



COMMISSION ON HUMAN RELATIONS

LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

September 7, 2023

MEMORANDUM TO THE COMMISSIONERS

FROM: Ilan Davidson, President

SUBJECT: Commission Meeting- Monday, September 11, 2023

Our Commission will meet on Monday, September 11, 2023 at 11:30 p.m., at 510 S. Vermont Ave., 9th Floor, #9K11, Rm A., Los Angeles, California.

You may also join meeting **Via Teams Calendar Invitation** [Click here to join the meeting](#). If you are unable to do so, you may Dial: [+1 213-204-2512](tel:+12132042512), [980587174#](tel:+1980587174)
Please Post Agenda in your location.

Parking is located at 523 Shatto Place. Please pull a ticket when entering the parking structure. Please take the elevator to the 9th floor and walk through the bridge, which is located towards the northwest corner of the parking structure, to reach Terrace (T) Level of the designated candidate waiting area. Prior to leaving the facility, please take your ticket to either security desk (Ground Level or Terrace Level) for validation. **Do not park at the 510 South Vermont Avenue structure. Violators may be towed at vehicle owner's expense.**

Please review, and let me know if you have any questions.

If you are unable to join the meeting, please call me at (213) 639-6089 no later than 9:00 a.m., Monday, September 11th.

Grace Löwenberg
(213) 639-6089

Board of Supervisors

Janice Hahn, Chair

Fourth District

Hilda L. Solis

First District

Holly J. Mitchell

Second District

Lindsey P. Horvath

Third District

Kathryn Barger

Fifth District

Fesia Davenport

Chief Executive Officer

Human Relations Commissioners

Ilan Davidson
President

Isabelle Gunning, Esq.
Vice President/Secretary

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Fredrick Sykes
Sandra E. Thomas, Ph.D.
Vice Presidents

Michael Gi-Hao Cheung
Helen L. Chin
Lisa Michelle Dabbs
Dandy De Paula
Azusena Favela
Kevork Keushkerian
Preeti P. Kulkarni
Guadalupe G. Montaño, Ed.D
Jeanette EllisRoyston
Gay Q. Yuen, Ph.D.

Honorary Member
Philip R. Valera

Human Relations Staff

Robin S. Toma, Esq.
Executive Director

Robert Sowell
Assistant Executive Director

Intergroup Relations Specialists

Pierre Arreola
Valentina D'Alessandro
Salvador Avila
Anthony Cowser
Roland Gilbert
Oscar Hernandez
April Johnson
Monica Lomeli
Josh Parr
Gustavo Partida
Yadira Pineda
Fidel Rodriguez
Paul Smith
Terri Villa-McDowell
Marshall Wong

Administrative Staff

Grace Löwenberg
Siranush Vardanyan
Sharon Williams



Los Angeles County Commission on
Human Relations - 510 S. Vermont Ave.
Los Angeles, CA 90020
(213) 738-2788

AGENDA
MEETING OF THE COMMISSION
Monday, September 11, 2023 – 11:30-1:00 pm
LA County Vermont Corridor Building - 510 S. Vermont Ave.
Los Angeles, CA 90020 - Conf. Rm. A on the Terrace Level #9K11
[Also via MS Teams Video and Audio Conferencing 213-204
2512,,980587174# [Click here to join the meeting](#)]

Our mission: to transform prejudice into acceptance, inequity into justice, and hostility into peace

- 1. Call to Order and Land Acknowledgement (11:30)**
- 2. Review & Approval of August 7, 2023 Meeting Minutes***
- 3. President's Report (11:33)**
 - 3.1. Spotlight on a Commission Staff: Tony Cowser, Public Information Officer
 - 3.2. Attending Supervisor's Reception for Commissioners
- 4. Executive Director's Report (11:45)**
 - 4.1. Human Rights Highlights IAOhRA Conference Aug. 13-17, 2023
 - 4.2 Key Program and Administrative Updates
 - 4.3 CCEJ Humanitarian Awards September 27, 2023*
- 4 Committee Reports (11:55)**
 - 5.1 Transformative Justice Committee (Gunning)
 - 5.2 Policy and Advocacy (Legislation) Committee (Montaño)
 - 5.3 LA vs Hate Committee (Montaño)
 - 5.4 John Anson Ford Awards Committee (Montaño)
- 6. Public Comment (3 minutes per person) (12:05)**
- 7. Action/Discussion Items (12:10)**
 - 7.1 John Anson Ford Awards Committee Membership and Timeline* (Comm. Chin)
 - 7.2 Hate Crime-Related State Legislation*
 - 7.3 Report Back on IAOhRA Conference (commissioners)
 - 7.4 Board action on Supporting Gender Affirming Health Care*
 - 7.5 Board action on Olympics and Paralympic Games 2028*
 - 7.6 HRC Offices' location update
- 8. Commissioner Announcements (2 minutes per Commissioner) (12:55)**
- 9. Adjournment in memory of Laura Ann Carleton, murdered for being a LGBTQ ally (1:00)**

For translation to other languages o para más información en español, call (213) 738-2788 or email us.

* Denotes that this agenda packet includes written material regarding this agenda item.

Meetings are held in English. If interpretation in other languages or accommodations for persons with disabilities are needed, please contact the Commission at (213) 738-7288 at least 3 business days before the meeting. The meetings of the Human Relations Commission are accessible to persons with disabilities.

Note: The following Commissioners will be participating by conference telephone communication from the following locations: Lisa Dabbs, 6528 Greenleaf Ave., Whittier, CA 90601; Dandy De Paula, 21815 Pioneer St..Hawaiian Gardens, CA 90716; Preeti Kulkarni, 3419 Federal Avenue, LA, CA 90066.

3. President's Report

3.1 Spotlight on a Commission Staff: Mr. Paul Smith, new Senior Staff: President Davidson introduced new senior staff Mr. Paul Smith, who shared his background in the educational field as a school principal as well as a director in the criminology field. Mr. Smith expressed his excitement to be working with the Human Relations Commission and all Commissioners. Commissioners took turns introducing themselves and welcoming Mr. Smith to HRC. President Davidson also introduced new Public Information Officer Tony Cowser and shared that he will be spotlighted in the upcoming Commission Meeting.

3.2 Commissioner Sandra Thomas' special event: President Davidson shared that Commissioner Thomas' special event was this past Saturday and asked for individuals to share their experiences. VP-Sec. Gunning shared that the event held to honor Commissioner Sandra Thomas was wonderfully organized by My Tribe Rise. She expressed that the speakers during the event were fabulous, and it was a lovely event showing how much of an impact Dr. Thomas really had. Executive Director (ED) Robin Toma joined to express that VP-Sec. Gunning also did a beautiful job honoring Dr. Thomas and thanks to Robert's efforts, **he** was able to present Dr. Thomas an elegant, weighty crystal award on behalf of all commissioners and staff.

4. Executive Director's Report

4.1 Human Rights Highlights of Recent Trip; Upcoming IAOHRA Conference

President Davidson began item 4.1 by discussing the next Commission meeting, sharing that the first Monday of September falls on the County holiday, which moves the next Commission meeting to September 11, 2023. President Davidson shared that on September 11th, the conference room to meet is only available until 1:30 p.m. and asked Commissioners if they are able to meet from 11:30 a.m. to 1:00 p.m. instead. All Commissioners confirmed that they would be available for the earlier time.

ED Toma began the Executive Director's Report by sharing that he just returned from a personal family vacation to Korea and Japan and that he was able to connect with a Mr. Ho Sub Song, a former intern with our Commission, who is currently the head of the Education Department of the National Human Rights Commission of Korea. ED Toma shared that the institutional strength as a National Commission is seen in a gleaming modern ten-story building they have with the Commission's name on it, and as the national human rights institution ~~which we are seeking to have in the U.S.~~, they do such things as working with the entertainment industry to put out a feature film about human rights every year. **He noted that this is the kind of activity and impact we would like to have in the US.** ED Toma mentioned that he also visited Hiroshima Peace Memorial Museum and said it was a powerful testament to the impact of the first use of a nuclear weapon on a civilian population, recommending for all to visit if they have the chance.

ED Toma explained that the work of figuring out where the HRC offices are going to be in the coming months and year is still in process, and as of now there is a new twist in that we may be staying in the 510 S. Vermont building.

4.2 Key Program and Administrative Updates:

ED Toma noted that new senior staff Paul Smith will be working on the Transformative Justice team, and highlighted that PIO Tony Cowser has done a marvelous job in the short time he has been with HRC, adding that the county website now prominently features a button that you can click on to report hate incidents (under “Services”)

ED Toma discussed the 4th mural of the Summer of Solidarity event through LA vs Hate and shared photos from the unveiling. He explained that the artist incorporated actual news stories from the archives of a local community library about the gay community in Long Beach and identified some of the heroes through her intersectional approach. ED Toma expressed the power, beauty and significance of the mural, adding that Supervisor Hahn presented a certificate through her staff. Congressional Representative Robert Garcia was also present through staff as was the Mayor of the City of Long Beach.

ED Toma additionally briefly reported on the recent Action Committee meeting for LA vs Hate, where members of the community participated to help amplify the messages of LA vs Hate. This last meeting was important for getting help in encouraging LAPD to hand out cards to report to 211 whenever they get a report of hate incident or hate crime.

Commissioner Jeannette Ellis-Royston joined to share that individuals calling 211 need to press option 4 to report hate incidents and to have patience as it takes a bit of time. ED Toma thanked Commissioner Ellis-Royston for sharing that important feedback, and President Davidson suggested going to the LA vs Hate website to report online instead, where the first button that pops up is the report online button on the home page and can be done immediately.

ED Toma additionally reported on the following upcoming events. The community engagement session will be taking place in the Antelope Valley with the Transformative Justice Committee sometime in September, and LA vs Hate is going to be recognized by the California Conference for Equality and Justice (CCEJ) in September as well.

ED Toma ended his report by sharing that he attended the last Pasadena Human Relations Commission with Commissioner Keushkerian, who is also a member of the Commission. During this meeting, ED Toma discussed the strategic plan, the work of the HRC and LA vs Hate, and will be continuing to share information with them. ED Toma mentioned that he also facilitated our partner California Department of Civil Rights to present to the Pasadena HRC in the near future.

5. Committee Reports

5.1 Transformative Justice Committee: Committee Chair Isabelle Gunning shared that Commissioner Favela is now part of the committee. There were discussions about Sheriff Accountability and **a number of commissioners and staff** have gone to several jail facilities. The Committee will be going back to Twin Towers intake facility (Inmate Reception Center) to see people being processed as well as North Pitchess and South Pitchess Detention Center on August 29th and the North County Correctional Facility on August 31st.

Committee Chair Gunning explained that the committee will be discussing some of the issues including mental health services in jail, connecting with different departments to ensure there are no gaps in services, partnering with the Sybil Brand Commission, and discussions with the Sheriff’s Office of Constitutional Policing about what is happening in the jails.

Additionally, the Civilian Oversight Commission will be holding their annual conference on Thursday, October 5th ~~called at~~ The Golden Eagle Ballroom (at Cal State LA) and we will likely hold a session of facilitated conversations, and we generally ask Commissioners to facilitate small group conversations in a larger room about our concerns.

Lastly, there may be a partnership with Sybil Brand Commission and Committee Chair Gunning shared that the Commission would need to present on why there is an interest to partner with them and about the work that we do.

5.2 Policy and Advocacy (Legislation) Committee: Committee Chair Guadalupe Montaña stated there is nothing to report at this time for Policy and Advocacy Committee.

5.3 LA vs Hate Committee: Committee Chair Guadalupe Montaña said Executive Director Toma already provided the report.

5.4 John Anson Ford Awards Committee: Committee Chair Guadalupe Montaña announced that the date for the John Anson Fords (JAF) Awards ceremony has been set for January 16, 2024. Committee Chair Montaña asked for nominations to be submitted no later than August 31st via email and reminded Commissioners to look in their meeting packets for the email address for submittal.

Lastly, Committee Chair Montaña explained that there is no representation from the Second Supervisorial District on the JAF committee and Commissioner Helen Chin volunteered to join.

6. Public Comment: Opened for public comment, no comments.

7. Action/Discussion Items

7.1 Supervisorial Districts as redrawn recently based on the 2020 Census: President Davidson recommended for all Commissioners to take a look at the map at planning.lacounty.gov since there have been some drastic changes. ED Toma shared that the issue came up about participating in a Commission meeting when you are not physically present and that your address needs to be posted, explaining that you reside in the district that you represent so your address should reflect that.

7.2 HRC Offices' location update: ED Toma shared that he received an update a few minutes ago via email that the new HRC offices may be on a different floor instead of the 11th floor and will give updates as needed.

7.3 John Anson Ford Awards Nominations: Previously discussed. President Davidson reminded Commissioners that the full listing of past nominees and the nomination form are on pages 38-45 in the packet.

7.4 Board action on Supporting Gender Affirming Health Care: ED Toma stated that we are part of one of the county agencies being consulted to report back to the Board to support gender affirming healthcare and we will ensure that we at the County are inclusive and equitable.

7.5 Board action on Olympics and Paralympic Games 2028: ED Toma explained that there was another Board action on the Olympics and Paralympic Games of 2028 and we received a letter from Supervisor Solis to work with the County Department of Arts and Culture who has the lead in the

coordination of how county agencies can create a welcoming environment for people from all over the world.

7.6 Hate Crime-Related State Legislation: ED Toma shared his screen to display a summary of all different state legislative bills that are related to hate crimes and human relations. ED Toma gave brief descriptions of each of the bills; President Davidson stated that the information will be sent to the Policy and Advocacy Committee for review, and will be open to all Commissioners to attend the meeting for further discussion.

8. **Commissioner Announcements:** No Commissioner announcements. Commissioner Montaña asked whether the Commission is helping or providing assistance to the busses of migrants being dropped off at in LA County. ED Toma explained that HRC is part of the County Counsel Immigration Task Force and has offered resources and materials about LA vs Hate and how to report incidents.

ED Toma also announced that many Commissioners and Staff will be attending the International Association of Official Human Rights Agencies (IAOHRA) Conference in Washington D.C. next week and confirmed that all attendees have confirmed their hotels and flights. He reminded attendees to keep receipts to submit for reimbursement and explained that the expectation is that attendees will be fully participating with the events since it is a county paid event. ED Toma reminded attendees that they are part of the Western Region of IAOHRA and to join the meeting if possible and to take a group photo at on Sunday at 7pm.

9. **Adjournment:** VP-Sec. Gunning invited a motion to adjourn the meeting in memory of Arturo Ybarra, the founder of the Watts Century Latino Organization. Commissioner Helen Chin requested to add O'Shea Sibley, a 28 year-old gay man who was stabbed and killed at a Brooklyn gas station because he was voguing. The motion was moved by Commissioner Ellis-Royston, seconded by Commissioner Gunning.

Respectfully submitted,

Isabelle Gunning
Commission Vice President-Secretary



International Association of
Official Human Rights Agencies

74TH ANNUAL **BETHESDA, MARYLAND**
AUGUST 13-17, 2023
CONFERENCE AGENDA

*Embracing Truth and Healing:
Securing Equity and Justice for All*

SUNDAY, AUGUST 13, 2023

12:00 PM - 2:00 PM	IAOHRA Board of Directors Meeting Cabin John
2:00 PM - 5:00 PM	Conference Registration Foyer A-C
3:30 PM - 4:30 PM	Regional Meetings Atlantic Region - Jim Stowe (White Oak A) Southern Region - Jeffrey Lorick (White Oak B) Midwestern Region - Mitzi Bolaños Anderson (Linden Oak) Western Region - Keoki Kim (Oakley)
5:00 PM - 5:45 PM	Opening Welcome & Reception Salon A-D <i>Hosted by Bethesda North Marriott Hotel & Conference Center</i> Dr. Alisa Warren , IAOHRA President, Executive Director, Missouri Human Rights Commission Recognition of Members & Networking Arnold Umunna Jr. , Cellist, Rising Freshman at American University Tenin Dembele , Spoken Word Poet, Rising Freshman at Vanderbilt University Nylea McGraw-Johnson , Singer, Rising Senior at Richard Montgomery High School

SUNDAY, AUGUST 13, 2023 (CONTINUED)

5:50 PM - 6:30 PM	Reflections of Truth and Healing with Joan Trumpauer Mulholland and Loki Mulholland
6:45 PM - 7:45 PM	Music by DJ Steve

MONDAY, AUGUST 14, 2023

6:00 AM - 7:00 AM	Dancercise with Ariana Stowe
7:30 AM - 5:00 PM	Conference Registration Foyer A-C
7:00 AM - 8:15 AM	Continental Breakfast Foyer A-C
8:00 AM - 9:15 AM	OPENING CEREMONY
(Salon A-D)	<p>Granting Permission & Offering a Blessing for the Conference Hope S. Butler-Khodaei, Piscataway-Conoy Citizen</p> <p>Call to Gather Ni Dembaya African Drum & Dance Ensemble (Mali, Guinea, Ivory Coast and Senegal): Earle Bellomee, William Caudle and Robert Myers</p> <p>Posting of Colors The Montgomery County Combined Safety Forces Color Guard</p> <p>National Anthem Pledge Allegiance by Rashaod Crosson Jr.</p>
	<p>Dr. Alisa Warren, IAOHRA President, Missouri Human Rights Commission</p> <p>The Honorable Chris Van Hollen, U.S. Senate for Maryland</p> <p>Lt. Governor Aruna Miller, State of Maryland</p> <p>Delner Franklin-Thomas, Acting Director of Office of Field Programs, U.S. Equal Employment Opportunity Commission</p> <p>Marc Elrich, County Executive, Montgomery County, MD</p> <p>Evan Glass, County Council President, Montgomery County, MD</p>
(Salon A-D)	<p>Conference Overview</p> <p>Jim Stowe, Conference Co-Chair, Montgomery County, MD, Office of Human Rights</p> <p>Diane Clements-Boyd, Conference Co-Chair, Evansville-Vanderburgh County Human Relations Commission</p>

MONDAY, AUGUST 14, 2023 (CONTINUED)

9:30 AM - 10:15 AM	OPENING PLENARY
(Salon A-D)	<p>Ilana Trachtman, Emmy-Award Winning Producer/Director, <i>Ain't No Back to a Merry-Go-Round</i></p> <p>Keynote: Kristen Clarke, Assistant Attorney General for Civil Rights, U.S. Department of Justice</p> <p>Introduction: Dr. Alisa Warren</p>
<p><i>Ain't No Back to a Merry-Go-Round</i> is an upcoming feature documentary about the unprecedented interracial protests that led to the integration of Glen Echo Amusement Park.</p>	
10:15 AM - 10:30 AM	Break
10:30 AM - 11:45 AM	BREAKOUT SESSIONS
<p>Gun Violence as a Public Health Issue (White Flint Amphitheater)</p>	<p>Josh Horwitz, JD, Professor of the Practice and Co-Director, Johns Hopkins Center for Gun Violence Prevention and Policy</p> <p>Moderator: Ernest Coverson, Director, Gun Violence Prevention, Amnesty International USA</p>
<p><i>Gun violence is a leading public health issue of our time. Gun homicides disproportionately impact communities of color that also suffer from concentrated disadvantage and disinvestment. A public health approach to gun violence prevention recognizes the myriad risk and protective factors driving this issue. This talk will also address the intersection of white supremacy, insurrection, and firearms and how that contributes to gun violence.</i></p> <p>Presiding: Diane Clements-Boyd</p>	
10:30 AM - 11:45 AM	BREAKOUT SESSIONS
<p>LGBTQ+ and Transgender Rights (White Oak A)</p>	<p>Kylar W. Broadus, Esq., Civil Rights Attorney</p>
<p><i>This session will focus on the trend across the nation of statewide legislation that is attacking LGBTQ+ and Transgender Rights in contrast with federal law that provides protection. The session will educate on the issues that are impacting the U.S. as they relate to the LGBTQ+ community.</i></p> <p>Presiding: Dr. Alisa Warren</p>	

MONDAY, AUGUST 14, 2023 (CONTINUED)

10:30 AM - 11:45 AM	BREAKOUT SESSIONS
<p>Adjudicating Human Rights Complaints (Commissioners Track I) (Great Falls)</p>	<p>Erika Pierson, Chief Administrative Law Judge, D.C. Commission on Human Rights</p>
<p><i>This two-part workshop will focus on adjudicating human rights complaints in a public hearing in an administrative setting. The workshop will focus on the role of the hearing examiner, compliance with the Administrative Procedures Act, all aspects of the hearing process with an emphasis on managing evidence under the relaxed rules of evidence, the hearing process, application of the <u>McDonnell Douglas</u> burden-shifting framework, types of evidence, writing decisions that withstand appellate review, and challenges facing hearing examiners.</i></p> <p>Presiding: Jean Kelleher</p>	
<p>Offender Reentry and Employment Within the Community (Oakley)</p>	<p>Presenter: Benjamin Stevenson, Director, Montgomery County Department of Correction and Rehabilitation</p>
<p><i>The Montgomery County Department of Correction and Rehabilitation’s (DOCR), Pre-Release Center has been a national model work release program for over fifty (50) years and is located in Rockville, Maryland. This correctional rehabilitative pre-release program works with a diverse jail population to transition offenders prior to their release from jail. This workshop will provide an overview of the how offender work release and the development of community relationships assist a diverse jail population gainful lawful employment and help remove community employment barriers.</i></p> <p>Presiding: Cleveland Horton</p>	
<p>A Discussion with HUD: Advancing Fair Housing Enforcement Together (Linden Oak)</p>	<p>Erik Steinecker, Director of the Fair Housing Assistance Program (FHAP), U.S. Department of Housing and Urban Development</p>
<p><i>This workshop will provide updates from HUD’s Office of Fair Housing & Equal Opportunity (FHEO) on steps being taken to strengthen fair housing enforcement efforts and facilitate a discussion on challenges facing fair housing enforcement agencies. The goal of the discussion is to provide updates on HUD’s Fair Housing Assistance Program, highlight findings and recommendations from recent HUD reviews of the FHAP Program, and facilitate a conversation with participants to identify key challenges and barriers facing fair housing enforcement agencies in a post-pandemic work environment.</i></p> <p>Presiding: Jeffrey Lorick</p>	

MONDAY, AUGUST 14, 2023 (CONTINUED)

10:30 AM - 11:45 AM	BREAKOUT SESSIONS
Cultivating Organizational Culture to Advance Equity (White Oak B)	Presenter: Robert Sowell , Assistant Executive Director, County of Los Angeles Commission on Human Relations
<p><i>This Session guides participants in understanding how they can help cultivate organizational cultures that workers experience as climates of inclusiveness and belonging. It includes attention to the importance of diversity and equity for effectiveness as well as suggestions for identifying preferred features of organizational culture, assessing current organizational culture, and transitioning from current culture to preferred culture.</i></p> <p>Presiding: Carrie Peace Simmons</p>	
11:45 AM - 1:00 PM	President's Luncheon Salon A-D Congressman James E. Clyburn: Remarks and IAOHRA Reflections Keynote Speaker: Demetria McCain , Principal Deputy Assistant Secretary for Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development Presiding: Dr. Alisa Warren
1:15 PM - 2:15 PM	BREAKOUT SESSIONS
U.S. Department of Justice Pattern-or-Practice Investigations of Law Enforcement Agencies (Linden Oak)	Presenter: Paul Killebrew , Deputy Chief, U.S. Department of Justice, Civil Rights Division
<p><i>This presentation will focus on the U.S. Department of Justice's work enforcing 34 U.S.C. 12601, a federal statute that prohibits law enforcement agencies from engaging in a pattern or practice of conduct that deprives people of rights protected by the Constitution or federal law. This presentation will discuss recent findings in Department of Justice investigations and potential remedies to ensure that jurisdictions protect civil rights.</i></p> <p>Presiding: Tamie Dixon-Tatum</p>	

MONDAY, AUGUST 14, 2023 (CONTINUED)

1:15 PM - 2:15 PM

BREAKOUT SESSIONS

**Equity for All Study:
Doing a Discrimination
Study in Your Community**
(Oakley)

Presenter: Nikki Quintana, Esq., Executive Director, Fort Wayne Metropolitan Human Relations Commission

The Fort Wayne Metropolitan Human Relations Commission, better known as Fort Wayne Metro, is a local civil rights agency, investigating discrimination complaints and educating the public about diversity and discrimination issues. Recognizing the importance of equity for all to a community's success, Fort Wayne Metro conducted the Fort Wayne Employment, Housing and Public Accommodations Study to gain a deeper understanding of the unfair experiences their residents face. Metro will provide an overview of how they conducted the study. They will also present the results while discussing how this data is important to the work they do in their local community.

Presiding: Keoki Kim

**U.S. National Plan to
End Gender-Based
Violence**

(White Oak A)

Presenters:

Melina Milazzo, Deputy Director of Public Policy, National Network to End Domestic Violence

Darci Flynn, Director of Gender-Based Violence Strategy and Policy in the Mayor's Office in Chicago

Cailin Crockett, Senior Advisor, White House Gender Policy Council

Lynn Rosenthal, Director of Sexual and Gender-Based Violence, U.S. Department of Health and Human Services

This workshop will discuss the recently launched U.S. National Plan to End Gender-Based Violence and ways it can be adapted and expanded to states and municipalities. Attendees will hear from the White House Gender Policy Council and other senior federal government officials, civil society, and a city official on how to develop local strategic action plans.

Presiding: JoAnn Kamuf Ward

**Adjudicating Human
Rights Complaints
(Commissioners Track II)**

(Great Falls)

Presenter: Erika Pierson, Chief Administrative Law Judge, D.C. Commission on Human Rights

This two-part workshop will focus on adjudicating human rights complaints in a public hearing in an administrative setting. The workshop will focus on the role of the hearing examiner, compliance with the Administrative Procedures Act, all aspects of the hearing process with an emphasis on managing evidence under the relaxed rules of evidence, the hearing process, application of the McDonnell/Douglas burden shifting framework, types of evidence, writing decisions that withstand appellate review, and challenges facing hearing examiners.

Presiding: Jean Kelleher

MONDAY, AUGUST 14, 2023 (CONTINUED)

1:15 PM - 2:15 PM

BREAKOUT SESSIONS

New Strategies to Fight Hate Crimes (White Oak B)

Presenters:

Jason Rosensweig, Director of Legislative Affairs and Policy, Illinois Department of Human Rights and Illinois Commission on Discrimination and Hate Crimes

Ken Gunn, First Deputy Commissioner of the Chicago Commission on Human Relations

Robin Toma, Executive Director of the Los Angeles County Commission on Human Relations Commission

A panel discussion of recent state and local innovations, new strategies, and potential models for hate crime response and prevention. The session will also focus on the work in Illinois and California as a model.

Presiding: James Davis

Mitigating Bias in Artificial Intelligence (White Flint Amphitheater)

Presenter: Keith Scott, Chief Executive Officer, K.L. Scott & Associates

Machine language, or artificial intelligence (AI), has the potential to both positively and negatively influence social equity. On the one hand, AI can be used to identify and address societal inequalities. Learn the impacts of AI on Social Equity and mitigating algorithmic bias. In this interactive workshop, we will delve into the crucial topic of mitigating bias in artificial intelligence (AI) systems. With the increasing reliance on AI algorithms for decision-making in various domains, it is vital to understand the implications of biased AI and adopt responsible practices to mitigate these biases. This workshop aims to provide participants with a comprehensive understanding of bias in AI, the sources and consequences of bias, and effective techniques to address and reduce bias in AI models.

Presiding: Angela Rush

Get Back to the Counter: Seven Lessons for Making Change (Salon A-D)

Presenter: Loki Mulholland, Executive Director, The Joan Trumpauer Mulholland Foundation

How do we overcome the myriad of challenges faced as change-agents to create a more equitable and compassionate world? Seven dynamic lessons from the life of a civil rights icon that helped change history. On May 28th, 1963, civil rights icon, Joan Trumpauer Mulholland, was pulled off of her stool by an angry mob and dragged outside of the Woolworth's in Jackson, Mississippi. Years later, when asked what she was thinking at the time, she replied, "Get back to the counter." Emmy-winning filmmaker, author and activist, Loki Mulholland, explores seven key principles used by his mother during the Civil Rights Movement (Adaptability, Consistency, Humility, Focus, Risk, Persistence, and Empathy) and how we can incorporate these lessons into our lives and work today to making a lasting difference in our world.

Presiding: Jim Stowe

MONDAY, AUGUST 14, 2023 (CONTINUED)

2:15 PM - 2:30 PM	Break
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2:30 PM - 3:30 PM	PLENARY SESSION
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<p style="text-align: center;">International Labour Organization Convention 190: Stopping Gender-Based Violence in the World of Work (Salon A-D)</p>	<p>Presenters:</p> <p>Kevin Cassidy, <i>Director and Representative to Bretton Woods and Multilateral Organizations</i></p> <p>Robin Runge, <i>Consultant for Futures Without Violence and a Distinguished Professional Lecturer in Law at the George Washington University Law School</i></p> <p>Darci Flynn, <i>Director of Gender-Based Violence Strategy and Policy in the Mayor's Office in Chicago</i></p> <p>Gayle Golden, <i>Deputy Director, Women's Bureau, U.S. Department of Labor</i></p>
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Join the International Labour Organization (ILO) for this interactive session to explore how local government leaders are implementing successful strategies to prevent and address gender-based violence and harassment in the world of work to achieve greater equity and inclusion by using the principles of ILO Convention 190 (C190), the world's first-ever labor standard that gives all workers the right to be free from violence and harassment in the world of work, including GBVH. This session will spotlight models of collaboration and dialogue that have generated impactful education and training, workplace policies, legislation and other initiatives designed to produce culture change. Attendees will learn about C190 principles that have the potential to broaden their perspective on GBVH to achieve a fairer and more inclusive workplace and an opportunity to work in small groups to discuss ways to bring C190 to their communities.

Presiding: Dr. Alisa Warren

3:45 PM - 4:45 PM	PLENARY SESSION
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<p style="text-align: center;">Addressing Historical Environment Injustices in Communities of Color (Salon A-D)</p>	<p>Dr. Carlton Waterhouse, <i>Professor of Law, Howard University School of Law</i></p>
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Covid 19 and the Flint Water Crisis made clear to the nation the disparate health effects suffered by people living in communities of color caused by air, water, and land contamination. Historic and ongoing racial discrimination and economic inequality are the root causes. Participants will learn and share effective ways to right and remedy these wrongs and harms. The workshop will guide participants through an examination of the causes of and contributors to environmental injustices followed by a guided tour of steps and solutions to address it in a local, regional, and national context. The workshop will mix lecture and information sharing with audience-based participation and collective learning to produce practical knowledge for participants.

Presiding: Diane Clements-Boyd

MONDAY, AUGUST 14, 2023 (CONTINUED)

5:15 PM - 7:00 PM	TOWN HALL
<p>The 60th Anniversary of the March on Washington for Jobs and Freedom (Salon A-D)</p>	<p>Panelists: Xernona Clayton, <i>Civil Rights Leader</i> Willie Pearl Mackey King, <i>Civil Rights Leader</i> Joan Mulholland, <i>Civil Rights Leader</i> Jamie Williamson, <i>Philadelphia District Office Director, U.S. Equal Employment Opportunity Commission (EEOC)</i></p> <p>Moderator: Leon Russell, <i>NAACP Chairman of the Board</i></p>
<p><i>This year marks the 60th Anniversary of the March, in which a quarter of a million people rallied in Washington, DC at the National Mall. People traveled from across the country to join the March. The organizers demanded an end to segregation, fair wages and economic justice, voting rights, education and other civil rights protections. During this session you will hear from individuals that were at the March and worked in civil rights organizations to include the National Association for the Advancement of Colored People (NAACP), Southern Christian Leadership (SCLC) Conference, Student Non-violent Coordinating Committee (SNCC) among others. The panelists will also share their thoughts on the current state and challenges of social justice issues.</i></p> <p>Presiding: Paul M. Booth</p>	

TUESDAY, AUGUST 15, 2023

7:30 AM - 8:30 AM	Continental Breakfast Foyer A-C
8:00 AM - 5:00 PM	<p style="text-align: center;">Truth, Healing & Justice Tour</p> <p><i>There will be a commemorative walk from the hotel to the Josiah Henson Museum & Park. Buses will depart from the Josiah Henson Museum & Park. The tour will include the following sites:</i></p> <ul style="list-style-type: none"> • <i>Josiah Henson Museum</i> • <i>National Museum of African American History & Culture</i> • <i>MLK Memorial</i> • <i>Glen Echo Park</i> • <i>National Mall</i>
5:00 PM - 6:45 PM	Dinner on your own
7:00 PM	FIRESIDE CHAT
(Salon A-D)	<p>The Who We Are Project was founded by attorney and racial justice activist Jeffery Robinson. The organization is an outgrowth of a talk that Robinson has been giving for over 10 years on the history of anti-Black racism and white supremacy in the United States. This talk forms the basis of the feature-length documentary film.</p> <p>Presiding: Jim Stowe</p>

WEDNESDAY, AUGUST 16, 2023

7:30 AM - 8:30 AM

Continental Breakfast | Foyer A-C

8:30 AM - 9:15 AM

PLENARY SESSION

**Unfinished Business:
How Incorporating DEI
Tools into Civil Rights
Work Can Help Us Reach
Our Ultimate Goal**
(Salon A-D)

Presenter: Joshua V. Barr, Chief Strategist & President, Raising The Bar, LLC

Most civil rights offices have a mission to prevent and eliminate discrimination. While many of our civil rights offices were created during or after the civil rights movement, discrimination rages on. In many instances, acts of discrimination have increased over the past few years. We must recognize that discrimination won't disappear with time and that we have to fortify ourselves with the tools to do the systemic work that can help us end discrimination. Incorporating DEI tools into civil rights work can help civil and human rights offices to identify and address systemic issues that may cause individual instances of discrimination. This presentation will use history as a lesson on how we can never get too comfortable and must be ever diligent in doing the work to create communities where all persons have the opportunity to thrive and live free of discrimination. The presenter will also discuss the efforts he took to incorporate DEI into the civil rights offices that he managed and the successes and setbacks experienced along the way as an example for attendees.

Presiding: Tarnya Whitmire

9:30 AM - 10:30 AM

BREAKOUT SESSIONS

A Tale of Two Pay Gaps
(White Oak A)

Joanna Colosimo and Lisa Harpe, DCI Consulting, Inc.

We have all seen the term "Pay Gap" in the media. This session convenes two experts for a discussion on conducting pay equity studies. Presenters will explain the differences between pay gap and pay equity studies, review what the research suggests are the causes, and discuss industry standards in pay equity. The presenters will discuss the differences between the adjusted and unadjusted pay gap, reviewing areas that research suggests are the cause of the gap, and connecting pay gap to broader topics of pay equity and EEO issues.

Presiding: Diane Clements-Boyd

**Understanding
Anti-Semitism**
(Great Falls)

Presenter: Rabbi Abbi Sharofsky, Director of Intergroup Relations, Jewish Community Relations Council of Greater Washington

This workshop explores the alarming rise in antisemitism while providing information and insight on how antisemitism has existed for centuries. Participants will learn about ways antisemitism manifests in today's society and how to identify and address antisemitism when it happens.

Presiding: Terry Vann

WEDNESDAY, AUGUST 16, 2023 (CONTINUED)

9:30 AM - 10:30 AM	BREAKOUT SESSIONS
<p>Disability Justice: The Shared Struggle to End Inequality (White Oak A)</p>	<p>Presenter: Marlene Sallo, J.D., Executive Director, National Disability Rights Network (NDRN)</p> <p><i>It's time to expand our definition of justice and recognize how disability interconnects with social justice and inequality issues. In order to achieve true Justice for All, we must recognize how diverse systems of oppression interact, amplify and reinforce each other to disproportionately disadvantage multiply marginalized people with disabilities. The session will discuss how the civil rights and disability rights movement are intersectional; will introduce participants to the disability justice framework; and will employ the use of videos, guided discussions, and case studies to highlight the need to build a coalition that fights not just for one narrative, but to fight for everyone living in the margins.</i></p> <p>Presiding: Angela Rush</p>
<p>The Kerner Commission at 55: The Road Not Taken (White Flint Amphitheater)</p>	<p>Presenter: Steve Menendian, Assistant Director and Director of Research at the Othering & Belonging Institute, University of California at Berkeley</p> <p><i>The blue-ribbon Presidential commission known as the Kerner Commission issued a landmark report in 1968 on the causes of and solutions to structural racial inequality. This workshop will overview the work of the Kerner Commission, its investigations, findings, and prescriptions, and the relevance of the Report for addressing racial inequality today.</i></p> <p>Presiding: Tamie Tatum-Dixon</p>
<p>Issues Surrounding the Transgender & Non-Binary Communities (Oakley)</p>	<p>Presenters: Jamison Henninger, Executive Director, D.C. Area Transmasculine Society (DCATS) Karen Holmes, Advocate and Public Speaker Lee Blinder, Founding Executive Director, Trans Maryland</p> <p>Moderator: Dr. Amena Johnson, LGBTQ Community Liaison, Montgomery County, MD</p> <p><i>The panel will discuss issues of importance, to the transgender and nonbinary communities through personal stories. Attendees will learn about obstacles and how they were overcome. The panel will share ways to engage in allyship personally, through non-governmental organizations, and through governmental entities.</i></p> <p>Presiding: Renée Battle-Brooks</p>

WEDNESDAY, AUGUST 16, 2023 (CONTINUED)

9:30 AM - 10:30 AM

BREAKOUT SESSIONS

How Realtors are Overcoming Barriers to Fair Housing

(Linden Oak)

Presenter: Colette Massengale, Esq., *Senior Policy Representative, National Association of REALTORS® (NAR)*

Learn what REALTORS® around the country are doing to overcome barriers to fair housing – learn about the mind science of identity and how to interrupt stereotypical thinking and avoid fair housing pitfalls.

Presiding: Jim Stowe

10:45 AM - 11:45 AM

PLENARY SESSION

Just Action: Creating a Movement That Can End Segregation Enacted Under the Color of Law

(Salon A-D)

Leah Rothstein & Richard Rothstein, Authors

Racial segregation characterizes every metropolitan area in the U.S. and bears responsibility for our most serious social and economic problems. We've taken no serious steps to desegregate neighborhoods, however, because we are hobbled by a national myth that residential segregation is de facto—the result of private discrimination or personal choices that do not violate constitutional rights. The Color of Law demonstrates, however, that residential segregation was created by racially explicit and unconstitutional government policy. Just Action describes how we can begin to address this, providing dozens of strategies local groups can pursue to redress segregation in their own communities. By starting with achievable local victories, we can build a national movement that can remedy our unconstitutional racial landscape.

Presiding: Jean Kelleher

WEDNESDAY, AUGUST 16, 2023 (CONTINUED)

12:00 PM - 1:15 PM	LUNCHEON PLENARY
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(Salon A-D)	<p>Keynote Speaker: Lisa Rice, <i>President and CEO, National Fair Housing Alliance</i></p> <p>Remarks: Bryan Greene, <i>VP of Policy Advocacy, National Association of REALTORS®</i> Jeffrey May, <i>Principal, International Development and Planning, LLC</i></p>
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This session will cover a brief history of housing and lending discrimination as a basis for understanding how structural barriers were created, persisting to today, and formulate the biased data and frameworks used to build technologies in the housing and lending sector. Participants will gain information essential for human and civil rights workers who must investigate and enforce the nation’s civil rights laws. Participants will understand how technologies used in housing, employment, education, and other areas perpetuate discriminatory outcomes. Participants will also learn strategies for mitigating algorithmic bias. The session will include a question and answer segment.

Presiding: Jim Stowe

1:30 PM - 2:45 PM	PLENARY SESSION
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<p>Rage + Resistance: Conversations About the Classroom from Book Banning to Anti-Woke Campaign (Salon A-D)</p>	<p>Presenter: Dr. Kaye Whitehead, <i>Executive Director, Karson Institute for Race, Peace, and Social Justice, Professor, Communication and African & African American Studies, Loyola University Maryland and President, National Women’s Studies Association</i></p>
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As conversations continue to happen around the country about the teaching of issues about race and gender, at least 40 states have either already banned instruction in these areas or are currently considering passing legislation. The work that has been done by the governors of Florida, Texas, and Virginia provides states with a model for introducing and passing said legislation. Some of the bills are so vague and wide-reaching that they are laying the foundation for future legislative attacks against any academic work, person, or group that critiques the U.S. and supports racial justice and gender equality. We are at a critical moment that demands our attention, our critique, and our pushback. Given that the classroom is the most radical space of possibility (bell hooks), it is clear why the fight has been taken to our classroom and why it will not stop unless we stop it.

Presiding: Robin Toma

WEDNESDAY, AUGUST 16, 2023 (CONTINUED)

3:00 PM - 4:00 PM

BREAKOUT SESSIONS

The Intersection of the Fair Housing Analysis of Impediments, Language Access and Plain Language
(Linden Oak)

Presenter: Lesley Edmond, J.D., CPM, Housing Compliance Officer, District of Columbia Department of Housing and Community Development

This workshop will briefly explain the regional Analysis of Impediments to Fair Housing Choice, which started shortly after HUD’s 2015 Affirmatively Furthering Fair Housing (AFFH) rule. The draft report was released in late January 2023 (after an eight-year journey) before the end of the COVID-19 pandemic. During this time, transparent and inclusive communication became crucial as ever and integral to the Fair Housing engagement process for this regional effort with eight jurisdictions in the nation’s capital. Using Plain Language and translating materials for the public meets the spirit of the Fair Housing Act of 1968 and the 2023 Affirmatively Furthering Fair Housing (AFFH) rule. Using Plain Language as part of the Fair Housing Planning Process ensures equity for all citizens impacted by local and federal housing and planning decisions.

Presiding: Jeffrey Lorick

Title VII and Protection of Religious Belief in the Workplace
(Oakley)

Presenter: Andrea R. Lucas, Commissioner, U.S. Equal Employment Opportunity Commission

A discussion on Title VII and the protection of religious belief in the workplace, including discussion of the Supreme Court of the United States’ recent decision in Groff v. DeJoy, relating to reasonable accommodation of religious belief in the workplace. A question and answer period may follow if time allows.

Presiding: Paul Valenti

Using Fair Lending and Community Reinvestment Compliance to Further Community Development
(White Flint Amphitheater)

Presenters:

Jeffrey May, Principal and Michael Mitchell, Consultant, International Planning and Development

Michael Mitchell, Consultant, International Planning and Development

The purpose of this training is to examine how compliance with the fair lending laws and the Community Reinvestment Act can yield Community Development plans and commitments that align with the local and state government Housing and Community Development Priorities that improve the quality of life for the most vulnerable residents. Over the past year, Montgomery County, MD Office of Human Rights has been auditing banks within its jurisdiction to assess overall compliance with local and federal fair housing laws and the Community Reinvestment Act (CRA) of 1977. This training will provide an overview of federal fair lending laws, explore the major findings of the mortgage lending audit, and discuss the priorities of the Montgomery County, MD’s Department of Housing and Community Development Affairs.

Presiding: Tarnya Whitmire

WEDNESDAY, AUGUST 16, 2023 (CONTINUED)

3:00 PM - 4:00 PM	BREAKOUT SESSIONS
<p>You Have a Choice: Managing the Influence of Bias (White Oak B)</p>	<p>Robert Sowell, <i>Assistant Executive Director, County of Los Angeles Commission on Human Relations</i></p> <p><i>This session guides participants in understanding how bias-based stereotypes influence our decisions and actions and in preparation for managing that influence. Skills highlighted in this session include Self-Management, Relationship-Building, and Cultural Competence (including cultural fluency, cultural versatility, and cultural humility).</i></p> <p>Presiding: James Davis</p>
<p>Beyond Black & White: Exploring the Racialization of Asians, Jews, and Hispanics and Latinos/as in the United States (Oakley)</p>	<p>Presenter: Holly Hoang, <i>Community Outreach Coordinator, Howard County Office of Human Rights & Equity</i></p> <p><i>Conversations about race tend to focus on Black and White Americans to the exclusion of other racial and ethnic groups, but this session will capture a broader understanding of what it means to see race beyond Black & white. This presentation will explore the history of race, ways in which racial understanding evolved over time, the subsequent (trans)formation of racial and ethnic categories, and how conscious/unconscious bias informed the trajectory of this history. We will specifically delve into the histories of Asians, Jews, and Hispanics and Latinos/as in the United States to learn about the challenges and inequities faced by these groups historically and now and reflect on these groups' experiences with race and racism.</i></p> <p>Presiding: Yolanda F. Sonner</p>
<p>4:00 PM - 5:30 PM (White Flint Amphitheater)</p>	<p style="text-align: center;">IAOHRA Annual Meeting (<i>Open to All Member Agencies</i>)</p> <p style="text-align: center;">Business Meeting, Resolutions, and Other Organizational Actions</p> <p style="text-align: center;">Presiding: Dr. Alisa Warren, <i>IAOHRA President</i></p>

WEDNESDAY, AUGUST 16, 2023 (CONTINUED)

6:30 PM	AWARDS DINNER
(Salon A-D)	<p>Keynote Speaker: Lurie Daniel Favors, Esq., Executive Director of the Center for Law and Social Justice, Medgar Evers College</p> <p><i>As the host of the Lurie Daniel Favors Show on SiriusXM’s Urban View channel 126, Ms. Daniel Favors brings a wealth of knowledge and expertise on racial and social justice to the airwaves. An activist and attorney with a long-standing commitment to racial and social justice, Ms. Daniel Favors joined the Center for Law and Social Justice at Medgar Evers College CLSJ as General Counsel in 2015, prior to being named Executive Director in 2022. She began her legal career as an attorney in the New York offices of Proskauer Rose LLP and Manatt Phelps and Phillips, LLP. She also served as a federal court law clerk in the chambers of the Honorable Sterling Johnson, Jr., in the U.S. District Court for the Eastern District of New York. She later founded Daniel Favors Law PLLC, a law firm that focused on economic and racial justice. In 2021, Ms. Daniel Favors was appointed as a commissioner to the NYC Racial Justice Commission, a body created by Mayor Bill de Blasio to increase equity among different racial groups by changing city laws that uphold and enable systemic racism and other identity-based systemic discrimination.</i></p> <p><i>In addition to being host of the Lurie Daniel-Favors show on Sirius XM Urban View, Ms. Daniel Favors is a contributing writer to The Birth of a Nation: Nat Turner and the Making of a Movement, and author of the acclaimed memoir Afro State of Mind: Memories of a Nappy Headed Black Girl.</i></p> <p>Presiding: Dr. Alisa Warren</p>
8:00 PM - 9:30 PM	Unity Celebration Voices of Classic Soul Music by DJ EASY ED

THURSDAY, AUGUST 17, 2023

8:00 AM - 9:00 AM	Full Breakfast Salon A-D
9:15 AM - 10:30 AM	PLENARY SESSION
<p>A Case Study: Reclaiming Bruce’s Beach: America’s Landmark Return of Black Property.</p> <p style="text-align: center;">(Salon A-D)</p>	<p>Presenter: George Fatheree, Esq., ORO Impact, Founder & CEO</p> <p><i>In 2022, the first time in US history, a government agency returned land to a Black family almost 100 years after it had been wrongfully taken in a racially motivated eminent domain action. Attorney George Fatheree led the fight to recover Bruce's Beach. Learn about the history of Bruce's Beach, the 100-year struggle for its return and what it means for restitution for Black land loss moving forward.</i></p> <p>Presiding: Jim Stowe</p>

THURSDAY, AUGUST 17, 2023 (CONTINUED)

10:30 AM - 11:45 AM	PLENARY SESSION
What do We do with the Land... (Salon A-D)	<p>Presenters: Sarah Reddinger, Vice President of Community Development, Habitat for Humanity Metro Maryland</p> <p>Reverend Timothy Warner, Senior Pastor, Emory Grove UMC</p>
<p><i>This workshop will focus on the importance of access to and preservation of affordable homeownership in social justice and racial equity work, through the lens of Habitat for Humanity's unique homeownership model. For too long, lower income families and many families of color have had additional barriers to or have been locked out of homeownership. Since homeownership is the primary way to build wealth in the US, homeownership gaps have lead to significant wealth gaps. We must be intentional in designing ownership programs that provide equitable access to wealth building. The first half of the session will focus on Habitat for Humanity's unique homeownership programs and how those programs help promote the building and preservation of generational wealth for lower income families. Habitat staff will share unique preservation and new construction programs that can be replicated across the country and internationally.</i></p> <p>Presiding: Jeffery May</p>	
12:00 PM	Closing Comments Jim Stowe & Dr. Alisa Warren
	Conference Adjourn



CALIFORNIA CONFERENCE FOR EQUALITY AND JUSTICE

59TH ANNUAL HUMANITARIAN AWARDS CELEBRATION

HONORING



**Dr. Keith
Curry**
Humanitarian
Award



**Rabbi Howard
Laibson**
Humanitarian
Award



Valerie Dickson
Gene Lentzner
Human Relations
Award



LA vs. Hate
Building Bridges
Award

SEPTEMBER 27, 2023 | 11:00 AM - 1:30 PM

Museum of Latin American Art, Long Beach

**SPONSOR COMMITMENT DEADLINE:
WEDNESDAY, AUGUST 16**

CCEJ is a 501c3 nonprofit organization with the mission to educate and empower youth and adults to lead change for equity and justice in our communities. A portion of your contribution is tax-deductible.



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(invitation print deadline - July 7)

Unity Sponsor - \$5,000

- 8 tickets to luncheon
- Half page in Tribute Journal
- Logo on all marketing & invitation*
(invitation print deadline - July 7)

Hope Sponsor - \$2,500

- 5 tickets to luncheon
- Half page in Tribute Journal
- Logo on all marketing

Justice Sponsor - \$1,000

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Individual Tickets - \$200

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Thank you for your sponsorship pledge!

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*For questions about becoming a sponsor please email
Reena Hajat Carroll at rhc Carroll@cacej.org or call 562-435-8184 x108*



CALIFORNIA CONFERENCE FOR EQUALITY AND JUSTICE



Los Angeles County Commission on Human Relations
510 S. Vermont Avenue
Los Angeles, CA 90020
(213) 738-2788

**AGENDA FOR MEETING OF THE
TRANSFORMATIVE JUSTICE COMMITTEE
LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS**

Monday, September 11, 2023 | 9:30AM – 11:00AM

510 S. Vermont Avenue
Los Angeles, CA 90020
9th Floor, Conference Room B

[Via Microsoft Teams](#)
Or Call In at +1 (213) 204-2512
Phone Conference ID: 333 921 796#

Chair: Commissioner Isabelle Gunning | **Secretary:** Commissioner Azusena Favela

Members: Commissioners Sandra Thomas, Preeti Kulkarni, Fredrick Sykes, Derric Johnson,
Jeanette Ellis-Royston, Gay Yuen, Ilan Davidson, Tonya McKenzie

Staff: Robin Toma, Robert Sowell, Pierre Arreola, Joshua Parr, Paul Smith

1. **Call to Order and Land Acknowledgement of Indigenous Peoples** (10:30)
2. **Review & Approval of August 7, 2023 Meeting Minutes** (10:32)
3. **Discussion: Sheriff Accountability** (11:05)
 - 3.1. LA County Custody Facilities Visits
 - 3.2. Office of Constitutional Policing Partnership
 - 3.3. Civilian Oversight Commission Partnership
 - 3.4. Sybil Brand Commission Partnership
4. **Discussion: Staff & County Updates** (11:35)
 - 4.1. Regional Projects
 - 4.2. Public Safety Cluster
 - 4.3. Justice, Care and Opportunities Department
 - 4.4. Countywide Criminal Justice Coordination Committee
5. **Public Comment** (3 Minutes Per Person) (11:40)
6. **Action Items** (11:45)
 - 6.1. LA County Custody Facilities Visits
 - 6.2. Office of Constitutional Policing Partnership
 - 6.3. Civilian Oversight Commission Partnership
 - 6.4. Sybil Brand Commission Partnership
7. **Commissioner & Staff Announcements** (11:55)
8. **Adjournment** (12:00)

Note: The following Commissioners will be participating by conference telephone communication from the following locations: Sandra Thomas, 95 W. Calaveras St., Altadena, CA 91001.

5.1

For translation to other languages o para más información en Español, call (213) 738-2788 or email us at PArreola@hrc.lacounty.gov. An asterisk () denotes that this agenda packet includes written material regarding this agenda item.*

Meetings are held in English. If interpretation in other languages or accommodations for persons with disabilities are needed, please contact the Human Relations Commission at (213) 738-7288 at least 3 business days before the meeting. The meetings of the Human Relations Commission are accessible to persons with disabilities.



Los Angeles County Commission on
Human Relations - 510 W. Vermont
Avenue, Los Angeles, CA 90020
(213) 738-2788

MINUTES

AGENDA FOR THE MEETING OF POLICY AND ADVOCACY COMMITTEE

August 30, 2023 – 10:30-11:30 AM

Via MS Teams Video and Audio Conferencing 213-204-2512,,31914917#

[Click here to join the meeting](#)

Members present: Commissioners Guadalupe Montañó (Chair), Derric Johnson (and Ilan Davidson as President/Ex Officio member) (Unable to attend: Isabelle Gunning)

Staff present: Robin Toma

1. Call to Order
2. Review and discuss which state bills relating to hate crime incidents to be taken up:
 - [AB 32](#) (Nguyen) Classifying Hate Crimes as “Violent Felonies” – *This bill is dead, per the CEO legislation office*
 - [AB 443](#) ((Jackson) Setting Standards for Police Recruitment Free of Bias – *Committee unanimously recommends that the Commission recommend to LA County to support this bill with conditions/amendments on training and guidance, and monitoring and review of how it is applied – who was not hired because of this, and what biases were the reason for it.*
 - [AB 449](#) (Ting) Training Law Enforcement to Enforce Hate Crimes Laws- *Committee unanimously recommends to Commission that it advise County to support this bill.*
 - [AB 1064](#) (Low) Defining Bias Motivation - *This bill is dead, per the CEO legislation office*
 - [AB 1079](#) (Jackson) Community Interventions to Stop Hate – *Commission asks that Staff recommend what conditions/changes needed for support of this bill.*
 - [SB 64](#) (Umberg) Search Warrants for Misdemeanor Hate Crimes *This bill is dead, per the CEO legislation office*
 - [SB 403](#) (Wahab) – Adding “Caste” to California Statutes - *Committee unanimously recommends to Commission that it advise County to support this bill.*
3. Report to the Full Commission at the next meeting – see above
4. Other Next Steps –
5. Adjournment

Note: The following Commissioners will be participating by conference telephone communication from the following locations: Isabelle Gunning, 3050 Wilshire Blvd., Los Angeles, CA 90010; Derric Johnson, 1055 Wilshire Blvd., Los Angeles, CA 90017; Guadalupe Montañó, 13080 Dronfield Ave., Sylmar, CA

For translation to other languages o para más información en español, call: (213) 738-2788.

* Denotes that this agenda packet includes written material regarding the agenda item. Meetings are held in English. If interpretation in other languages or accommodations for persons with disabilities are needed, please contact the Commission at (213) 738-7288 at least 3 business days before the meeting. The meetings of the Human Relations Commission are accessible to persons with disabilities.

5.4, 7.1 JAF Past Award Recipients

County of Los Angeles Commission on Human Relations Past John Anson Ford Award Recipients

John Allen Buggs Leadership Awardees

- 2022 Sheila Kuehl, civil rights attorney, state legislator, county supervisor
- 2021 Mary Culbert, attorney, law professor, pioneering mediator and mediation trainer
- 2020 Rev. James M. Lawson, Jr., civil rights activist, nonviolence theorist, trainer, and practitioner
- 2019 Dr. Virginia Uribe, teacher, advocate for LGBTQ youth, co-founder of Project 10
- 2018 Ronald Wakabayashi, Regional Director, U.S. Justice Department's Community Relations Service
Mary Louise Longoria, former LACCHR staff
- 2017 Vaka Faletau, Tongan community advocate, LA County's Children and Family Services 2016
Michelle Guymon, LA County's Commercially Sexually Exploited Children
- 2008 Rabbi Harold Schulweiss
- 2007 Bo Taylor and Harry Belafonte
- 2006 Dr. Maher Hathout
- 2005 Zara Buggs Taylor 2004
Father Greg Boyle, S.J.
- 2003 Gordon Davidson, Center Theatre Group
- 2002 Constance Rice
- 2001 Stanley K. Sheinbaum
- 2000 Stephen N. Thom

Yvonne B. Burke Courage Awardees

- 2022 Esther, Lim, entrepreneur and anti-hate activist
- 2021 Hong Lee, hate target turned activist
- 2020 Dr. Barbara Ferrer, philanthropic strategist, researcher, Director of LA County Public Health
- 2019 Patricia Gándara, UCLA Civil Rights Project
- 2018 Mario Angel Escobar, Mission College
- 2017 Claudia Rueda, DACA youth activist

- 2017 W. Kamau Bell, Host of CNN's "United Shades of America" 2016 Renee Tajima-Peña, Award-winning documentary filmmaker
- 2014 Los Angeles LGBT Center, Lifeworks Mentoring, Models of Pride
- 2013 Council for Immigrant Integration
- 2011 Ramona Ripston, Civil Rights Leader
- 2010 KC Porter
- 2008 Youth Radio
- 2007 Ozomatli
- 2006 R.J. Cutler, Actual Reality Pictures
- 2005 Lucky Altman
- 2004 Sonia Nazario
- 2003 "The West Wing" – Aaron Sorokin, Thomas Schlamme, John Wells
- 2003 Tony Valdez, KTTV-Fox 11
- 2002 Patricia Arquette

John Anson Ford Supervisorial District Awards

First District -

- 2022 Comunidades Indígenas en Liderazgo
- 2021 Change West Covina
- 2020 "Brothers, Sons, Selves Coalition", Innerscity Struggle
- 2019 "Club Scum", Rodolfo Garcia and Ray Sanchez
- 2018 "Through Our Eyes" project, Legacy LA
- 2017 Gay-Straight Alliance Club, Santee High School
- 2016 Media Done Responsibly
- 2014 UCLA Labor Center's Dream Resource Center
- 2013 New America Media Ethnic Media Awards Gala
- 2011 Jonnie Owens, Pomona Valley Community Leader
- 2010 REACH LA
- 2008 Homegirl Café
- 2007 Bernardo Rosa & The Pomona Youth Commission

- 2006 Multi-ethnic Immigrant Workers Organizing Network (MIWON)
- 2005 Nikkei for Civil Rights and Redress (NCRR)
- 2004 The Cesar E. Chavez Foundation
- 2003 Dreamyard LA
- 2002 Project 10 (LAUSD)
- 2001 Cpt. Karen Pihlak, Azusa Police Department
- 2000 YWCA of Greater Los Angeles
- 1999 Michael P. Judge, Chief Public Defender

Second District-

- 2022 Build Plus Community Marketplace
- 2021 Black/Asian/Pacific Islander Youth Solidarity Project of Project 4R 2020 Community Action Team 911
- 2019 Transformative Engagement Initiative, the Guibord Center
- 2018 Transgender Health Program, St. John’s Well Child and Family Center
- 2017 25th Anniversary Commemoration Project of 1992 L.A. Uprising, Community Coalition
- 2016 S.T.A.R. (Succeeding Through Achievement and Resilience) Court, LA County
- 2014 Advancement Project’s Urban Peace Academy
- 2013 Victim Offender Restitution Services (VORS), a project of Centinela Youth Services
- 2011 Mia F. Yamamoto, Civil and Human Rights Activist & Defense Attorney
- 2010 Watts Village Theater Company
- 2008 California African American Museum
- 2007 Diane Schweitzer & Healthy Start Collaborative at Gardena High School
- 2006 Black Aids Institute – Los Angeles
- 2005 Dr. Sylvia Rousseau, LAUSD
- 2004 Children’s Enrichment Program
- 2003 Watts Labor Community Action Committee
- 2002 Community Coalition – South Central Youth Empowered Through Action
- 2001 Foshay Peer Mediation Program
- 2000 Cornerstone Theater Company
- 1999 Facing History and Ourselves

Third District –

- 2022 Santa Monica Mountains Recreation Area Youth Program
- 2021 Social Resources Project of Los Angeles Education Partnership/Northeast Valley Best Start
- 2020 Students 4 Students Bruin/Trojan Shelter
- 2019 “Youth United Towards Environmental Protection”, Pacoima Beautiful
- 2018 “Change the Talk” project, The National Council of Jewish Women
- 2017 Youth and Parent Leadership Project, Somos Familia Valle
- 2016 Young Warriors Project, Tia Chucha’s Centro Cultural and Bookstore
- 2014 Jack London Continuation High School and Community Day School Peace Academies’ Jack London Peace Conference
- 2013 Community-School Parks, a project of People for Parks
- 2011 Daniel Ballin, Director of Clinical Services, Covenant House California
- 2010 The Legal Services Dept. of The L.A. Gay and Lesbian Center
- 2008 The Juvenile Justice Task Force
- 2007 Dave Velasquez, Director of Student Life, Brentwood School
- 2006 Communities for Educational Equity
- 2005 Youth Justice Coalition
- 2004 Gay Straight Alliance
- 2003 Commander Lynda Castro, LASD
- 2002 House of Blues
- 2001 Richard E. Odenthal
- 2000 The Iletto Family
- 1999 Timothy H. Saner, The Boeing Company

Fourth District –

- 2022 Khmer Girls in Action
- 2021 South Bay Cares
- 2020 “Family Promise” Program, San Pedro Faith Consortium
- 2019 “Guide for Safe and Welcoming Schools for Immigrant and Refugee Students”, Californians Together
- 2018 Interfaith Cafés program, South Coast Interfaith Council
- 2017 Educated Men with Meaningful Messages

- (EM3) Program
- 2016 Visions of Unity Arts Contest, Human Relations Forum of Torrance
- 2014 California Conference for Equality and Justice's Restorative Justice in Schools Program
- 2013 Janet Shour Playground at Harbor Gateway Pocket Park, a project of the MAC Group
- 2011 Gloria Lockhart, Executive Director, Toberman Neighborhood Center
- 2010 Boys and Girls Clubs of the South Bay
- 2008 Hispanic Outreach Taskforce
- 2007 Charlene Lovett, Mother of 14 year old Cheryl Green
- 2006 National Conference for Community & Justice of Southern California – Long Beach
- 2005 South Bay Volunteer Center
- 2004 Freedom Writers
- 2003 International Cultural Exchange
- 2002 South Asian Network
- 2001 Mural Arts Program of Long Beach
- 2000 Eugene Lentzner
- 1999 The Conflict Resolution Program of the Torrance Unified School District

Fifth District –

- 2022 Care First South Pasadena
- 2021 My Tribe Rise
- 2020 Two Dragons Martial Arts
- 2019 "Creating Bias-Free Classroom", the Western Justice Center
- 2018 Hate Crime Victim Support program, Burbank Human Relations Council
- 2017 Hindenburg Park Sign Mediation, Center for Conflict Resolution
- 2016 Foreign Language Academics of Glendale Dual Immersion (FLAG) Program, Glendale Unified School District
- 2014 Pasadena/Altadena Vision 2020 Collaborative
- 2013 Bright Futures Scholars Leadership Development Program, a project of the Quality of Life Center, Inc.
- 2011 C. Thomas Aylesbury, Founder & President, L.A. Music Academy
- 2010 The Valle Del Oro Neighborhood Committee and Nomad Lab

- 2008 California Institute of the Arts (Cal Arts)
- 2007 The Western Justice Center Foundation (WJCF)
- 2006 We Care for Youth
- 2005 Children's Planning Council
- 2004 ArtSourced-Pros
- 2003 Drs. David and Jacqueline Jacobs
- 2002 San Fernando Valley Interfaith Council
- 2001 Harambee Christian Family Center
- 2000 Bruce Galler
- 1999 Kevin Uhrich

John Anson Ford – Commissioners' Special Recognition

- 2019 Jasmyne Cannick, social justice activist, public relations professional
Lindsey P. Horvath, West Hollywood City Council
- 2011 Mary Louise Longoria, former LACCHR staff member

John Anson Ford Corporate Awardees

- 2008 Lockheed Martin
- 2006 Jones Day Law Firm
- 2005 Corporate Advisory Committee
- 1998 Bank of America
- 1997 Toyota Motor Sales
- 1996 Nordstrom
- 1995 Paramount Pictures
- 1993 First Federal Bank
- 1992 No Award Given
- 1991 Kaiser Permanente
- 1990 7UP/RC Bottling Company
- 1989 David R. Barclay, Hughes Aircraft
- 1988 Pacific Bell
- 1987 Southern California Edison
- Co. 1986 Rainbow Plastics 1985
- Boy's Market, Inc.
- 1984 Southern California Gas Co.
- 1983 Atlantic Richfield Company
- 1982 Ralph Parsons

John Anson Ford Media News/Entertainment Awardees

- 1998 Norine Dresser (Media)
- 1998 Community Newspaper Council / Annenberg School of Communications,

USC (Media/News)
 1997 KCRW 89.9 FM (Media/News Award)
 KKBT 92.3 FM (Media/Radio Award)
 KTTV, Channel 11 (Media/TV Award)
 AnaMaria Buranasakorn (Media/TV Award)
 1996 George Nicholaw, KNX Radio
 USA Networks
 1995 Larry McCormick, KTLA
 KCET "Puzzle Place" Production
 KCET "Life and Times" Production
 1993 Mario Machado
 1992 Huell Howser, KCET K.W.
 Lee, Korea Times
 1991 Michael Jackson, KABC Radio
 1990 KSCI-TV, Channel 18
 1989 Joseph Dyer, KCBS
 1988 Marilyn Solomon, KCOP
 1987 KTLA Community Affairs
 Dr. Roger A. Hendrix, KBIG
 "The California Report" Editorials
 1986 The Daily News
 1985 The Pacific Citizen
 1984 La Opinion
 1983 KCET/Channel 28
 1982 Los Angeles Times Editorial Staff Writers

John Anson Ford Professional Awardees

1993 Rodney Mitchell
 1992 Stewart Kwoh & Vicki Tamoush
 1991 Linda Wong & Joan Pinchuk
 1990 Alice Petrossian
 1989 Dr. Neil Sandberg
 1988 Dolores Ratcliffe
 1987 Jo Bonita Perez
 1986 National Conference of Christians and Jews
 1985 Nancy Mintie
 1984 Jerry Freedman Habush
 1983 Rita Walters
 1982 Vilma Martinez

John Anson Ford Volunteer Awardees 1993

Marina Tse & West Adams Heritage Assoc.
 1992 Janel Baszile & Lea Ann King Victor
 Franco & Giselle Acevedo Franco
 1991 Naomi Rainey & Frank Villalobos
 1990 Dr. Alex Norman & Leo Trujillo

1989 Domingo Delgado & Casey Kasem
 1988 Juanita & Jose De Sosa 1987
 Women of Color, Inc.
 1986 Richard Giesberg
 1985 Rafer Johnson & Rev. George Van Alstine
 1984 Frances G. Dyer
 1983 Ruth Z. Casselman
 1982 Inola Henry

John Anson Ford Individual Awardees

1998 Albert Y. Muratsuchi
 1997 Gary Mast
 1996 Mona Beth Loo
 1995 Mel Collins
 1981 Ami Ishi (posthumous)
 1980 John A. Buggs
 1979 The Most Rev. Juan Arzube
 1978 Mayor Tom Bradley
 1977 Rose Lopez
 1976 Dr. H. Claude Hudson
 1975 Dr. Julian Keiser 1974
 Catherine G. Stern 1972
 Rabbi Alfred Wolf, Ph.D.

John Anson Ford Special Recognition Awardees

1998 William J. Rosendahl (John Allen Buggs
 Award)
 1997 Al Martinez (John Allen Buggs Award)
 1996 John Slaughter, Ph.D.
 Dr. Haing Ngor (posthumous) 1995
 Steven Windmueller, Ph.D. Reverend
 Monsignor Royale M. Vadakin
 1992 Edward James Olmos
 1991 Robert Jones 1990 Dr.
 Julian J. Keiser Rabbi Alfred
 Wolf, Ph.D.
 Chief David J. Thompson and the Glendale
 Police Department
 1989 KCET, Channel 28 Anti-Defamation
 League
 KCBS
 Los Angeles Times
 1988 Sunset Junction Neighborhood Alliance Joe
 Roos
 1987 The Right Rev. Oliver B. Garver
 1986 Alex Odeh (posthumous)
 1983 Frank Baird-Smith (posthumous)

John Anson Ford Outstanding Programs

- 1993 Syd Kronenthal
- 1992 Hate Crime Prosecution Team of the Anti-Terrorist Unit of the District Attorney's Office
- Multicultural Issues Panel of the Southern California Gas Company

John Anson Ford Arts Awardees

- 1998 Victoria Ann Lewis / The Other Voices Project Mark Taper Forum
- 1997 "Voices Against Violence" North Lake YMCA
- 1996 Harold Williams, President, The J. Paul Getty Trust

John Anson Ford Higher Education Awardees

- 1997 Dr. Blenda Wilson, Ph.D. & Cal State, Northridge
- 1996 Howard Gadlin, Ph.D., Director, UCLA Conflict Mediation Program
- 1995 Jaime A. Regalado, Ph.D. and the Edmund G. "Pat" Brown Institute of Public Affairs
- Eui-Young Yu, Ph.D. and Edward T. Chang, Ph.D.

John Anson Ford School, K-12 Awardees

- 1998 North High School - Torrance, California
- 1997 "Children of the Dream" Program
- 1996 Los Angeles Unified School District Office of Intergroup Relations
- 1995 Cleveland High School

John Anson Ford Government/Municipal Awardees

- 1998 Antelope Valley Human Relations Task Force
- 1997 Harmony Month Committee / City of Monterey Park
- 1996 Captain Jack Scully, Los Angeles County Sheriff's Department
- 1995 Glendale Community Relations Coalition

John Anson Ford Organization Awardees

- 1998 Coalition for Humane Immigrant Rights, L.A. (CHIRLA)

- 1997 Harbor Gateway Human Relations Steering Committee
- 1996 California Community Foundation Community Conflict Resolution Grants
- 1995 Burbank Human Relations Council

John Anson Ford Sports Awardees

- 1995 HOLA - Heart of Los Angeles Youth

County of Los Angeles
Commission on Human Relations

Los Angeles County Board of Supervisors
Hilda L. Solis - First District Holly J. Mitchell - Second District
Lindsey P. Horvath - Third District Janice Hahn - Fourth District Kathryn Barger - Fifth District

**JOHN ANSON FORD HUMAN RELATIONS AWARDS
NOMINATION FORM**

Name of Project, Program, or Individual:

Name of Organization:

Address:

Phone Number:

Email Address:

Organization or Affiliation:

If an individual is being nominated for the Leadership Award (public official) or Courage Award (individual), briefly describe why this person should be recognized for advancing human relations:

For **Supervisorial District Awards**, we wish to recognize programs reflecting ***best and promising practices*** that can be shared with other organizations to enhance their effectiveness in advancing human relations. Nominations should include a description of the program, implementation, and outcomes.

For which Supervisorial District is this activity being nominated? (mark one)

SD1

SD2

SD3

SD4

SD5

Description of program or project (including how it advances human relations and which groups/communities it serves):

Description of program or project's implementation (including links to relevant web sites and/or media stories):

Description of program or projects results/outcomes (including links to relevant web sites and/or media stories):

Please return to:
info@hrc.lacounty.gov

7.4 Gender Affirming Care AGN. NO.

REVISED MOTION BY SUPERVISORS HILDA L. SOLIS AND LINDSEY June 6,
2023 HORVATH

**Care With Pride: Supporting Gender Affirming Health Care, Mental Health
Services, and Care Management for LGBTQ+ Residents, Including Transgender,
Gender Nonconforming, and Intersex (TGI) People**

June is Pride Month, celebrating Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) residents, commemorating the 1969 Stonewall Uprising in Manhattan. Each June, people around the country work to achieve equal justice and opportunity for LGBTQ+ Americans. Unfortunately, this year's pride month occurs during a national backdrop in which discriminatory policies targeting LGBTQ+ people are being passed around the country. Just in the first five months of 2023, over 500 anti-LGBTQ+ bills were considered in a majority of states across the country, ranging from censoring materials in schools to banning transgender student athletes from participating in sports matching their gender identity. This also includes healthcare, where doctors and families are being criminalized for supporting young people trying to access gender-affirming care.

MOTION

SOLIS	_____
MITCHELL	_____
HORVATH	_____
BARGER	_____
HAHN	_____

Not only does Los Angeles County reject these policy proposals, but it is also committed to being a model of providing the care and resources needed to support LGBTQ+ residents, including youth. According to studies, 5.1% of County residents, representing over half a million people, identify as LGBT. As legislation elsewhere passes preventing access to medically necessary interventions for Transgender, Gender nonconforming, and Intersex (TGI) people, the County supports the rights of TGI people to access County services in a way that is affirming and welcoming of their identities. The County is committed to ensuring TGI people have safe access to necessary medical, mental health, and care coordination services throughout its departments.

This is especially important as studies show that LGBTQ+ residents are more likely to experience the social, medical, economic, and mental health consequences of discrimination, family rejection, and trauma. This results in an overrepresentation of LGBTQ+ depending on County departments for safety net services. A 2014 study noted that LGBTQ+ youth make up 19% of youth in the County's foster care system and 40% of youth experiencing homelessness.

In June of 2021, the Board of Supervisors unanimously passed the first *Care with Pride* motion, instructing the Department of Health Services (DHS) to work with the Department of Children and Family Services (DCFS) and community-based organizations to expand competent, affirming healthcare models, and to assess current protocols regarding gender-affirming care, soliciting feedback with community for steps the County should take to improve care coordination. In June of 2022, the Board of Supervisors unanimously passed the second *Care with Pride* motion, expanding on

these efforts to create a Gender Health Program (GHP) within DHS, to standardize and strengthen LGBTQ+ services for DHS-empaneled patients, and to work with DCFS and the Department of Mental Health (DMH) to ensure mental health and child welfare partners were core components of this program. This program now serves as a valuable linkage point for comprehensive gender-affirming services that include medical care, mental health care, and care coordination. The current population of TGI patients served by DHS has grown to more than 800 individuals who have received more than 2,800 visits related to gender-affirming services.

The GHP is a successful partnership amongst DHS, DMH, and DCFS, each with distinct roles related to gender-affirming services (medical, surgical, mental health, and care coordination). These roles and responsibilities were solidified at a countywide Gender Health Coalition retreat in April of 2023. The retreat highlighted concrete achievements, including identification of staff at DHS, DMH, and DCFS who have responsibilities specifically related to gender-affirming care, the addition of appropriate gender-affirming medications to the DHS formulary, and updates to the “banner bar” in the DHS electronic health record to permit inclusion of a patient’s preferred pronouns. The team also identified areas for ongoing efforts, including enhanced access to data related to identification of need and delivery of services, further efforts to support coordination across departments, alignment of clinical care with the most current expected practices as outlined in the recently released World Professional Association for Transgender Health’s (WPATH) Standards of Care 8 (SOC 8), enhanced staff education in gender-affirming services, and improved information for the public regarding gender-affirming services available through the County. Additionally, within

DHS, the Equity, Diversity, Inclusion, and Antiracism (EDIA) Initiative plays a critical role in this work, as it directly supports the advancement of TGI and gender-affirming initiatives throughout DHS.

This Pride Month, the County reaffirms its commitment to providing gender-affirming and inclusive care. County departments must continue expanding and enhancing services for TGI residents to ensure safe, affirming, and appropriate access to County medical care, mental health care and care coordination services, to stand in firm contrast and direct opposition to hateful policies being implemented elsewhere in the country.

I, THEREFORE, MOVE that the Board of Supervisors instruct the Department of Health Services, Department of Mental Health, Department of Children and Family Services, Department of Public Health, and the Chief Executive Office Anti-Racism, Diversity, and Inclusion Initiative, in collaboration with the Los Angeles County Commission on Human Relations, to report back in 90 days on the progress of the Gender Health Program and include:

- a. Data and reporting issues;
- b. The status of clinical standards of the Gender Health Program;
- c. Feasibility of developing and offering educational webinars in gender-affirming care to DHS, DMH, DPH, and DCFS front-line workforce members;
- d. Considerations for clinical and administrative staff needed to ensure the continued success of the program as it grows to serve more residents;
- e. Develop a communications and outreach strategy, including the use of traditional and local media, social media, community-based organizations, and

community partners, to raise awareness to community of the Gender Health Program; and

- f. A plan to create a public-facing County website offering resources and referral links to gender-affirming health care services within County departments, including recommendations on the location of the website to maximize access for this target population. This should include a plan for creating and maintaining the website with an identified website owner for creation and maintenance to continue elevating this patient service.

I FURTHER MOVE that Department of Health Services, after consultation and guidance from CEO ARDI, report back in 30 days on the status of adding staff for its Equity Diversity Inclusion and Antiracism (EDIA) initiative, including the status of hiring onto existing items added previously to DHS' budget to focus on EDIA work as well as a description and status of EDIA budget requests submitted for consideration as part of the 2023-2024 budget cycle.

#

SUP:HLS:ac

FOR SEPT. 11TH COMMISSION MEETING AGENDA ITEM 7.5

DRAFT PROPOSED PROJECTS FOR 2026 WORLD CUP/2028 OLYMPICS IN LA

HUMAN RELATIONS COMMISSION

The County Human Relations Commission proposes to focus efforts on three strategies for the upcoming global sporting events, which has the potential to produce powerful lasting change for our work to end hate, advance equity and promote peace in our communities.

Strategy 1: Ensuring A Safe and Inclusive Environment for Diverse Visitors

Our databases on hate crimes and incidents enable us to equitably allocate the HRC's existing LA vs Hate program resources (www.LAvsHate.org) to areas needing attention. Combined with knowledge of where people from all over the world will be in our county given the upcoming world sporting events (and to introduce them to less visited communities to support equitable development), HRC can boost strong public tone-setting LA vs Hate/Report Hate messaging, [murals](#) (click on preceding link to see recent Black/Latine Unity Under the Sun mural) and leave a legacy of community empowerment for an equitable, diverse and inclusive county of intergroup solidarity that can deter targeting of vulnerable people, for and beyond the Olympics. Potential collaboration would build upon existing partnerships with ARDI, DAC, Parks and Recreation, Library, and many other county, city, and community agencies, including professional sports teams and school districts.

Ongoing: \$265,000 (for 2 Senior HRC staff or contractor)
One-Time: \$875,000 for 25 visual LA vs Hate messaging art of unity with diversity/report hate in key sites of high visibility around the county, and for supporting collateral (t-shirts, caps, stickers, mural postcards, etc.) Art and messaging will go through a community engagement process which will strengthen local intergroup partnerships and coalitions to prevent and respond to hate, which has been utilized for LAvsHate's Summer of Solidarity community murals.
Total Ongoing Cost: \$265,000

Strategy 2: Elevating and Investing in Disadvantaged Areas via Making Visible Lesser Known Neighborhoods and their Community and Social Justice History

Lift up and invest in our neighborhoods and communities off the beaten LA touristy sites by developing insightful community history and social justice content (incl. guide to nearby public and private landmarks and murals), as well as more history and stories of highly toured sites. This would make this intriguing history easily accessible using geotags appearing in popular map apps. The process and outcome will strengthen community identity, empowerment, and development via gathering and sharing neighborhood history and people via audio tours and links to more information. Partnership with community members and researchers via our networks of nonprofit organizations and county agencies like ARDI, Library, and cities, as well as radio stations and tech companies that can include our geotags, will illuminate our diverse and overlooked communities with celebrity voices and historical audio clips (i.e., apple and google maps). The educational impact will increase intergroup understanding and empathy, and reduce fear, discrimination, conflict and hate experienced by lesser known and understood communities often targeted by hate.

Ongoing: \$185,000 (1 HRC Project Coordinator) and IT licensing and other costs
One-Time: \$490,000 for research into community history, for community voices from all regions of the county, tech consultants, and development of audio casts for the many lesser known neighborhoods and their stories of LA county that will draw tourism (not just from outside LA County, but from within).
Total Ongoing Cost: \$185,000

Strategy 3: Advancing Basic Human Rights and Equity in Our County

Our county priority on anti-racism, diversity and inclusion, as well as on eliminating homelessness, should be evident to visitors and to residents of LA County when the Olympic Games are held in LA and millions from around the world view our communities. The Commission’s strategic priorities include emerging issues and facilitating community engagement that highlights success stories in these arenas would demonstrate the County’s commitment, progress and innovation to end hate, to meet basic human needs, and to address racial, environmental and other glaring inequities. International human

rights treaties and principles refer to [the right of children to play \(vs. child labor\)](#), along with non-discrimination treaties (ICERD), the basis for the concept of “Play Equity,” which we can advance via community listening sessions and follow up actions in collaboration with internal/external partners, such as LA84’s Play Equity Fund and The Alliance (of pro sports teams in LA). Through initiatives that link our strategic priorities to the equity planning of county departments and community partners, the objective is to accelerate efforts to eliminate the most critical and obvious human rights crises, uplift disadvantaged children and communities, and to highlight successes and promising practices to inspire increased participation to bring about needed changes.

Ongoing: \$195,000 (for 1 Senior HRC staff or contractor and supporting funds)
One-Time: \$500,000 for funding community partners and facilitating community engagement which provide resources to community for change efforts, identify key goals and achievements via community-government partnerships that showcase where milestones in equity, human rights and justice have been reached. Potential partnerships with ARDI, county departments and cities, nonprofits and foundations.
Total Ongoing Cost: \$195,000

9. Adjournment: A pride flag, an argument and gunfire: The senseless killing of Laura Ann Carleton



A resident leaves flowers at a makeshift memorial outside the Mag.Pi clothing store.

(Robyn Beck / AFP via Getty Images)



BY [NOAH GOLDBERG](#)
STAFF WRITER [FOLLOW](#)

PUBLISHED AUG. 21, 2023 **UPDATED** AUG. 22, 2023 3:57 AM PT

As a gay man, Bob Stuhr appreciated that Laura Ann Carleton flew a rainbow flag outside her clothing business in Lake Arrowhead.

But as a businessman who runs a shop in the same strip mall a few doors down, Stuhr warned Carleton that the flag might not be good for business in the mountain community 80 miles east of Los Angeles.

“I told her when she put all those flags out there that, as a business person, it’s probably not the best idea — because some flags trigger people,” Stuhr said.

But Carleton did not care, and she told Stuhr that bluntly.

“She said ... ‘They don’t have to shop in my store.’”

[Carleton was shot and killed](#) Friday by a man who first made “several disparaging remarks about a rainbow flag that stood outside the store,” San Bernardino County Sheriff’s Department officials said in a news release.

When sheriff’s deputies arrived, they found Carleton, 66, suffering from a gunshot wound, authorities said. Paramedics pronounced her dead at the scene.



Laura Ann Carleton in an undated photo provided by daughter Ari Carleton. Deputies said they found the man a few miles away and armed with a handgun after he fled on foot. During a confrontation, deputies shot and killed the suspect. On Monday, officials identified the man as Travis Ikeguchi, 27.



CALIFORNIA

Killer in Pride flag dispute appears to have posted anti-LGBTQ+ rants and conspiracies online

Aug. 22, 2023

Days later, the violence of Carleton’s killing — and the outpouring of support from residents, friends and supporters of the LGBTQ+ community — still cling to the scene of the crime.

A single bullet hole punctured the glass entrance to Carleton’s store, Mag.Pi, and solemnly greeted the cortège of mourners dropping off flowers and more rainbow flags.

Friends gathered at nearby stores and in the parking lot outside, crying and holding each other and sharing stories of Carleton, while they tried to wrap their heads around the loss of a woman who was a pillar in the community, equal parts entrepreneur and advocate.

The longtime Lake Arrowhead and Los Angeles resident ran another store, also called Mag.Pi, in Studio City.

Carleton had a long and notable career in L.A.’s fashion world, working at Fred Segal, Joseph Magnin Century City and Kenneth Cole, according to the [biography posted](#) on Mag.Pi’s website.

“Mag.Pi for Lauri is all about tackling everyday life with grace and ease and continuing to dream,” her biography says, adding that she and her family “nourished a passion for architecture, design, fine art, food, fashion, and have consequently learned to drink in and appreciate the beauty, style and brilliance of life.”



CALIFORNIA

A Lake Arrowhead store-owner flew a pride flag. Police say a man killed her for it Aug. 20, 2023

Carleton had lived part time in Lake Arrowhead for decades and had integrated herself into the community, friends said. The community of about 10,000 nestled around an alpine lake has long been home to a mix of locals and more-affluent people with grand second homes.

Friends said the region has experienced a cultural clash, especially as more city dwellers arrived during the pandemic. But Carleton was good at bridging both worlds, they said, noting that she loved speaking with people who disagreed with her and trying to change their minds.

After a [massive snowfall](#) during the winter that trapped residents in the San Bernardino Mountains, Carleton and her husband brought merchants together to set up a “free store” next to her shop where those in need could get free food for four months.

Carleton’s death is now [reverberating](#) far beyond the scenic alpine town where she lived.

“The tragic, targeted killing of Lauri over the pride flag displayed at her Lake Arrowhead store was senseless and, unfortunately, part of a growing number of attacks on LGBTQ people and our allies,” said Sarah Kate Ellis, president of GLAAD.

GLAAD and the Anti-Defamation League have tracked more than 350 anti-LGBTQ+ attacks across the country this year, Ellis said.



ENTERTAINMENT & ARTS

Column: L.A. vandals are targeting Pride flags. And it's not having the effect they hoped for

June 15, 2023

Celebrities, too, are speaking out about Carleton's killing.

“I feel deeply saddened by this,” actor Jamie Lee Curtis said on [Instagram](#). Curtis has spoken in the past about her [transgender child](#). “This is our country now and we can't look away. Rest in peace Laura Ann Carleton, a mother of nine. Thank you for your allyship.”

Carleton's killing follows earlier interactions with people who were upset by her open display of support for the LGBTQ+ community.

One man who drove by in a pickup truck recently complained to Carleton, said Vicki Dolezal, who works at a shop on the commercial strip.

“He was just outside, saying he didn’t appreciate the flag being out. And she just said, ‘Well, to each his own,’ you know, ‘It’s my business. And I want the flag out,’” Dolezal recalled.

Carleton’s experience wasn’t isolated.

A close friend who asked not to be identified for fear of further anti-LGBTQ backlash said she had reconnected with Carleton in 2019 after two signs — one saying “Love is love” and the other supporting then-presidential candidate Joe Biden — were stolen from outside the friend’s home.

Carleton left an envelope filled with cash for the woman, and wrote her a letter with a simple message: Buy a bigger sign.



CALIFORNIA

Hate crimes in Los Angeles this year could set records, report finds

Aug. 16, 2022

“She was fearless,” said Ari Carleton, one of Carleton’s nine children, her voice breaking. “My mom has, like, long been a fierce ally of the LGBTQ community. We have plenty of members of the community in our family and our close friend groups. So it was just important to her. Because those are people that I was raised around and always loved.”

The 28-year-old was at her family’s home in Lake Arrowhead on Monday. She and others have been inundated with messages of support from people across the globe, she said.

But her mother's loss is about more than an attack on the LGBTQ+ community and its allies. It leaves an emptiness felt by her whole family, which is only beginning to come to terms with it, she said.

A blackboard hanging in the garage at Carleton's home in Lake Arrowhead summed up their feelings: "Everything changes! Be grateful for everything! Never criticize others."

CALIFORNIA



Noah Goldberg

- [Twitter](#)
- [Instagram](#)
- [Email](#)
- [Facebook](#)

Noah Goldberg covers breaking news for the Los Angeles Times. He worked previously in New York City as the Brooklyn courts reporter for the New York Daily News, covering major criminal trials as well as working on enterprise stories. Before that, he was the criminal justice reporter for the Brooklyn Eagle.