but harm both the rest of the planet today and generations unborn tomorrow. So how about a debate in the pages of The Nation on redesigning international institutions, reinventing the United Nations, and reimagining global governance to discern and pursue global public policies (on climate and much else) that serve common human interests and the global public good?

TAD DALEY, JD, PHD  
Director of Policy Analysis,  
Citizens for Global Solutions  
LOS ANGELES

Comments expressed in the newsletter are the opinions of the authors and do not necessarily represent the position of the Culver City Democratic Club

## SB98 UPDATE: They heard us all the way up in Sacramento!

SB98-Protect Journalists' Media Access has been re-amended. [They took out the language that the Police Unions wanted.](#) Once again, SB98 provides that journalists can enter protest zones and gather news without being intentionally attacked, hindered, arrested, etc. This is what democracy looks like. As of this writing, the bill has been re-referred to the Public Safety Committee. Stay tuned. Below are two letters to the Club from journalists.

• Dear Cynthia,  
Thank you so much for your support! We got some good news recently as [Sens. Portantino and McGuire agreed to work from their chamber to remove the amendment](#)  
[Sen. Kamlager, from the Culver City area, has also come out against the amendment.](#)

Of course, the bill is now in the Assembly and that's where the change must happen. I really appreciate the Culver City Democratic Club taking this position and rallying support from your Assembly Member!

I'm cc'ing some SPJ/LA folks so they're aware.

Cheers,  
Adam Rose, LA Press Club

• Thank you Cynthia and your fellow Culver City Dems for supporting us in this vital effort. Very much appreciated.  
Cheers,  
Joel Bellman  
Advocacy Committee Chair and Board Member, SPJ-LA



## George Gascón's Anti-Recall Speech

Here's what George Gascón said at the kickoff of his anti-recall campaign:

"I will continue to stand against systemic racism. I will continue to stand for unity, and the safety of our communities. I will continue to stand against powerful interests, invested in a multi billion dollar industry, financially benefitting from a carceral system based on punishment—NOT based on safety. We can no longer afford to continue policies that create more harm. We MUST work to prevent future harm, TODAY. If mass incarceration worked, the largest incarcerator of them all—LA County—would have been the safest in the country. It hasn't been, for years. I will continue to stand against all those working to make money off of the backs of our communities, and their suffering. Where their powerful interests stand to lose, our community stands to gain. I will continue to stand for what is not only right, but proven by science and data to foster healthier, safer communities. Because that is what you elected me to do. This movement has never been about me, it is about we—it is about us. And this movement will not be deterred.

Thank you to all the leaders, survivors, advocates, workers, organizers, faith leaders and families who came to stand shoulder to shoulder today in the name of a more just future in LA County.

George Gascón - June 18, 2021

[www.StandWithGascon.org](http://www.StandWithGascon.org)

**On June 17, 2021, the Culver City Council voted four to one to phase out oil drilling in the Culver City corner of the Inglewood Oil Field. All four of our Club members on the Council voted for this vital measure to protect the health, safety and well-being of our community and our planet. Thank you, Mayor Alex Fisch, Vice Mayor Daniel Lee, Council Member Albert Vera and Council Member Yasmine-Imani McMorris!**





# Delaine Eastin on the Republican Recall of Gov. Newsom

I stand with Governor Newsom against this recall effort driven by opportunistic Republicans. As someone who served in public office for over 22 years, I believe Governor Newsom has put in a strong performance while up against tremendous challenges in the deepest recession in recent memory and a global pandemic. We need to stand with him and fight for him against this backroom endeavor to take control and line the pockets of special interests.

I can tell you, from my time as California Superintendent of Public Instruction, that every corner of our beautiful state has its own character and its own politics. And managing those politics, while dealing with an economic crisis in the midst of a pandemic, creates an environment where it is almost impossible to govern as one would like. Successes are tainted with attacks unrelated to the reality at hand (for example, some recall attacks say there are not enough people being vaccinated—while anti-vaxxers, many who are helping the recall, work to shut down our vaccination sites; hypocrisy at its finest). The perfect storm of these crises, coupled with the rampant misinformation campaign that has been the hallmark of Republicans over the last four years, has led to a situation that Republicans are desperately trying to capitalize on.

We cannot take this Republican effort lightly; we must consider the ramifications. What would it mean if Republicans succeeded? I know—I worked with another Republican and former San Diego Mayor who was governor the first time I was elected statewide. We must not go back to those days of more discrimination, more angry discourse and more anti-immigrant bias.

At the MOST basic level, if this recall is successful, it would mean:

NO opportunity to move forward on Medicare for All/Single Payer. It will be highly unlikely, if not impossible, to pass AB1400 without a Democrat as governor, even with a Democratic majority in the legislature.

The risk of further disinvestment from public education and the diversion of education funds toward charters or vouch-

er programs. This risk is always present, as I know from my time in the legislature as well as during my tenure as state superintendent and beyond.

Rolling back environmental protections. Republican governors are much more likely to support fracking, the use of toxic agricultural chemicals in farming and advocacy for unsafe production methods like modified hydrofluoric acid for gasoline production.

Reversal of criminal justice reforms. While in the past few years we have seen Democrats and Republicans come together over some of these reforms, I do not see the latter as invested in re-entry and re-housing programs, creating em-

ployment opportunities, and reforming our sentencing laws. We are at or near the top in expenses per prisoner because of past gubernatorial errors; a Republican governor would likely continue that trend.

And there are many other progressive policies that we can pass under a Democratic administration, all of which are on the line if this recall effort is successful.

Please stand with Governor Newsom and for California's future.

Democratically yours,  
Delaine Eastin, former California Superintendent of Public Instruction, Candidate for Governor, and Candidate for State Party Chair.



## “Recall Fever Strikes California Voters” the [Los Angeles Times](#) reports

The Republican-led recall of Governor Newsom is far from the only one. According to the LA Times analysis, at least 68 local officials in California were targeted with an active recall campaign in the first five months of 2021. It's no mystery why the Republicans find the recall their tool of choice. Having lost the battle of ideas, they have accepted their status as a minority party. The recall lets them win with a minority of votes.

On the recall ballot there are two questions: 1) Should the official be recalled, yes or no (this only requires a simple majority) and 2) Which candidate should succeed the official, if recalled (this only takes a plurality). Arnold Schwarzenegger won with less than 50% of the vote.

But aren't recall campaigns expensive? The Republicans have nearly unlimited sums of money, so funding a permanent campaign is no problem for them. They have money. We have people. If you can volunteer to help keep California blue, here are the links:

Newsom Campaign—<https://act.gavinnewsom.com/signup/campaign-volunteer/?source=homepage-action>

Gascon Campaign—<https://standwithgascon.org/>

# America never was America to me

O, yes,  
I say it plain,  
America never was America to me,  
And yet I swear this oath—  
America will be!

—*Langston Hughes*

As flags wave and fireworks crackle and pop, it is soberingly instructive to turn our attention to the most-often quoted paragraph of Frederick Douglass's speech delivered on July 5, 1852, in Rochester New York: "What, to the American slave, is your Fourth of July? I answer: a day

## OPINION

that reveals to him, more than all other days of the year, the gross injustice and cruelty to which he is a constant victim. To him, your celebration is a sham; your boasted liberty, an unholy license; your national greatness, swelling vanity; your sounds of rejoicing are empty and heartless; your denunciation of tyrants, brass fronted impudence; your shouts of liberty and equality, hollow mockery; your prayers and hymns, your sermons and thanksgivings, with all your religious parade and solemnity, are, to him, mere bombast, fraud, deception, impiety, and hypocrisy—a thin veil to cover up crimes that would disgrace a nation of savages. There is not a nation of the earth guilty of practices more shocking and bloody than are the people of these United States at this very hour."

Douglass continues: "The conscience of the nation must be roused; the propriety of the nation must be startled; the hypocrisy of the nation must be exposed; and the crimes against God and man must be proclaimed and denounced."

One hundred sixty-six years later, David Swanson indeed rouses the conscience of our nation in his well-footnoted 2018 book *Curing Exceptionalism*. He questions both the Pledge of Allegiance and the National Anthem. Swanson tells of an event where he was one of five speakers on stage addressing the subject of taking-a-knee protests inspired by the example of Colin Kaepernick. When the moderator asked everyone to stand for the Pledge of



Allegiance and the National Anthem, Swanson found himself alone in taking a knee. "When, in my remarks, I objected to the practice of pledging allegiance to flag, the moderator demanded to know what horrible thoughts I believed each student in the room had been thinking when they had pledged allegiance, I replied that part of what was wrong with such rituals was that they involved no thought at all, just mindless repetition."

"But the real problem of pledging allegiance to a flag, is that someone can wave that flag at you and tell you to do something you might otherwise know better than to do," added Swanson.

As founder of the non-profit organization Beyond War, Swanson points out that Flag Day was created by President Woodrow Wilson on the birthday of the U.S. army as part of the "propaganda campaign for World War I." In addition, he claims that only two countries ask their children to regularly recite a pledge to a flag, noting that the original stiff-arm salute was changed to a hand on the heart once more people recognized its association with Nazism. "Nowadays, visitors from abroad are often shocked to see U.S. children instructed to stand and robotically chant an oath of obedience to a piece of colored cloth," he adds.

And why glorify the U.S. National Anthem? The lyricist, Francis Scott Key, owned slaves and supported lawless police killings of African Americans.

If you examine the full lyrics, you will discover that the third verse celebrates the killing of people who had just escaped from slavery, with an earlier version having celebrated the killing of Muslims. The first verse celebrates a war of conquest, a mass killing of human beings.

"Key witnessed a battle in which human beings died but a flag survived," writes Swanson. "And I'm supposed to stand, like an obedient mindless robot, and worship that glorious incident, and it's supposed to matter what I do with my hand, but not with my brain? . . . I'm expected to switch my brain to low-power mode in order to take seriously claims to the effect that militarism protects my freedom . . . And the militarism actually strips away freedoms in the name of protecting them."

While I deeply appreciate the conscience-rousing work of today's Beyond War activist, writer, and speaker David Swanson, I find it equally enlightening to return to the 1852 Frederick Douglass speech as we celebrate the Fourth of July in 2021:

"Notwithstanding the dark picture I have presented this day of the state of the nation, I do not despair of this country . . . I leave off where I began, with hope. While drawing encouragement from the Declaration of Independence, the great principles it contains, and the genius of American Institutions, my spirit is also cheered by the obvious tendencies of the age. . .

"A change has now come over the affairs of mankind . . . Intelligence is penetrating the darkest corners of the globe . . . The fiat of the Almighty, 'Let there be Light,' has not yet spent its force. No abuse, no outrage whether in taste, sport or avarice, can now hide itself from the all-pervading light."

As the fireworks begin, let us pay tribute to that light.

—*Carlene Brown*

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## NOTICE OF INTENT TO AMEND CLUB BYLAWS

In the year 2020, as a condition of our continuing to be a chartered Democratic Club, the Los Angeles County Democratic Party required our Club to adopt a policy against harassment and workplace violence. This was done, and the LACDP permitted us to renew our charter. This year, the County Party is requiring our Club, as a condition of continuing to be a chartered Democratic Club, to formally amend our Bylaws to include a grievance procedure along the lines of the model procedure prescribed by the County. We will vote on whether to add this policy to our Club bylaws at the July 14 General Meeting.

This procedure will only be triggered if a member in good standing who is directly and adversely affected files a grievance that is either: a) a violation of law that directly impacts the Club or the complainant or b) a violation of our bylaws including the Club's policy against harassment and workplace violence.

Like all Bylaws amendments, a 2/3 vote of the members of the Club present and eligible to vote will be required.

What follows below is the text of the proposed Bylaws Amendment.

### Culver City Democratic Club Grievance Procedure

**Grievance Procedure:** The Culver City Democratic Club seeks to initially employ the principles of Restorative Justice in handling grievances. Prior to processing a complaint, the Grievance Committee shall, if it determines the matter to be amenable to these principles, make attempts to bring the parties together in a safe space to address situations face-to-face in order to repair harm, promote healing and learning, and build community.

If such efforts are determined to be inappropriate to the situation presented, or if such efforts are unsuccessful, the Grievance Procedures described below shall be undertaken.

The timelines described below shall be tolled until engagement in the Restorative Justice Process is concluded or determined to be inappropriate or unsuccessful.

#### 1. Grievance Committee:

a. A Grievance Committee consisting of 5 members, appointed by the Club President (subject to the approval of the Executive Board) shall be appointed within twenty-eight (28) days of the adoption of this procedure and thereafter 28 days after the election of This Club's officers at the January meeting of each year. Any position not so appointed shall be elected by the membership at its next regularly scheduled meeting for which due notice can be given.

b. No members of the Grievance Committee can be members of the Executive Board. Alternate members

will be chosen to serve by lot in the event a regular member of the Grievance Committee is unable to serve or has a conflict of interest.

c. Persons appointed to the Grievance Committee need not be members of This Club, provided they are either members of the Policy Committee of the Los Angeles County Democratic Party or Members of the Executive Board of the California Democratic Party.

d. The Grievance Committee may meet in person, or by telephone or video conference, but may only interview witnesses in person or by video conference.

e. Meetings of the Grievance Committee fall under the "Member Disciplinary and Other Proceedings Involving the Right to Privacy" exception to the "Policy Statement By the Rules Committee of the California Democratic Party on the Open Meeting Rule" and therefore need not be public.

f. The Grievance Committee shall meet and elect its own chair within fourteen (14) days of the appointment of its full membership.

g. Once a member is appointed, in the event a vacancy occurs, it shall be filled within twenty-eight (28) days of the notice of vacancy by the person holding the same position as the original appointor. In the event the vacancy is not so filled, a member shall be elected by the membership at its next regularly scheduled meeting for which due notice can be given.

#### 2. Grounds and Jurisdiction:

The sole grounds for a member filing a grievance, and the jurisdiction of the Grievance Committee shall be an alleged:

a. Violation of Local, State, or Federal laws or regulations having a direct impact on:

- 1) This Club, or,
- 2) the complainant

b. Violation of these bylaws, including the Code of Conduct and/or the Policy Against Harassment and Workplace Violence attached as appendices hereto.

**3. Standing:** A complainant must be a member of This Club, in good standing, and be directly and adversely affected by the actions or conduct of another member of This Club, in order to file a grievance.

**4. Remedy:** If a grievance is found to have merit, it may lead to any of the following:

- a. Private Admonishment,
- b. Public Admonishment,
- c. Suspension of Rights for a time certain not to exceed 60 days,
- d. Removal from Office, and/or,
- e. Removal from membership.

**5. Initiating a Grievance:** A grievance may be



initiated by filing a timely Written Statement with the Corresponding Secretary of This Club (or President, if the Secretary is the accused) and the Chair of the Grievance Committee:

- a. Setting forth, with specificity, the text of the Code of Conduct, Policy Against Harassment and Workplace Violence, regulation, and/or law alleged to have been violated,
- b. A statement of facts supporting the allegation, and,
- c. The requested remedy.

#### **6. Initial Determinations and Actions:**

- a. Within fourteen (14) days of receipt of the Written Statement, the Grievance Committee shall make an initial determination, based solely upon the Written Statement, subject to change after rebuttal evidence is received, of standing, jurisdiction, and actionable allegations.
- b. If it is initially determined that standing, jurisdiction, and actionable allegations are present, the Chair of the Grievance Committee shall contact the accused within seven (7) days of the determination and advise as to the allegation(s), without disclosure of the identity of the complainant, and make an offer of the remedy requested by the complainant.
- c. If rejected by the accused, the Grievance Committee shall provide the accused with a copy of the complaint, and the identity of the complainant, and request a written response, after instructing the accused not to contact the complainant, during the duration of this process.
- d. If, in the determination of the Grievance Committee, the accusation involves a potential violation of criminal law, the complainant shall be advised to contact the appropriate Law Enforcement Agency. This process will continue parallel to any Law Enforcement action at the discretion of the Grievance Committee.
- e. The Grievance Committee may, by a two-thirds vote, also make an initial determination, based upon the Written Statement, that the situation warrants temporarily suspending the membership rights of the accused, pending further action.

**7. Confidentiality:** The identity of all persons involved in the process, and all information regarding the allegation(s), shall be treated with confidentiality, and protected to the extent possible and will, except as otherwise specified herein.

#### **8. Hearings:**

- a. Hearings are not required for the issuance of Admonishments, or Suspensions of Rights, but must be held if the remedy sought is removal from office, and/or removal from membership in This Club.
- b. Despite the above, after review of the Written Response, any two (2) members of the Grievance

Committee may determine that a hearing shall be held, regardless of the remedy sought.

- c. The determination of whether or not to hold a hearing shall be made within seven (7) days of receipt of the Written Response.
- d. If a hearing is determined to be required due to the remedy sought, or by four members of the Grievance Committee, it shall be held within fourteen (14) days of that determination.

#### **9. Orders:**

- a. Orders of the Grievance Committee shall be made within fourteen (14) days of the determination that no Hearing is required, or, fourteen (14) days of the conclusion of any Hearing.
- b. The Grievance Committee may, by majority vote, issue any admonishment, temporary suspension of rights, or dismissal of the Complaint.
- c. The Grievance Committee may by a two-thirds (2/3rds) vote, concurred in by a majority vote of the Executive Board, remove an accused from office, and/or membership in This Club.
- d. If the matter did not proceed to hearing, the Grievance Committee may only impose a remedy equal to, or lesser than, the remedy sought by the complainant.
- e. If the matter proceeded to hearing, the Grievance Committee may impose any remedy set forth herein.
- f. At any stage of this process the Grievance Committee may issue an Order Extending Time.
- g. If no remedy is imposed within fourteen (14) days of the determination that no Hearing is required, or, fourteen (14) days of the conclusion of any Hearing, the complaint shall be deemed dismissed, unless time has been extended.
- h. All Orders shall be sent to the accused by first class mail, and, if an email is on file with This Club, by email.
- i. A written decision shall be rendered at the conclusion of the Process, setting forth the allegations made, facts determined, and remedy imposed, if any, and shall be sent to the complainant, and the member who is the subject of the Written Statement.
- j. Proof of the date and manner of delivery of any notices required under this Article shall be maintained.

#### **10. Appeals:**

- a. The accused may, within fourteen (14) days of the mailing of the Order(s), appeal any Suspension of Rights, or Removal from office or membership, to the Executive Board, which shall hear the matter at its next regularly scheduled meeting for which due notice can be given.
- b. Admonishments and Dismissals of Complaints are not subject to appeal.