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## Profile

Vered

First Name

Middle Initial

Elkouby Nisim

Last Name

Suffix

[REDACTED]

Email Address

[REDACTED]

Street Address

Suite or Apt

Beverly Hills

City

CA

State

[REDACTED]

Postal Code

## Mailing Address (optional)

[REDACTED]

Primary Phone

## Work / Cell Phone

## Fax Number

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## Which Boards would you like to apply for?

Human Relations Commission: Submitted

Question applies to Human Relations Commission

**How long have you resided in Beverly Hills? (Applicant must be a resident of the City for a minimum of two years prior to filing an application and, if selected, remain a resident in order to serve.)**

28 Years

Question applies to Human Relations Commission

## Occupation/Vocation/Avocation:

VP of Marketing

Question applies to Human Relations Commission

**Have you ever been a paid lobbyist/legislative advocate? If so, when and before which legislative body (e.g., City Council, City Commission)?**

No

Question applies to multiple boards

**Have you ever applied to the Team Beverly Hills Program?**

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Yes

Question applies to multiple boards

**Are you a member or alumnus of the Team Beverly Hills Program?**

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No

Question applies to multiple boards

**Have you applied previously for a commission appointment? If so, which commission(s)?**

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Yes, Planning Commission

Question applies to Human Relations Commission

**1. Describe your involvement or interest in community activities, organizations, or specific "causes" as they relate to your interest in serving on the HRC.**

I currently serve as the California Chair of the Israeli-American Civic Action Network, an advocacy organization that is focused on combating antisemitism, empowering Israeli immigrants through civic engagement, and promoting cross-community engagement. In December 2019 we hosted a large town hall following the vandalism of the Nessah Synagogue, providing a platform for the Beverly Hills City Council, community leaders, and state officials to condemn this act and launch a new "One Community Initiative" which supports policies to bridge gaps and misunderstanding among LA's diverse communities.

Question applies to Human Relations Commission

**2. Describe a current issue in Beverly Hills that you believe falls within the purview of the HRC? How would you advise the HRC to address the concern?**

Following recent protests related to the George Floyd incident, cross-community engagement, creating spaces for listening and learning, and fostering mutual respect is more important than ever. In order to facilitate this work, the City should consider creating a "We Are Beverly Hills" campaign. This initiative would highlight the diversity of city residents and business owners, and sharing their personal stories, whether surviving the Holocaust, fleeing Iran, or descending from a Beverly Hills founding family. Some of this work may be done in cooperation with the Arts & Culture and Cultural Heritage commissions, as may be appropriate. This effort could intersect with and support existing Commission Civility Initiatives.

Question applies to Human Relations Commission

**3. What skills, ability or training do you have that would help you serve on the Commission?**

I have a proven track record of developing and executing creative "social good" campaigns that bring diverse communities together. For example, I have developed and executed many community outreach programs, including the NFL's Fifty4Fifty program, Unite for Good Diversity in High School Programs, I also serve on the boards of White Memorial Hospital, Unite for Good, and chair ICAN CA.

Question applies to Human Relations Commission

**4. Describe your strategies and strengths in dealing with conflict resolution within a five-member commission setting.**

Listening, learning, understanding, communication, and respect, in that order, are important skills for dealing with conflict resolution. Too often conflict arises out of miscommunication or misunderstanding, along with incorrect assumptions and a failure to listen to others. By pausing to listen, learn from the person speaking, understanding what they are communicating, confirming my understanding through clear communication in return, and respecting any differences that may result from this exchange, conflict can be deescalated and resolved.

Question applies to Human Relations Commission

**5. How would you describe your interpersonal skills/objectivity in dealing with complicated issues such as diversity?**

I approach complicated issues such as diversity in a manner similar to how I deal with conflict resolution, as described in the previous question. By not jumping to conclusions, setting aside preconceived ideas, listening to others and learning from them, and establishing clear and open communication, all founded on mutual respect and tolerance allows me to navigate complex issues, arrive at solutions, or a respectful acknowledgment of differences.



Question applies to Human Relations Commission

**6. Is there anything in your core beliefs that would negatively impact your ability to serve as a Human Relations Commissioner?**

No. Tolerance, mutual respect, and civility are core aspects of my personal and professional identity and drive my engagement with others.

Question applies to Human Relations Commission

**7. How do you respond to the purposes and responsibilities of the Human Relations Commission (see the "Serving on the Beverly Hills Human Relations Commission" section following the questions)?**

I find the purposes and responsibilities of the Human Relations Commission to offer exciting opportunities to make Beverly Hills a stronger and more vibrant city for all.

Question applies to Human Relations Commission

**8. The Human Relations Commission promotes positive human relations and civility in the City. Describe how you demonstrate civility in the community.**

I approach everyone with an open mind and ready to listen. I respect that everyone has a perspective, and even in disagreement, that respect must remain. In order to move forward on a project or collaborative enterprise, compromise is key. The town hall I hosted last December following the Nessah synagogue vandalism was a good example of my brand of civility in action, There were many different opinions, some robust discussion many different opinions, but my goal was to unify not criticize. We have to emphasize the unity in community.

Question applies to Human Relations Commission

**9. Please describe your availability to prepare for and attend City Council and HRC committee meetings, special HRC-sponsored events and/or other activities beyond regularly scheduled monthly meetings.**

I am available to attend all regularly scheduled City Council, HRC committee meetings, special HRC-sponsored events, and any other special events or unscheduled activities.

Question applies to Human Relations Commission

**10. Have you ever attended a Human Relations Commission meeting? If so, how many and when? What issues were reviewed at these meetings?**

Yes, the meeting in February and in May this year, virtually. The items discussed were related to the commission's work plan and the Community Assistance Grant Fund.

Question applies to Human Relations Commission

**11. What suggestions do you have to improve or enhance the Human Relations Commission information provided on the City's website [www.beverlyhills.org](http://www.beverlyhills.org)?**

Given the current climate around the country and in the city, and due to the greater significance of the issues under the purview of the Commission, I would suggest that the HRC create a more interactive experience that better conveys the important work of the commission, the civility of our city, and the vibrancy of our residents. This enhanced experience would generate more interest from residents and business owners, and ideally, foster an even greater Beverly Hills experience for our visitors.

## 12. Why do you wish to be a member of the Human Relations Commission?

I love our city and I am passionate about Beverly Hills. It is a shining example for the rest of the world and represents the best of what makes America great. And in this sense, the Human Relations Commission is a body that has the opportunity, and the duty, to orchestrate, channel, foster, and cultivate every aspect of our residents, businesses, and visitors which together makes Beverly Hills so special.

**Completed applications may be returned to the City Clerk's Office, Room 290, 455 North Rexford Drive, Beverly Hills, CA 90210. If you have any questions, please contact the City Clerk at 310.285.2400.**

### **IMPORTANT NOTICE**

**In order that we may preserve the integrity of the application and interview process, please direct all inquiries to the City Clerk, City Manager or the Human Services Administrator. Please DO NOT contact the City Councilmembers or the members of the Human Relations Commission regarding the Human Relations Commission vacancies.**

### **Serving on the Beverly Hills Human Relations Commission**

In November 2000, the City Council established the Commission and adopted the following mission statement:

The Human Relations Commission shall advise, recommend, assist and encourage activities and programs to be undertaken to promote positive human relations in all aspects of community life in Beverly Hills. The Commission shall actively promote a just and equitable multi-cultural society; and will endeavor to reduce conflict and tension, as well as discrimination, prejudice and stereotyping based on race, religion, gender, sexual orientation, national origin, age, disability, or any other arbitrary factor.

The purposes and responsibilities of the Human Relations Commission include the following:

- a) Promoting the concepts of diversity, tolerance, and acceptance in the community;
- b) Conducting such studies and hearings in any field of human relations in the community as will aid in effectuating the Commission's general purpose;
- c) Inquiring into incidents of tension or conflict among or between various racial, religious or nationality groups, and encouraging action by means of conciliation, conference, and/or persuasion to alleviate such tensions and conflict;
- d) Conducting and/or recommending such educational programs as will increase goodwill throughout the community;
- e) Defining, identifying and tracking existing and emerging issues that may benefit from intervention or conflict resolution;
- f) Facilitating better communication and interpersonal relations within the City and between the City and members of the community, and hearing and receiving oral and written communications, in an appropriate time and manner, from members of the public concerning any topic that relates to the relationships between members of the community or between the City or its staff and members of the community;
- g) Receiving citizen complaints, in an appropriate time and manner, concerning the interactions of City employees with the public. The Commission shall serve as one alternative to directing



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## Profile

Laura

First Name

Margo

Middle Initial

Last Name

Suffix

[REDACTED]  
Email Address

[REDACTED]  
Street Address

Suite or Apt

Beverly Hills

City

CA

State

[REDACTED]  
Postal Code

## Mailing Address (optional)

[REDACTED]  
Primary Phone

## Work / Cell Phone

## Fax Number

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## Which Boards would you like to apply for?

Human Relations Commission: Submitted

Question applies to Human Relations Commission

**How long have you resided in Beverly Hills? (Applicant must be a resident of the City for a minimum of two years prior to filing an application and, if selected, remain a resident in order to serve.)**

30 plus years

Question applies to Human Relations Commission

**Occupation/Vocation/Avocation:**

Property Management

Question applies to Human Relations Commission

**Have you ever been a paid lobbyist/legislative advocate? If so, when and before which legislative body (e.g., City Council, City Commission)?**

No

Question applies to multiple boards

**Have you ever applied to the Team Beverly Hills Program?**

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Yes

Question applies to multiple boards

**Are you a member or alumnus of the Team Beverly Hills Program?**

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Yes

Question applies to multiple boards

**Have you applied previously for a commission appointment? If so, which commission(s)?**

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I have applied for the Human Relations Commission in the past.

Question applies to Human Relations Commission

**1. Describe your involvement or interest in community activities, organizations, or specific “causes” as they relate to your interest in serving on the HRC.**

I have served on the Beverly Vista and BHHS PTA's for the last eleven years. I am also the founder of the Meal to Heal program which has been helping struggling restaurants by sending donated meals to area hospitals. Currently the Beverly Hills chapter is sending approximately 1000 meals to the Cedar-Sinai COVID-19 ICU per week. We also have a Los Angeles and a Bay Area chapter supplying their local hospital workers at least once a week.

Question applies to Human Relations Commission

**2. Describe a current issue in Beverly Hills that you believe falls within the purview of the HRC? How would you advise the HRC to address the concern?**

Due to the new ordinances related to the COVID pandemic I believe there will be strained relationships between tenants and landlords. I would advise the HRC to look objectively at each case and find amenable solutions to both parties.

Question applies to Human Relations Commission

**3. What skills, ability or training do you have that would help you serve on the Commission?**

I have a doctorate in Psychology and I am licensed Marriage Family and Child Therapist. I am also a property owner with over twenty five years experience managing apartments.

Question applies to Human Relations Commission

**4. Describe your strategies and strengths in dealing with conflict resolution within a five-member commission setting.**

Listening is the most important part of making decisions by committee. I would make it my priority to hear my colleagues thoughts and opinions on issues before making decisions.

Question applies to Human Relations Commission

**5. How would you describe your interpersonal skills/objectivity in dealing with complicated issues such as diversity?**

I always try to put myself in the other person's shoes. This brings me a better understanding of their position and helps inform my decision.

Question applies to Human Relations Commission

**6. Is there anything in your core beliefs that would negatively impact your ability to serve as a Human Relations Commissioner?**

No.



Question applies to Human Relations Commission

**7. How do you respond to the purposes and responsibilities of the Human Relations Commission (see the "Serving on the Beverly Hills Human Relations Commission" section following the questions)?**

I would whole heartedly agree with the purposes and responsibilities of the commission especially item "d) Conducting and/or recommending such educational programs as will increase goodwill throughout the community;" Years ago the HRC sponsored an anti-bullying video contest. I would like to create more community outreach opportunities.

Question applies to Human Relations Commission

**8. The Human Relations Commission promotes positive human relations and civility in the City. Describe how you demonstrate civility in the community.**

I have been an active member of the school's PTA's which have promoted civility within the schools in all of their sponsored activities. I have also volunteered the last two months with my Meal to Heal Program which has promoted strong human relations throughout the city.

Question applies to Human Relations Commission

**9. Please describe your availability to prepare for and attend City Council and HRC committee meetings, special HRC-sponsored events and/or other activities beyond regularly scheduled monthly meetings.**

I am available and looking forward to serving on the HRC at its meetings and various other related functions.

Question applies to Human Relations Commission

**10. Have you ever attended a Human Relations Commission meeting? If so, how many and when? What issues were reviewed at these meetings?**

I attended a couple of meetings while my husband, Noah, served as the liaison for the school district. Some of the issues that were discussed were bullying and civility awareness at our schools. I also attended an HRC event in which my sons won a civility award for producing a short anti-bullying music video.

Question applies to Human Relations Commission

**11. What suggestions do you have to improve or enhance the Human Relations Commission information provided on the City's website [www.beverlyhills.org](http://www.beverlyhills.org)?**

I would update some older info (Video contest page goes back to 2017.) I would also add some specific details to the Ambassador page. Some parts of the site need to be explained for residents who may not be in the "know" about specifics. I also believe there should be easier ways for members of the community to get involved and spread "civility."

Question applies to Human Relations Commission

**12. Why do you wish to be a member of the Human Relations Commission?**

Serving on the commission would be a natural follow-up to my years volunteering for the schools and for other community events. I am adamant about the way people treat each other and hope to use my position to be an example for others. I also want to expand on my experience in the Meal to Heal program and help people worldwide see that Beverly Hills is a paradigm of civility and volunteerism.

Question applies to Human Relations Commission

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### Profile

Marsha

First Name

Grant

Middle Initial

Last Name

Suffix

[REDACTED]  
Email Address

[REDACTED]  
Street Address

Suite or Apt

Beverly Hills

City

CA

State

90212

Postal Code

### Mailing Address (optional)

[REDACTED]  
Primary Phone

### Work / Cell Phone

[REDACTED]  
Fax Number

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### Which Boards would you like to apply for?

Human Relations Commission: Submitted

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Question applies to Human Relations Commission

**How long have you resided in Beverly Hills? (Applicant must be a resident of the City for a minimum of two years prior to filing an application and, if selected, remain a resident in order to serve.)**

40 years

Question applies to Human Relations Commission

**Occupation/Vocation/Avocation:**

Event Planner for Non-Profits

Question applies to Human Relations Commission

**Have you ever been a paid lobbyist/legislative advocate? If so, when and before which legislative body (e.g., City Council, City Commission)?**

No

Question applies to multiple boards

**Have you ever applied to the Team Beverly Hills Program?**

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No

Question applies to multiple boards

**Are you a member or alumnus of the Team Beverly Hills Program?**

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No

Question applies to multiple boards

**Have you applied previously for a commission appointment? If so, which commission(s)?**

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No. I am applying with the hope that when a vacancy occurs, I will be considered for the position.



Question applies to Human Relations Commission

**1. Describe your involvement or interest in community activities, organizations, or specific "causes" as they relate to your interest in serving on the HRC.**

My background is having a Masters in Education and in Psychology from Queens College in New York where I taught school for three years before moving to California. During the first two decades of my living in Beverly Hills I was actively involved with BHEF, the PTAs at Beverly Vista and Beverly Hills High school, and the PTSA. For the past 22 years I have owned an event management firm that specializes in non-profits/charities. I have experience in understanding many of the key issues in the forefront today from social justice, to diversity and inclusion, to women's and children's causes, to inequality in healthcare and the workplace. I think this experience will bring value to the commission.

Question applies to Human Relations Commission

**2. Describe a current issue in Beverly Hills that you believe falls within the purview of the HRC? How would you advise the HRC to address the concern?**

The most current issue that I have been following prior to the pandemic and the response seen in our community with the Black Lives Matter protests was the termination of Chief Spagnoli. As my company has raised millions for law enforcement and military organizations including the CIA Officers foundation, the Navy SEAL Foundation, the Sheriff's Youth Foundation, I got to meet her several times.. Through working on behalf of the men and women who serve on behalf of these agencies I have developed an understanding of the enormous responsibilities they wake up to and go to sleep with as well as the enormous responsibility and consequences of their decision making and actions. I am a good listener and I believe I would be fair in assessing a situation like the one the City was faced with during that investigation. I appreciate the careful review given and I believe the correct decision was made. In addition, from working with non-profits that specialize in providing educational opportunities in under-served communities along with those that benefit at-risk youth and teens (A Place Called Home, Boys and Girls Club of Hollywood, Big Brothers Big Sisters of Greater Los Angeles etc.), I believe I also have a good grasp of the programs and proper leadership needed to make a difference through people in positions in these areas. I think the reality is that unless you actually worked in an HR department in your career, you need to rely on your experience as a business owner and manager to fully evaluate any situation that comes before you.

Question applies to Human Relations Commission

**3. What skills, ability or training do you have that would help you serve on the Commission?**

I believe my 22 years of experience doing 25+ events for non-profits every year with my company's team which was comprised of 3-5 full-time employees at every given time taught us best practices in working with each organization's internal staff and volunteer boards, as well as with all of the staff from hotels and venues, to catering crews, to rental companies, to event security etc. This has prepared me to evaluate workplace stressors and successes as well as having the skills to juggle personalities and to problem solve effectively.

Question applies to Human Relations Commission

**4. Describe your strategies and strengths in dealing with conflict resolution within a five-member commission setting.**

My #1 strategy is to be a good listener. If I am fortunate to be selected I hope to learn from the members who have been serving on the commission, and to voice my opinions and recommendations clearly and thoughtfully..



Question applies to Human Relations Commission

**5. How would you describe your interpersonal skills/objectivity in dealing with complicated issues such as diversity?**

My experience working with non-profits serving diverse communities has strengthened and expanded my understanding of the challenges we face today in diversity and inclusion. We are all living that first-hand right now.

Question applies to Human Relations Commission

**6. Is there anything in your core beliefs that would negatively impact your ability to serve as a Human Relations Commissioner?**

Everyone has history. I hope mine has enabled me to be fair and responsible if i am selected to serve on the commission..

Question applies to Human Relations Commission

**7. How do you respond to the purposes and responsibilities of the Human Relations Commission (see the "Serving on the Beverly Hills Human Relations Commission" section following the questions)?**

I am in full support of all the reasons why this commission is of utmost importance, most specifically TODAY more than ever. The responsibility that comes with serving is enormous as you are dealing with people's sensitivities, personalities and livelihoods.

Question applies to Human Relations Commission

**8. The Human Relations Commission promotes positive human relations and civility in the City. Describe how you demonstrate civility in the community.**

Prior to owning my company, I volunteered serving on the boards of numerous organizations in our community: including BHEF, TMCC and Temple Beth Am. I began working because I had to earn a living to support myself and my daughter so while my lifestyle changed, I took my volunteer experience and channeled it into my work to help worthy causes. As a Beverly Hills resident for over four decades, a volunteer and a business owner, I strive to be considerate and accepting to all.

Question applies to Human Relations Commission

**9. Please describe your availability to prepare for and attend City Council and HRC committee meetings, special HRC-sponsored events and/or other activities beyond regularly scheduled monthly meetings.**

I am entering a new chapter where I am winding down my business to only work with a few select clients including Cedars-Sinai and UCLA. With that, I have the energy, the time and the commitment to hopefully bring value as a City Commissioner.

Question applies to Human Relations Commission

**10. Have you ever attended a Human Relations Commission meeting? If so, how many and when? What issues were reviewed at these meetings?**

No

Question applies to Human Relations Commission

**11. What suggestions do you have to improve or enhance the Human Relations Commission information provided on the City's website [www.beverlyhills.org](http://www.beverlyhills.org)?**

Without being involved or having attended any meetings of the commission, I do not think it would be appropriate to suggest what would improve or enhance the Human Relations Commission at this time.

## 12. Why do you wish to be a member of the Human Relations Commission?

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It is very important me to do something that matters. I believe if I am selected to serve, I will bring value from my experiences as a longtime member of the Beverly Hills community and as a business owner working with non-profits.

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### Serving on the Beverly Hills Human Relations Commission

In November 2000, the City Council established the Commission and adopted the following mission statement:

The Human Relations Commission shall advise, recommend, assist and encourage activities and programs to be undertaken to promote positive human relations in all aspects of community life in Beverly Hills. The Commission shall actively promote a just and equitable multi-cultural society; and will endeavor to reduce conflict and tension, as well as discrimination, prejudice and stereotyping based on race, religion, gender, sexual orientation, national origin, age, disability, or any other arbitrary factor.

The purposes and responsibilities of the Human Relations Commission include the following:

- a) Promoting the concepts of diversity, tolerance, and acceptance in the community;
- b) Conducting such studies and hearings in any field of human relations in the community as will aid in effectuating the Commission's general purpose;
- c) Inquiring into incidents of tension or conflict among or between various racial, religious or nationality groups, and encouraging action by means of conciliation, conference, and/or persuasion to alleviate such tensions and conflict;
- d) Conducting and/or recommending such educational programs as will increase goodwill throughout the community;
- e) Defining, identifying and tracking existing and emerging issues that may benefit from intervention or conflict resolution;
- f) Facilitating better communication and interpersonal relations within the City and between the City and members of the community, and hearing and receiving oral and written communications, in an appropriate time and manner, from members of the public concerning any topic that relates to the relationships between members of the community or between the City or its staff and members of the community;
- g) Receiving citizen complaints, in an appropriate time and manner, concerning the interactions of City employees with the public. The Commission shall serve as one alternative to directing complaints to the City department involved in the complaint.



**Profile**

Myra

First Name

B

Middle Initial

Lurie

Last Name

Suffix

[Redacted]

Email Address

[Redacted]

Street Address

Suite or Apt

Beverly Hills

City

CA

State

[Redacted]

Postal Code

**Mailing Address (optional)**

[Redacted]

Primary Phone

**Work / Cell Phone**

[Redacted]

**Fax Number**

[Redacted]

**Which Boards would you like to apply for?**

Human Relations Commission: Submitted

Question applies to Human Relations Commission

**How long have you resided in Beverly Hills? (Applicant must be a resident of the City for a minimum of two years prior to filing an application and, if selected, remain a resident in order to serve.)**

33 years

Question applies to Human Relations Commission

**Occupation/Vocation/Avocation:**

Attorney/ Community Activist

Question applies to Human Relations Commission

**Have you ever been a paid lobbyist/legislative advocate? If so, when and before which legislative body (e.g., City Council, City Commission)?**

No

Question applies to multiple boards

**Have you ever applied to the Team Beverly Hills Program?**

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Yes.

Question applies to multiple boards

**Are you a member or alumnus of the Team Beverly Hills Program?**

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Yes.

Question applies to multiple boards

**Have you applied previously for a commission appointment? If so, which commission(s)?**

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Yes, I served on the Health and Safety Commission.

Question applies to Human Relations Commission

**1. Describe your involvement or interest in community activities, organizations, or specific "causes" as they relate to your interest in serving on the HRC.**

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Currently, I am a co-president of Temple Emanuel Beverly Hills, a congregation that actively seeks to connect people of all backgrounds, promote social justice and support bridge building throughout the community. I am a Past President and an active member of the Rotary Club of Beverly Hills. Through Rotary, I founded and currently direct The Beverly Hills Treble Makers, a weekly sing-along music program that serves our entire community, but is particularly is focused upon the needs of those with Alzheimer's, dementia and other forms of cognitive decline. Through Rotary, I also participate in other community service endeavors, including organizing trips to orphanages in Tijuana Mexico and going on humanitarian trips to Columbia, Panama and Puerto Rico. I serve on the board of The Maple Counseling Center, an organization which provides affordable psychotherapy to community members of all ages and stages. I am also a board member of Theatre 40, a professional theater company located in Beverly Hills for the last 54 years which brings quality theater to our residents at an affordable price. It was my distinct honor and pleasure to have served as a member of the Health and Safety Commission. My work with the commission was exceptionally meaningful and I truly appreciated the opportunity to collaboratively address important issues of our community, such as smoking, tobacco use, vaping, vaccinations, disaster preparation and more. I worked with my fellow commissioners and staff to thoughtfully craft legislative recommendations that our City Council passed into law and made history with. From 2003 to 2011, I served as a member and president of the Beverly Hills Board of Education, overseeing five schools and over 5,000 students. I also served as PTA President for El Rodeo School, President of the Beverly Hills PTA Council, board member for the Beverly Hills Chamber of Commerce, member of the Beverly Hills Sunshine Task Force and member of the Beverly Hills Strategic Planning Committee.

Question applies to Human Relations Commission

**2. Describe a current issue in Beverly Hills that you believe falls within the purview of the HRC? How would you advise the HRC to address the concern?**

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The three most pressing issues that I believe fall into the purview of the HRC are homelessness, the COVID-19 crisis and racial equality. I greatly appreciate and applaud the City and HRC's dedication to identifying those who are homeless and their robust efforts to provide support and resources those individuals including our provision of shelter through PATH. COVID-19 has caused many to suffer health-wise, emotionally and financially. We are all experiencing the anxiety and uncertainty from the crisis that has so quickly taken the entire world off balance. I'm very gratified to see how much our City and the HRC has reached out to community members to see if they need assistance, errands run or shopping done. As our city re-opens, there are many residents and visitors to our City who do not wear masks nor observe physical distancing guidelines which are required to protect others. I think the HRC can and should address this with messaging that encourages all of us to protect each other and recognize our mutual responsibility for each other's health and wellbeing. If it is not yet the case, I would make that a priority for our Ambassadors to encourage compliance. Our country's agonized reaction to George Floyd's killing has reached a tipping point that demands immediate, serious reflection and reformation of many institutions and practices, including those in our city. We can and should use this unique moment in history to look inward for new and better ways to model our core values and be the best version of ourselves. The HRC's promotion of diversity, kindness, tolerance, empathy and inclusion is more important and relevant than ever.



Question applies to Human Relations Commission

**3. What skills, ability or training do you have that would help you serve on the Commission?**

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I am an attorney and practiced law in the areas of contract and corporate law. In addition, I worked as a clerk for U.S. District Court in Los Angeles. I believe I understand this community through my extensive experience in non-profit organizations and that will help to inform my work on the HRC if I am fortunate enough to be appointed. As noted above, I've been a member of the Health and Safety Commission, the Beverly Hills Board of Education, the Rotary Club of Beverly Hills, The Maple Counseling Center, Temple Emanuel of Beverly Hills, the Beverly Hills Chamber of Commerce, BHEF, Theatre 40, PTA, PTA Council, The Sunshine Task Force, and the Beverly Hills Strategic Planning Committee. . I am also the founder and director of The Beverly Hills Treble Makers, a weekly therapeutic musical program at Roxbury Park for seniors and those with cognitive decline. My involvement with such a wide range of organizations has acquainted me with people of all ages, backgrounds and constituencies, as well as their unique perspectives and needs. Our diverse lives and experiences weave the beautiful multi-dimensional cultural tapestry that is Beverly Hills. If I am lucky enough to be chosen, my background in non-profit finance will serve me well in the task of analyzing applications for CAGF grants. In addition to my financial oversight responsibilities as a Board member for the BHUSD, I have sat on both sides of the table with respect to grants, as part of organizations that fund worthy charitable endeavors, such as the BH Rotary Club, as well as those who request grant funding. I am very familiar with our Ambassador program from my work with the Health and Safety Commission. As a Health and Safety Commissioner, I worked painstakingly with fellow commissioners and staff to thoughtfully craft detailed regulatory measures that were recommended to and adopted by the City Council. It was truly an honor to be a part of Beverly Hills' landmark initiatives in the areas of smoking regulation on city streets and in multi-family housing, the ban of tobacco sales, and more. I would love to apply those skills and to be a part of the future exciting and important work of the HRC. Finally, I believe that my ability to listen with an open mind and open heart, to be process-oriented, objective and to bring people together in consensus and respect will help me to serve on the Commission.

Question applies to Human Relations Commission

**4. Describe your strategies and strengths in dealing with conflict resolution within a five-member commission setting.**

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While robust exchange of views, honest discussion and healthy disagreement are signs of a healthy governance team, it's important to be "hard on the issues and soft on the people". When dealing with conflict or difference of opinion on a commission, I make a deliberate effort to first define common goals and areas of agreement. I then proceed to tease out and refine the areas of conflict, making every effort to ensure that all team members have an uninterrupted opportunity to articulate their views and proposals without dominating or bullying. It is, of course, ideal to arrive at a compromise that all colleagues embrace; however, sometimes lack of consensus is inevitable and it's important to be able to agree to disagree respectfully and move on.

Question applies to Human Relations Commission

**5. How would you describe your interpersonal skills/objectivity in dealing with complicated issues such as diversity?**

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I endeavor at all times to be an active listener, to be empathetic and to treat all individuals with kindness, respect and equality. While these have always been my core values, it is now clear to me that we all need to dig deeper within ourselves to see how and where we can actively work harder to combat inequality and prejudice. I am committed to this personally and hope to be a part of effecting meaningful, positive change.

Question applies to Human Relations Commission

**6. Is there anything in your core beliefs that would negatively impact your ability to serve as a Human Relations Commissioner?**

---

No



Question applies to Human Relations Commission

**7. How do you respond to the purposes and responsibilities of the Human Relations Commission (see the "Serving on the Beverly Hills Human Relations Commission" section following the questions)?**

I am very proud to be a member of a community which prioritizes the goals of kindness, civility, tolerance, diversity and acceptance. The Beverly Hills community is made up of a beautiful, diverse tapestry of backgrounds, experiences and cultures. It is incumbent upon us to celebrate and respect that diversity, and to promote those values in others. At this point in our community and country's history, it is more important than ever to redouble our efforts to work for full inclusion, equality and tolerance for all.

Question applies to Human Relations Commission

**8. The Human Relations Commission promotes positive human relations and civility in the City. Describe how you demonstrate civility in the community.**

I have always tried to demonstrate civility by treating others with kindness, empathy and respect. As noted above, I am involved in a number of organizations that support our community, seek to build bridges, heal and connect. I feel very honored to have been the recipient of the HRC's Kindness Recognition in July, 2019.

Question applies to Human Relations Commission

**9. Please describe your availability to prepare for and attend City Council and HRC committee meetings, special HRC-sponsored events and/or other activities beyond regularly scheduled monthly meetings.**

I am available at any time.

Question applies to Human Relations Commission

**10. Have you ever attended a Human Relations Commission meeting? If so, how many and when? What issues were reviewed at these meetings?**

Yes. I have attended a meeting and watched others online. Topics include Homelessness, CAGF grants, Kindness Week, Landlord Tenant matters, and the Ambassador program.

Question applies to Human Relations Commission

**11. What suggestions do you have to improve or enhance the Human Relations Commission information provided on the City's website [www.beverlyhills.org](http://www.beverlyhills.org)?**

I think the commission does a very good job of publicizing its work through social media outreach and printed media. Many of our community members watch the commission meetings on cable and read about its work in The Weekly and The Courier. Particularly during the COVID-19 crisis, I would suggest adding links to the City's new resources for those who are staying at home such as Artmake, Recreate and Library in Place. I would also consider referring website visitors to community resources such as The Maple Counseling Center if they are in need of emotional or psychological support.

## 12. Why do you wish to be a member of the Human Relations Commission?

The work of the Human Relations Commission is more important and relevant TODAY than ever before. I want to be a part of that team. The challenging, uncertain and stressful situations our world currently face implore us to listen to each other with open minds, deal with each other with kindness and empathy, promote civility, and look deeply into ourselves to determine how we can do better. COVID-19 has caused many to suffer health-wise, emotionally and financially. I'm very gratified to see how much our City and the HRC has done to keep our community connected and supported during this crisis and much will be required in the future. And, as if a pandemic weren't enough, our country's agonized reaction to George Floyd's killing has reached a tipping point that demands immediate, serious reflection and reformation of many institutions and practices, including ours. We can and should use this unique moment in history to look inward for new and better ways to model our core values and be the best version of ourselves. As oft-quoted, "Never let a good crisis go to waste." I am optimistic that I can contribute toward creating positive outcomes from today's challenges as we help our neighbors find renewed strength, meaning and importance from our connection to each other and to our City. The Human Relations Commission can facilitate those positive outcomes for Beverly Hills and other cities will, as always, follow our example.

Question applies to Human Relations Commission

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### **IMPORTANT NOTICE**

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### **Serving on the Beverly Hills Human Relations Commission**

In November 2000, the City Council established the Commission and adopted the following mission statement:

The Human Relations Commission shall advise, recommend, assist and encourage activities and programs to be undertaken to promote positive human relations in all aspects of community life in Beverly Hills. The Commission shall actively promote a just and equitable multi-cultural society; and will endeavor to reduce conflict and tension, as well as discrimination, prejudice and stereotyping based on race, religion, gender, sexual orientation, national origin, age, disability, or any other arbitrary factor.

The purposes and responsibilities of the Human Relations Commission include the following:

- a) Promoting the concepts of diversity, tolerance, and acceptance in the community;
- b) Conducting such studies and hearings in any field of human relations in the community as will aid in effectuating the Commission's general purpose;
- c) Inquiring into incidents of tension or conflict among or between various racial, religious or nationality groups, and encouraging action by means of conciliation, conference, and/or persuasion to alleviate such tensions and conflict;
- d) Conducting and/or recommending such educational programs as will increase goodwill throughout the community;
- e) Defining, identifying and tracking existing and emerging issues that may benefit from



**Profile**

Janis

First Name

L

Middle Initial

Barquist

Last Name

Mrs

Suffix

[Redacted]

Email Address

[Redacted]

Street Address

Suite or Apt

Beverly Hills

City

CA

State

[Redacted]  
Postal Code

**Mailing Address (optional)**

[Redacted]

Primary Phone

**Work / Cell Phone**

**Fax Number**

**Which Boards would you like to apply for?**

Human Relations Commission: Submitted

Question applies to Human Relations Commission

**How long have you resided in Beverly Hills? (Applicant must be a resident of the City for a minimum of two years prior to filing an application and, if selected, remain a resident in order to serve.)**

since 1995, 25 years

Question applies to Human Relations Commission

**Occupation/Vocation/Avocation:**

Lawyer

Question applies to Human Relations Commission

**Have you ever been a paid lobbyist/legislative advocate? If so, when and before which legislative body (e.g., City Council, City Commission)?**

No.

Question applies to multiple boards

**Have you ever applied to the Team Beverly Hills Program?**

---

I did Team Beverly Hills in approximately 1999

Question applies to multiple boards

**Are you a member or alumnus of the Team Beverly Hills Program?**

---

Yes. 1999

Question applies to multiple boards

**Have you applied previously for a commission appointment? If so, which commission(s)?**

---

Never.

Question applies to Human Relations Commission

**1. Describe your involvement or interest in community activities, organizations, or specific "causes" as they relate to your interest in serving on the HRC.**

I have been employed as a Labor Lawyer for 40+ years. I have worked for both labor unions and management. I currently work for the City of LA City Attorney's office, as a labor lawyer. When my children were in Beverly Hills public schools, I was involved in their schools. I am on the Board of the Westside JCC. In the past, I was on the board of a local Dance company.

Question applies to Human Relations Commission

**2. Describe a current issue in Beverly Hills that you believe falls within the purview of the HRC? How would you advise the HRC to address the concern?**

These past few weeks we've seen unprecedented public unrest over social issues all across our country. Those problems resulted in damage in our own business community. We need to think about how we, as Beverly Hills residents and businesses, can help our country move forward from this fraught moment and be more inclusive.

Question applies to Human Relations Commission

**3. What skills, ability or training do you have that would help you serve on the Commission?**

I am a labor lawyer specializing in discrimination issues, I am also an arbitrator and mediator.

Question applies to Human Relations Commission

**4. Describe your strategies and strengths in dealing with conflict resolution within a five-member commission setting.**

As an arbitrator and mediator I believe that listening carefully to opposing points of view are important at arriving at a consensus.

Question applies to Human Relations Commission

**5. How would you describe your interpersonal skills/objectivity in dealing with complicated issues such as diversity?**

This has been a major focus of my professional career and I believe that my interpersonal skills have helped solve many such problems.

Question applies to Human Relations Commission

**6. Is there anything in your core beliefs that would negatively impact your ability to serve as a Human Relations Commissioner?**

No.

Question applies to Human Relations Commission

**7. How do you respond to the purposes and responsibilities of the Human Relations Commission (see the "Serving on the Beverly Hills Human Relations Commission" section following the questions)?**

I agree with those purposes.



Question applies to Human Relations Commission

**8. The Human Relations Commission promotes positive human relations and civility in the City. Describe how you demonstrate civility in the community.**

I demonstrate civility all the time, I think. I walk our neighborhood every day and every evening, talking to my neighbors, while wearing a mask, of course.

Question applies to Human Relations Commission

**9. Please describe your availability to prepare for and attend City Council and HRC committee meetings, special HRC-sponsored events and/or other activities beyond regularly scheduled monthly meetings.**

I intend to retire sometime very soon, and will have plenty of time to attend meetings.

Question applies to Human Relations Commission

**10. Have you ever attended a Human Relations Commission meeting? If so, how many and when? What issues were reviewed at these meetings?**

No.

Question applies to Human Relations Commission

**11. What suggestions do you have to improve or enhance the Human Relations Commission information provided on the City's website [www.beverlyhills.org](http://www.beverlyhills.org)?**

It's a little vague. Maybe it could be expanded some.

Question applies to Human Relations Commission

**12. Why do you wish to be a member of the Human Relations Commission?**

I wish to help make BH a more perfect place to live and work.

Question applies to Human Relations Commission

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In November 2000, the City Council established the Commission and adopted the following mission statement:

The Human Relations Commission shall advise, recommend, assist and encourage activities and programs to be undertaken to promote positive human relations in all aspects of community life in Beverly Hills. The Commission shall actively promote a just and equitable multi-cultural society; and will endeavor to reduce conflict and tension, as well as discrimination, prejudice and stereotyping based on race, religion, gender, sexual orientation, national origin, age, disability, or any other arbitrary factor.

The purposes and responsibilities of the Human Relations Commission include the following:

**Profile**

Deborah

First Name

Termeie

Last Name

Middle Initial

Suffix

Email Address

Street Address

Suite or Apt

Beverly Hills

City

CA

State

Postal Code

**Mailing Address (optional)**

Primary Phone

**Work / Cell Phone**

**Fax Number**

**Which Boards would you like to apply for?**

Human Relations Commission: Submitted

Question applies to Human Relations Commission

**How long have you resided in Beverly Hills? (Applicant must be a resident of the City for a minimum of two years prior to filing an application and, if selected, remain a resident in order to serve.)**

17

Question applies to Human Relations Commission

**Occupation/Vocation/Avocation:**

Periodontist

Question applies to Human Relations Commission

**Have you ever been a paid lobbyist/legislative advocate? If so, when and before which legislative body (e.g., City Council, City Commission)?**

No

Question applies to multiple boards

**Have you ever applied to the Team Beverly Hills Program?**

---

yes

Question applies to multiple boards

**Are you a member or alumnus of the Team Beverly Hills Program?**

---

Yes, I had the privilege to participate in 2018

Question applies to multiple boards

**Have you applied previously for a commission appointment? If so, which commission(s)?**

---

Yes, in the past, I have applied for the rent stabilization and Health and Safety commission



Question applies to Human Relations Commission

**1. Describe your involvement or interest in community activities, organizations, or specific "causes" as they relate to your interest in serving on the HRC.**

1. Participated in the Morteq women in STEM seminar by the BHHS 2. PTA Executive board- Secretary at Beverly Vista 2018-2019 school year 3. Nominating committee at Beverly Vista 2017-2018 school year 4. Volunteered as at the USC-LA County General practice residency from 8/2016-12/31/2018

Question applies to Human Relations Commission

**2. Describe a current issue in Beverly Hills that you believe falls within the purview of the HRC? How would you advise the HRC to address the concern?**

Bullying would fall within the purview of the Human Relations committee. Students need resources on how to deal with it and how to stop it. Teachers, staff, administrators, and parents need to be trained on how to respond to bullying. Training and open communication are essential to address bullying.

Question applies to Human Relations Commission

**3. What skills, ability or training do you have that would help you serve on the Commission?**

The job of the commission is to advise, recommend, assist, and encourage activities and programs to be undertaken to promote positive human relations in all aspects of community life." As a dentist and mother, I am always encouraging positive behaviors from my patients (stop smoking, good hygiene) and my kids. I have also taken a negotiating class recently from the University of Missouri (online) that included conflict management.

Question applies to Human Relations Commission

**4. Describe your strategies and strengths in dealing with conflict resolution within a five-member commission setting.**

I work well with groups. In my workplace, my staff and I are always trying to think outside the box and find solutions to issues as a team. For instance, we recently had to brainstorm ideas on how to make our patients feel comfortable in our practice with the Covid-19 pandemic. We trained our staff in air filtration and suction.

Question applies to Human Relations Commission

**5. How would you describe your interpersonal skills/objectivity in dealing with complicated issues such as diversity?**

I am great at talking and public speaking, and I am able to be objective with issues pertaining to diversity.

Question applies to Human Relations Commission

**6. Is there anything in your core beliefs that would negatively impact your ability to serve as a Human Relations Commissioner?**

No

Question applies to Human Relations Commission

**7. How do you respond to the purposes and responsibilities of the Human Relations Commission (see the "Serving on the Beverly Hills Human Relations Commission" section following the questions)?**

I will do my best in my responsibility as Human relations commissioner. I am familiar with all the duties and responsibilities of the commission. For instance, I work as a Dental Board reviewer, and I research complaints about dentists and give the board my findings. This is similar to one of the functions of this commission, "Commission or its staff may communicate with complainants and City departments with regard to complaints received by the Commission and may also arrange and facilitate communications directly between City departments and complainants."

Question applies to Human Relations Commission

**8. The Human Relations Commission promotes positive human relations and civility in the City. Describe how you demonstrate civility in the community.**

I am involved with our schools, and I have participated in our PTA. I have also volunteered my time at the LA county hospital to help those who cannot afford to see a private practitioner.

Question applies to Human Relations Commission

**9. Please describe your availability to prepare for and attend City Council and HRC committee meetings, special HRC-sponsored events and/or other activities beyond regularly scheduled monthly meetings.**

I am available Thursday mornings and for any other special meetings or activities.

Question applies to Human Relations Commission

**10. Have you ever attended a Human Relations Commission meeting? If so, how many and when? What issues were reviewed at these meetings?**

Yes, I have watched two meetings. In one meeting, kindness week was discussed. In another meeting, grant proposals were reviewed and discussed.

Question applies to Human Relations Commission

**11. What suggestions do you have to improve or enhance the Human Relations Commission information provided on the City's website [www.beverlyhills.org](http://www.beverlyhills.org)?**

I like the website and the ability to see agendas, highlights, and initiatives. I would have an area for residents to send their feedback on civility issues they have encountered.

Question applies to Human Relations Commission

**12. Why do you wish to be a member of the Human Relations Commission?**

As a health care professional, I have great interpersonal skills and energy! I have two children (8 and 10 years old), and I can bring new light to issues like bullying. I am also used to working in groups, and I can bring those skills (negotiation) to the commission.

Question applies to Human Relations Commission

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CITY OF BEVERLY HILLS  
HUMAN RELATIONS COMMISSION  
APPLICATION

BEV HILLS CITY CLERK  
2020 MAY 25 AM 11:35

TO: HONORABLE MAYOR AND CITY COUNCIL

I am a resident of the City of Beverly Hills and am interested in being considered for an appointment to the Human Relations Commission.

Name: Murray D. Fischer E-mail address: [REDACTED]

Residence Address [REDACTED] Dr. E [REDACTED] Zip code: 90212

Mailing Address (optional): \_\_\_\_\_ Zip Code: \_\_\_\_\_

Home phone: [REDACTED] Work phone: [REDACTED] Fax: [REDACTED]

Cellphone: [REDACTED]

How long have you resided in Beverly Hills? Since 1957 (Applicant must be a resident of the City for a minimum of two years prior to filing an application and, if selected, remain a resident in order to serve.)

Occupation/Vocation/Avocation: Attorney at Law

Have you ever been a paid lobbyist/legislative advocate? If so, when and before which legislative body (e.g., City Council, City Commission)?

Yes – City Council, Architectural Review Board, Design Review, and Planning Commission.

Have you ever applied to the Team Beverly Hills Program? No because I helped Gisele start program.

Are you a member or alumnus of the Team Beverly Hills Program? No

Have you applied previously for a commission appointment? If so, which

Yes – Charitable Solicitations Committee – served for 6 years and never missed a meeting.

Plus I attended the Human Relations Commission meetings on different occasions, especially when we were part of an ad hoc and evaluated the grants for the City of Beverly Hills.



1. Describe your involvement or interest in community activities, organizations, or specific "causes" as they relate to your interest in serving on the HRC.

I have been the President of the Beverly Hills Education Foundation, the Beverly Hills Rotary, and the Beverly Hills and Chamber of Commerce, as well as the Maple Counseling Center. I have also served on Advisory Groups known as the 20/20 Goals Committee, the Affordable Housing Committee, and the Neighborhood Watch Committee with the Beverly Hills Police Department.

I believe in Community involvement not only for civic matters, but also for charitable causes. I believe with all of my past activities I can very easily accomplish the goals and objectives of this Commission. Their goals of dealing with the different entities on grants, kindness, and housing are all things that I have been greatly involved in with the City of Beverly Hills.

2. Describe a current issue in Beverly Hills that you believe falls within the purview of the HRC? How would you advise the HRC to address the concern?

I am very concerned about the homeless issues that are going on especially now during Covid. Also I am very concerned about the seniors and making sure that we provide the necessary kindness and services to the Seniors. Unfortunately Beverly Hills has an aging population. I am also aware of the fact that numerous church organizations, cultural organizations and service organizations apply to this agency for different grants at the end of the year. Having served on the Charitable Solicitations Committee, I believe that I can provide guidance and understanding with respect to those issues.

I am also concerned about potential issues when the City of Beverly Hills reopens over the next couple of years as to how to make sure our foreign visitors are treated in a civil manner, and not to be in a hostile environment. This City receives many foreign visitors, not only from China but many other countries, and I am concerned about how we properly educate them as well as our ambassadors and retail stores as to the proper way of treating them going forward. Like our Smoking Ordinance – our visitors may have not experienced our rules in their countries, and we need to educate them in a friendly manner, while also making them feel comfortable visiting and shopping in our City.

3. What skills, ability or training do you have that would help you serve on the Commission?

I have been trained in mediation and have been a mediator in different matters and different causes. In the past I have also worked with the original organization known as the Concern for Tenant Rights for many years, under Rudy Cole and Herm Schultz. I have helped mediate different issues with landlords that arose. Also as past Chair of different committees and commissions, I understand the importance of civility and will work very closely with my fellow members in discussing and reaching decisions.

4. Describe your strategies and strengths in dealing with conflict resolution within a five-member commission setting.

The first strategy would be that you must be a good listener. You must be open-



mindful and not have any pre-conceived ideas or agendas. Second of all, you must be respectful to the other members of the Commission even though you may not always agree with their points. Lastly, you must do your best to reach compromises as to important issues for the betterment of the Commission and the City of Beverly Hills as a whole.

5. How would you describe your interpersonal skills/objectivity in dealing with complicated issues such as diversity?

Diversity is an issue that I have been faced with many times and on many occasions. When I was President of the Beverly Hills Rotary, I worked very hard to make sure that women were included first as members, and second as Officers and Board Members of our Club. Many years ago when I was involved on the Board of Temple Emanuel, I reached out to other religious organizations so that we could create a harmonious environment in the City of Beverly Hills and establish the inner religious relationships between those other religious organizations and Temple Emanuel. Our goals were to make sure that people were treated equally and fairly and always had an opportunity to discuss any religious aspects with the other leaders.

Our City has a lot of diverse ethnic and religious organizations, and I have always encouraged all stakeholders to become a part of the City and be involved with the City. Lastly, as far as diversity goes, I have a young Persian woman as my partner in my Law Practice because I believe that it is important to make sure that I can properly represent any and all ethnic groups that reside in the City of Beverly Hills. She helps me understand their culture and thinking.

6. Is there anything in your core beliefs that would negatively impact your ability to serve as a Human Relations Commissioner?

No.

7. How do you respond to the purposes and responsibilities of the Human Relations Commission (see the "Serving on the Beverly Hills Human Relations Commission" section following the questions)?

As a long-time resident of City of Beverly Hills and someone that is well-respected based upon the different positions that I have held in the Community, I am often contacted by numerous citizens of the City of Beverly Hills with respect to issues that may have arisen in their daily lives or in their business environment. I continually act as a mediator that deals with different tensions or conflicts including not only conflicts with respect to issues they may have with different departments at the City, but also with conflicts that they may have amongst neighbors.

On numerous occasions I have been contacted by different residents that have issues with neighbors over either boundary lines, tree aspects, construction impacts, excess noise, or privacy issues. When I am contacted by these people, I do my best to facilitate better communication and understanding between these different individuals. When people communicate amongst themselves and understand what the problems are then people have a better understanding as to how to solve their problems. What one doesn't want is a continuous amount of hostility because hostility can just continue to



fester and make things worse. At certain times when there are issues, I have the knowledge based upon the fact that I have been doing this for long period of time to direct these people to the proper City employee in order to get them answers so that can better understand what is expected of either party involved in the issue. It seems that the biggest, tension-causing issue is that neither party reached out to each other in the beginning to try to solve the problem in a reasonable manner. If they want to solve a problem they need to understand the underlying facts and be willing to be open-minded in order to accomplish a reasonable solution, while at the same time allowing people to conduct their business in a reasonable, non-infuriating manner.

8. The Human Relations Commission promotes positive human relations and civility in the City. Describe how you demonstrate civility in the community.

The Human Relations Commission promotes positive human relations and civility in the City of Beverly Hills. You demonstrate civility by:

Being open-minded and understanding that there are differences among certain nationalities and religious groups, but that you strive for the same common goal and that is kindness and an understanding of each person's underlying beliefs and understandings. Civility is not just a word – it is more than a word. Civility is how you truly want to treat your fellow neighbors recognizing that every one of us has a positive characteristic about us, and that we need to bring that positive characteristic out so that we all work together in a harmonious relationship.

9. Please describe your availability to prepare for and attend City Council and HRC committee meetings, special HRC-sponsored events and/or other activities beyond regularly scheduled monthly meetings.

As I indicated above, I served on the Charitable Solicitations Commission for six years.

1. I never missed any meeting during that six-year period.
2. I was appointed to Ad Hoc meetings requiring us to meet beyond our normal monthly meetings. I was always available and willing to attend any Ad Hoc meetings and/or any non-regularly scheduled monthly meetings.
3. While I was President of numerous organizations, as indicated above, not only did we have monthly and in some cases weekly meetings, we also had Board meetings that met. We also had different events that we wanted to attend both social and educational.
4. I was also very willing to attend the City sponsored events that involved our community, and if appointed to a commission position, I will still continue to do whatever I can to attend any of those additional meetings or events that is important to not only this commission, but important to the overall civility of the City of Beverly Hills.



10. Have you ever attended a Human Relations Commission meeting? If so, how many and when? What issues were reviewed at these meetings?

I have previously attended Human Relations Commission meetings when I was Chairman of the Charitable Solicitations Commission and in sub-committee, we worked jointly on Grants. On May 7, 2020, I also had the opportunity to listen to the Human Relations Committee meetings, and watched them on our City channel from opening gavel to closing gavel. In the past, I have also had an opportunity to review previous Human Relations Commission meetings on our City channel.

11. What suggestions do you have to improve or enhance the Human Relations Commission information provided on the City's website [www.beverlyhills.org](http://www.beverlyhills.org)?

As you know I am a big advocate of using the City's website and in addition to that provide public service ads with in our local newspapers. I also like to make sure that we put a service advertisement in the Beverly Press as it is included in the westside section of the Los Angeles Times and reaches a lot more residents. We need to ensure that the information that we are involved in, and especially educational information, is dispersed not only on our website, but is also dispersed in our local materials that are sent out to the residents in the City of Beverly Hills. Too many times those mailings are left in mailboxes or thrown away. We need to make sure that whatever material that we disseminate, that the material is not considered "junk mail" but is important mail that needs to be read.

I am also a big believer in the banners that have been put up with respect to "Kindness Week and Civility". These are fantastic and need to be maintained on a yearly basis. I also think that in each public parking garage that the City owns and operates that we should have an electronic billboard whereby we can publish messages so when people come into our City and park in our garages they will be able to see the messages that we are conveying. Lastly, I feel the Commission should be working on educating people in the way they greet people, without a handshake. We need a new way to greet people in a warm and friendly manner.

12. Why do you wish to be a member of the Human Relations Commission?

I have been very active in the City of Beverly Hills since I was at Beverly Hills High School from the years 1957-60. I was involved in clubs and I was involved in elections and was elected an officer when I was there. I have also been involved in numerous organizations and committees in the City of Beverly Hills ever since. I believe in the City very much and I want to continue to offer my talent and my time to keep this City a fantastic City. I also believe that as a member of the business community in the City of Beverly Hills that I can also offer my talent not only to the residential and tenant aspects of the City, but also to the business community by being able to receive their input to this Commission, which is very valuable. The business community is a great partner for helping disseminate information on civility and kindness:

Date

May 13, 2020

Signature

Murray D. Fischer

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