

September 8, 2020 MVCC Board Meeting Supplemental Materials for Agenda Item 10

Item 10. [AMBRIZ / HILL / INOUE / KADOTA] **Censure of Board Member Stacy Shure** – Discussion and action regarding a Directors’ Motion for censure of Zone 1 Director Stacy Shure under Article V, Section 8 of the “Bylaws of the MAR VISTA COMMUNITY COUNCIL,” dated July 1, 2020.

Motion: The Mar Vista Community Council censures Stacy Shure for violating the MVCC Bylaws and Code of Conduct.

DOCUMENTATION:

1. Video recording of MVCC Board meeting, Tuesday, July 14, 2020
Motion refers to timestamp 1:29:00 - 1:30:30; topic begins around timestamp 1:12:10.
 - https://zoom.us/rec/share/vfZnCI_c5nFJGK_t0U7eYqo5EIDYaaa8hyhNrPMPxByLpuxN6Qb5sDnNpGw6lSxW
2. Audio recording of MVCC Executive and Finance meeting, November 4, 2019 (half of meeting)
Motion refers to timestamp 0:29:10 - 0:30:36; topic begins around timestamp 0:17:00.
 - <https://soundcloud.com/user-433132385/mvccexfinnov4/s-SLZcgaJj2kA>

BACKGROUND MATERIALS:

3. Neighborhood Council Board Member Code of Conduct Policy, Policy 2014-2(2), Empower LA
 - <https://empowerla.org/wp-content/uploads/2019/03/NEIGHBORHOOD-COUNCIL-BOARD-MEMBER-CODE-OF-CONDUCT-POLICY.pdf>
4. Uniform Policy For Board Member Censure, Policy 2020-3, Empower LA
 - <https://empowerla.org/wp-content/uploads/2020/04/NC-Board-Member-Censure-Policy-2020-03-03.pdf>
5. Mar Vista Community Council By-laws
 - http://www.marvista.org/pdfs/Mar-Vista-CC-Bylaws_Aproved%2007-01-2020.pdf
6. *Plan For A Citywide System Of Neighborhood Councils*, Empower LA, Department of Neighborhood Empowerment
 - https://empowerla.org/wp-content/uploads/2012/12/Plan_Amended_12-18-131.pdf

MOTION for CENSURE

Censuring Stacy Shure, 1st Vice-Chair of Mar Vista Community Council

The [Plan for a Citywide System of the Neighborhood Councils](#) (Plan) in the City of Los Angeles (City) aims to “foster a sense of community for all people to express ideas and opinions about their neighborhoods and their government” (Plan Article I, 6). Within the Plan, Inclusive Membership is the first official desired characteristic of Neighborhood Councils (NCs), and NCs are required to “be diverse, inclusive and open to all Community Stakeholders” (Plan Article II, 1). Additionally, NCs “must encourage all Community Stakeholders to participate in all of their activities, and may not discriminate in any of their policies, recommendations or actions against any individual or group on the basis of race, religion, color, creed, national origin, ancestry, sex, sexual orientation, age, disability, marital status, income, homeowner status, renter status or political affiliation” (Plan Article II, 2).

As required, all Board Members of the Mar Vista Community Council have signed a [Code of Conduct](#), in accordance with the Board of Neighborhood Commissioners (BNC) Policy 2014-2(2), Attachment A. The Code of Conduct requires Board members to:

1. “Conduct themselves in a professional and civil manner”
2. “Treat other Board Members and members of the public with respect regardless of the other’s opinion, ethnicity, race, religion, religious belief or non-belief, color, creed, national origin, ancestry, sex, sexual orientation, gender, gender expression, age, disability, marital status, income, homeowner status, renter status or political affiliation.” (Referenced as protected characteristics)
3. “Not, during meetings, functions or events engage in or threaten to engage in any physical attack on any other individual.
4. “Not use language that is threatening, obscene, or slanderous, including profanities, insults or other disparaging remarks or gestures directed toward other Board Members.”
5. “Promote and, if necessary, enforce a safe meeting environment. If other Board Members become disruptive or violate the Code of Conduct Neighborhood Council Board Members have agreed to abide by, Board Members should demand that the offending Board Member conduct themselves in a respectful and orderly manner.”
6. “Not engage in ‘bullying’ or harassment” as outlined in the Code of Conduct.

Board Members represent their constituents and exercise their authority voluntarily during Neighborhood Council meetings. It is an expectation that Board Members attending these meetings in their capacities as elected leaders, will hold discussions on NC matters with respect, civility, and professionalism. Board members are expected to act with integrity in all NC engagements, including official Board meetings.

The Board of Neighborhood Commissioners has established a policy for the Censure of offending NC Board members, per the [Uniform Policy for Board Member Censure](#), and created a censure process “to place a Board member on notice of misconduct and to provide the Board member with an opportunity to correct the misconduct” ([BNC Policy Number 2020-3](#)). As outlined this policy, grounds for censure include, but are not limited to, “violations or abuses of the Board’s bylaws or rules, violations of the Code of Conduct.”

Board Member Stacy Shure, current 1st Vice-Chair of the Mar Vista Community Council (MVCC) has engaged in uncivil and unprofessional behavior, and in “bullying” and “harassment” as defined by and in violation of the Code of Conduct:

- At an MVCC Board meeting held on Tuesday, July 14, 2020 at 7:00pm, Shure displayed obscene behavior, including profanities and disparaging remarks and gestures toward another MVCC Board Member (See video recording at https://zoom.us/rec/share/vfZnCl_c5nFJGK_t0U7eYqo5EIDYaaa8hyhNrPMPxByLpuxN6Qb5sDnNpGw6ISxW).
 - During the meeting, Shure raised her voice at a fellow Board Member, ordering the Board Member to “shut it” on at least two occasions.
 - Shure employed a vulgar physical gesture, including raising and directing a middle finger obscenity toward the same Board Member.
 - Shure also verbally mouthed insults and physically motioned for the Board Member to “suck it” while offensively inserting her index finger into her own mouth.
 - Shure repeatedly interrupted the same Board Member and interfered with the Board Member’s ability to participate in the Board discussion, stating that the Board Member “had no privilege,” and further disparagingly referenced the Board Member’s Latino ethnicity and age with hostility--protected characteristics as outlined in the Code of Conduct. This was in response to the Board Member’s comments calling for inclusion and equity, and their expressed concern to set committee appointments by the MVCC Chair and leadership.

- At an MVCC Executive and Finance Committee meeting held on Monday, November 4, 2019 at 7:00pm, Shure used threatening language inferring physical harm and/or inappropriate behavior.
 - During the meeting and as part of a discussion of a previous MVCC committee meeting and in reference to disruptive members of the public who attend MVCC meetings, Shure stated she efforts to “always have the baseball bat in my car, it’s really quite effective.” Shure further stated “actually, I did do this once asking ‘who’s not leaving?’ ” from a meeting.

MVCC Bylaws include a requirement that the MVCC abide by the Code of Conduct, as referenced above, and that a violation of the Code of Conduct by a Board member or Director may result in Censure or Removal” (MVCC Bylaws, Article XIV, Compliance, Section 1).

We therefore move that the Mar Vista Community Council does hereby censure Stacy Shure for having willfully violated the MVCC Bylaws and Code of Conduct, having engaged in uncivil and unprofessional, obscene gestures and profanities, and used offensive and threatening language and remarks toward other Board members.

We further move that Board Member Stacy Shure conduct herself in a respectful and civil manner, and offer corrective action for her exhibited inappropriate behavior and actions.

Signed by:


8/9/2020

 Andrea Ambriz, DATE
 At-large Director


8/9/2020

 Selena Inouye, DATE
 At-large Director


08/09/20

 Gabriel Hill, DATE
 At-large Director


8/9/2020

 Robert Kadota, DATE
 At-large Director

I expressed myself inappropriately, albeit after listening to selective insults and disparagement of people by Ms. Ambriz that are all qualified to serve on this board by virtue of having been elected to their positions. I'm an adult and can apologize for my behavior. Why haven't Ms Ambriz and the rest of you supporting her done the same?

Ms. Ambriz has brought a motion that promotes inclusiveness for this board. I support that wholeheartedly. My work in the community trying to keep our most disenfranchised and most impoverished housed, especially during this pandemic, speaks to how I feel about inclusiveness for not only this board but our community. I welcome everyone working together on these issues and suggest that's what merits our time and effort. But to be fully be inclusive, let's not omit agism as something that disparages and should be avoided. Let's refrain from referring to the members of this board as "old, white and not competent to serve" as Ms. Andrea Ambriz has done, in print (to the Argonaut) and in person at many meetings of this board. I'm willing to work with others to do this, who will join me?

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



First, I want to address something that happened at our last board meeting: At the suggestion of Rob Kadota who called me after the meeting, I reviewed the video and recording of that meeting to review my behavior. It is very clear from the recording that I got very upset and frustrated at what I felt was yet another factually devoid disparagement of not only our board, but very specific members of this board by Ms. Andrea Ambriz. Ms. Andrea Ambriz has previously in both print and vocally at meetings made statements about members of this board being “old” or “unqualified” to serve. Her statements are on the audio and that is what I was directly responding to, and did so — while on mute — by my use of an inappropriate and unprofessional gesture. For my unprofessional response, I apologize, to the community, the board and Ms. Ambriz. It was inappropriate and I will try to do better. I think everyone on this board knows this was highly out of character for me. To any viewer of the video, and I asked several board members to review it as well as someone who is not on the board, and they all heard and saw what I did - it is clear that I was responding directly to what Ms. Ambriz had stated in her *ad hominem* attacks, and my response was neither discriminatory nor racially motivated. I invite everyone to review the tape. Since then, Ms. Ambriz has made knowingly defamatory statements about what transpired by alleging that at that very same meeting I made racially motivated statements about her and directed “violent” acts of discrimination towards her. Ms. Andrea Ambriz’s statements are false, outright lies, tortious and must stop. If Ms. Ambriz feels that there was any discriminatory language that was used, outside of her own references to this board being old and not qualified to serve, I invite her to show me where specifically in the record that occurred.

Ms. Ambriz has also encouraged others to stand up and make statements about the need to follow rules. I agree with her. I want honesty and transparency on this board. And we have had neither, and I agree it should start now. It is not honest to overlook, as Ms. Ambriz has done, and many of those affiliated with her, when a male member of this board screamed at a female member, violently threw his chair back and physically approached the female board member with his hands raised in a threatening manner. Yet it happened, with nary a word of reproachment. It is not honest to overlook that when Ms. Ambriz was reported to the board as not living in the community, and then when another board member confirms this was the case, as Mr. Kadota did to me in January, that instead of addressing the violation of the rules it is regarded as “something that needs to be cleaned up.”

Nor is it honest to overlook a current board member posting links to a survey in a private facebook group, a survey that was approved and funded by this board, with the intention of skewing the results so it will not be statistically valid as Ms. Inouye has done, and not also address that as a violation of the Bylaws of the board. I could go on and on and on. Each and everyone one of us has been witness to egregious behavior by certain board members who have been neither reproached nor criticized by their friends and allies, who have then joined Ms. Andrea Ambriz in her falsified and faux outrage spewed in my direction. The utter hypocrisy in what such people profess outrage about is astounding.

The assertion that rules should be followed is correct. I vow to call out the hypocrisy of the selective outrage that members of this board spew when it suits their political or perceived personal interests. The fact is, I acted unprofessionally during a meeting and I apologize. I am an adult who accepts responsibility and apologizes — I do not launch a bullying, harassing and defamation campaign on 3 websites, give out a board member’s private email address and phone number so they can be the object of threatening hate mail (as has occurred here) and then lie about what transpired. I do not give out a personal telephone number so a board member can receive a death threat, as I have here.

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[REDACTED]

[REDACTED]

[REDACTED]