



COMMISSION ON HUMAN RELATIONS

LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

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Chief Executive Officer

July 7, 2022

MEMORANDUM TO THE COMMISSIONERS

FROM: Ilan Davidson, President

SUBJECT: Commission Meeting- **Monday**, July 11, 2022

Our Commission will meet on Monday, July 11, 2022 at 12:30 p.m.,

If you wish to join Via **Teams Calendar Invitation** [Click here to join the meeting](#)

If you are unable to do so, you may Dial: [+1 213-204-2512,,980587174#](tel:+12132042512980587174)

Attached is the Agenda, Draft Minutes of June 6, 2022 and other pertinent information for your review and approval.

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

Grace

Grace Löwenberg
L.A. County Commission on Human Relations
510 S. Vermont Ave., 11th Floor
Los Angeles, CA 90020
(213) 639-6089

Ad Hoc Committee on Policing and Human Relations will meet prior to Commission meeting, via Teams Conference Call July 11 from 10:00-11:30 am.

Members: Commissioner Isabelle Gunning, Chair, Preeti Kulkarni, Derric Johnson, Jeanette Ellis-Royston, Fredrick Sykes, and Sandra Thomas.
Staff: Robert Sowell, Joshua Parr, and Pierre Arreola



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

AGENDA
MEETING OF THE COMMISSION/EXECUTIVE COMMITTEE
Monday, July 11, 2022 – 12:30-2:00 pm
Via MS Teams Video and Audio Conferencing [213-204-2512,,980587174#](https://teams.microsoft.com/join/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** (12:30)
- 2. Motion** finding a state of emergency continues to directly impact the ability of the members to meet safely in person, and state/local officials continue to impose or recommend measures to promote social distancing.
- 3. Review & Approval of June 6, 2022 Meeting Minutes*** (12:33)
- 4. President's Report** (12:35)
 - 4.1. Spotlight on Commissioner/Staff
 - 4.2. Remarks of New Incoming Commission President Davidson
 - 4.3. LA Youth Poet Laureate event and Salome Agbaroji
- 5. Executive Director's Report** (12:45)
 - 5.1. Update on recruitment for open Senior Human Relations Consultant positions
 - 5.2. Update on IT, budget, and admin. transition to the Executive Office
 - 5.3. Recap of 40th Anniversary of hate murder of Vincent Chin
- 6. Committee Reports** (12:55)
 - 6.1. Ad Hoc Committee on Policing and Human Relations
 - 6.2. Ad Hoc Committee on Strategic Planning*
 - 6.3. IAOHRA 2022 Conference in LA Committee
- 7. Public Comment** (3 minutes per person) (1:05)
- 8. Action/Discussion Items** (1:10)
 - 8.1. Recommendations of the Policing and Human Relations Committee*
 - 8.2. Proposed Strategic Plan, Priorities and Goals for public comment*
 - 8.3. IAOHRA 2022 Conference in LA
 - 8.4. AB 1947 Freedom from Hate Crimes Act*
 - 8.5. FY 2022-23 Committees and their membership*
- 9. Commissioner Announcements** (2 minutes per Commissioner) (1:55)
- 10. Adjournment** (2:00)

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.*



Los Angeles County Commission on Human Relations

510 South Vermont Avenue, 11th floor
Los Angeles, California, 90020
www.lahumanrelations.org
(213) 738-2788

[PROPOSED] MINUTES
COMMISSION ON HUMAN RELATIONS
Meeting of June 6, 2022
Via Microsoft Teams Video & Audio Conferencing

PRESENT:	Helen Chin	Kevork Keushkerian
	Ilan Davidson	Guadalupe Montaña
	Jeanette Ellis-Royston	Fredrick Sykes
	Azusena Favela	Sandra Thomas
	Isabelle Gunning	Gay Yuen
	Derric Johnson	
STAFF:	Grace Löwenberg	Robin Toma
	Robert Sowell	Siranush Vardanyan

- 1. Call to Order and Land Acknowledgement of Indigenous Peoples:** Commission President Guadalupe Montaña called the meeting to order at 12:33 p.m. with a quorum in attendance. She acknowledged the indigenous peoples, (Gabrielino/Tongva, Tataviam, and others) who were the first stewards of the county lands on which we reside.
- 2. Motion:** The Commission finds that a state of emergency continues to directly impact the ability of the members to meet safely in person, and/or state or local officials continue to impose or recommend measures to promote social distancing. Vice-President/Secretary (VP Sec.) Ilan Davidson made the motion as stated, and Commissioner Sandra Thomas seconded. The motion passed unanimously.
- 3. Review & Approval of May 2, 2022 Meeting Minutes:** It was moved by VP Sec. Davidson and seconded by Commissioner Fredrick Sykes to approve the minutes of the Commission meeting of May 2, 2022, as amended by VP Sec. Ilan Davidson. Commissioner Sykes seconded the motion. The motion passed unanimously with the amendment.
- 4. President's Report**

President Montaña announced that Commissioner Adrian Dove is no longer on the Commission and welcomed new Commissioner Azusena Favela. The Commissioners took turns to introduce themselves to Commissioner Favela. Commissioner Favela was appointed by the 2nd District and shared that she was previously with the Los Angeles County Department of Consumer and Business Affairs, Office of Small Business and COVID response efforts. She is currently a Senior Program Officer at the James Irvine Foundation. Commissioner Favela stated that it is her first dabble into philanthropy and she is excited to join in representing the community on this Commission.

Contact: Brenda Duran
bduran@bos.lacounty.gov
213.974.1746

For Immediate Release
June 24, 2022

LA County Board of Supervisors Declare That When COVID-19 Transmissions Drop Back to “Low” Level the Board Hearing Room Will Reopen

LOS ANGELES - The Los Angeles County Board of Supervisors announced that with the County remaining in the “medium” COVID-19 community transmission level, Board meetings will remain virtual until the transmission level drops to “low” and remains at that level for 7 days.

“I am eager along with our constituents to return to in-person Board meetings. In order to do this we must ensure that the Board’s actions do not further spread Covid-19 and cause us to increase transmission. Given the current level of spread, delaying the return to in-person meetings until the transmission level reaches low for at least a week is necessary for public safety,” said Los Angeles County Board of Supervisors Chair Holly J. Mitchell.

Public comment will continue to be available telephonically.

Residents can check bos.lacounty.gov website for all upcoming scheduled Board virtual meetings.

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

AGENDA
MEETING OF THE AD HOC COMMITTEE
ON POLICING & HUMAN RELATIONS

Monday, July 11, 2022
10:00AM – 11:30AM

Via Microsoft Teams
Or Call In at +1 (213) 204-2512
Phone Conference ID: 179 342 55#
Los Angeles County, CA

Our Mission: To transform Prejudice into Acceptance, Inequity into Justice, and Hostility into Peace.

Members: Commissioners Isabelle Gunning, Sandra Thomas, Preeti Kulkarni, Fredrick Sykes, Derric Johnson, Jeanette Ellis-Royston

Guests: Commissioners Gay Yuen, Commissioner Tonya McKenzie, Dr. Seva Rodnyansky, Dr. Jorgen Harris

Staff: Robin Toma, Robert Sowell, Monica Lomeli, Pierre Arreola, Joshua Parr

AGENDA

- I. Topics of Interest – 70 Minutes
 - a. Guests: Statement of Work – Research Partner I
 - b. Updates on Commission Letter re: Sheriff Accountability
- II. Project Updates – 10 Minutes
 - a. Altadena/Pasadena
 - b. City of Long Beach
- III. County Updates – 5 Minutes
 - a. Public Safety Cluster
 - b. Alternative Crisis Response Convenings
 - c. Care First Community Investment Initiative
 - d. Countywide Criminal Justice Coordination Committee
- IV. Future Business – 5 Minutes
 - a. Current Events

LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS

PROPOSED FY 2022-2025
STRATEGIC PLAN



July 11, 2022

COMMISSION MEETING AGENDA ITEM 8.4:

DRAFT LACCHR REC TO BOARD ON AB 1947

WHEREAS, California State Assemblymembers Phil Ting and Richard Bloom, working with a broad, diverse network of community groups throughout the State, have introduced Assembly Bill 1947, the Freedom from Hate Crimes Act, based on the recommendations of the California State Auditor; and

WHEREAS, AB 1947 would mandate every law enforcement agency in California to adopt a hate crime policy with detailed, specific protocols, including use of supplemental hate crime report forms to investigate suspected hate crimes on the scene. These forms were recommended by the California State Auditor and their use has proved successful in Los Angeles, where the police department uses forms that it developed based on community input;

WHEREAS, AB 1947 would provide for more California Department of Justice leadership and guidance to law enforcement agencies, also as recommended by the audit, by requiring that all law enforcement agencies submit their hate crime policies, brochures, and training schedules to the California Department of Justice; and

WHEREAS, AB 1947 would not create or expand the definition of any crimes, would not increase the penalties for any crimes, and would not preclude restorative justice or other alternative sentencing for any crimes;

NOW, THEREFORE, BE IT RESOLVED that the Los Angeles County Commission on Human Relations respectfully recommends to the Board of Supervisors of the County of Los Angeles, State of California, to support Assembly Bill 1947 and to respectfully call on State legislators from Los Angeles County to coauthor and vote for the bill;

BE IT FURTHER RESOLVED that the Los Angeles County Commission on Human Relations recommends to the Board of Supervisors to call on the California State Legislature to continue to work to develop community-based, non-law-enforcement approaches to addressing the root causes of hate crimes, meeting

**ADL California
Regional Offices**

Western Division

Robert Trestan
Vice President
Laura Fennell
Director of Communications Strategy
Kendall Kosai
Director of Policy
Ann M. Ortega-Long
Director of Education Programming
Beth Holtzman
Western Civil Rights Area Counsel

Central Pacific

(N CA, HI, UT)
720 Market Street, Suite 800
San Francisco, CA 94102
(415) 981-3500
Central-Pacific@adl.org
Seth Brysk
Regional Director
Michael Baum
Chair, Regional Board
Gilbert R. Serota
Chair, Civil Rights

Los Angeles

10495 Santa Monica Boulevard
Los Angeles, CA 90025
(310) 446-8000
LA@adl.org
Jeffrey I. Abrams
Regional Director
Sharyn Nichols
Chair, Regional Board
Brent Sokol
Eric Kingsley
Co-Chairs, Civil Rights

Orange County/Long Beach

1201 Dove Street, Suite 390
Newport Beach, CA 92660
(949) 679-3737
Orange-County@adl.org
Peter Levi
Regional Director
Michael Rosen
Chair, Regional Board
Stuart Wolfe
Chair, Civil Rights

Santa Barbara

1528 Chapala Street, Suite 301
Santa Barbara, CA 93101
(805) 564-6670
Santa-Barbara@adl.org
Dan Meisel
Regional Director
Mark A. Goldstein
Chair, Regional Board
Gail Teton-Landis
Chair, Civil Rights

San Diego

4950 Murphy Canyon Road, Suite 250
San Diego, CA 92123
(858) 565-6896
San-Diego@adl.org
Peter Levi
Interim Regional Director
Adam Rosenthal
Chair, Regional Board
Alain Avigdor
Chair, Civil Rights

National Leadership

Ben Sax
Board Chair
Jonathan A. Greenblatt
CEO & National Director

Officers

Nicole Mutchnik, Vice Chair
Larry Scott, Vice Chair
Andy Adelson, Treasurer
Yasmin Green, Secretary



The Honorable Steven Bradford
Chair, Senate Public Safety Committee
1021 O Street, Suite 7210
Sacramento, CA 95814

RE: AB 1947 (Ting) Hate Crimes: Law Enforcement Policies - NEUTRAL

Dear Chair Bradford,

On behalf of the Anti-Defamation League, we submit this letter formally removing our opposition to AB 1947 (Ting). We are appreciative of the sponsor's amendments to the initial bill language. The new language addresses several of our concerns stated in our previous position letter.

Thank you for your consideration.

Best,

A handwritten signature in blue ink, appearing to read "Kendall T. Kosai".

Kendall T Kosai
Director of Policy
ADL Western Division

AB 1947 (Ting)
The Freedom from Hate Crimes Act

Sponsors

The Arc & United Cerebral Palsy California Collaboration
Asian Law Alliance
California Alliance for Retired Americans
California Asian Pacific American Bar Association
California Association of Human Relations Organizations
California Council of Churches IMPACT
California Hawaii State Conference of the NAACP
California League of United Latin American Citizens (LULAC)
California Women's Law Center
Center for the Study of Hate and Extremism, CSU San Bernardino
Feminist Majority
Hindu American Foundation
Japanese American Citizens League
Sikh Coalition

Supporters

Alpha Resource Center of Santa Barbara
American Jewish Committee
The Arc of San Francisco
The Arc of Ventura
Asian Americans for Community Involvement
Asians Are Strong
Asian Pacific Islander Legal Outreach
Asian Pacific Islander Public Affairs
Bar Association of San Francisco
BeChinatown, San Francisco
California Association of Black Lawyers
California Catholic Conference
California Civil Rights Law Group
California Community Living Network
California Council of Community Behavioral Health Agencies
California Democratic Party Senior Caucus
California Easterseals Affiliates
California Foundation for Independent Living Centers
California In-Home Supportive Services Consumer Alliance
California Labor Federation, AFL-CIO
California La Raza Lawyers Association
California National Organization for Women (NOW)
California Nurses Association/National Nurses United
California Rural Legal Assistance Foundation
Cambodian Women's Association
Chinese American Council of Sacramento
Chinese Consolidated Benevolent Association ("Chinese Six Companies"), San Francisco
Chinese Historical Society of America
Coalition for Humane Immigrant Rights (CHIRLA)

**Los Angeles County Commission on Human Relations
PROPOSED COMMITTEES FOR FY 2021-22***

JAF AWARDS EVENT COMMITTEE	AD HOC COMMITTEE ON POLICING PRACTICES AND HUMAN RELATIONS	COMMITTEE ON POLICY AND ADVOCACY COMMITTEE	IAOHRA 2022 CONFERENCE IN L.A. COMMITTEE	AD HOC COMMITTEE ON STRATEGIC PLANNING
<i>Guadalupe Montañño (Chair)</i>	<i>Isabelle Gunning (Chair)</i>	<i>Guadalupe Montañño (Chair)</i>	<i>Ilan Davidson (Chair)</i>	<i>Preeti Kulkarni (Chair)</i>
Kevork Keushkerian	Derric Johnson	Isabelle Gunning	Azusena Favela	Jeanette Ellis-Royston
Sandra Thomas	Preeti Kulkarni	Derric Johnson	Isabelle Gunning	Guadalupe Montañño
Gay Q. Yuen	Jeanette Ellis Royston		Guadalupe Montañño	Gay Q. Yuen
	Tonya McKenzie Guest		Jeanette Ellis-Royston	
	Fredrick Sykes		Fredrick Sykes	
	Sandra Thomas			
Staff: Robert Sowell and	Staff: <ul style="list-style-type: none"> • Robert Sowell • Pierre Arreola • Joshua Parr 	Staff: Robin Toma	Staff: Robin Toma	Staff: Robin Toma

(*) Our Commission Bylaws (Article IX) require that each year, our Commission ratify the committees and its members.

(*) The Commission President is an ex-officio member of all committees, per the Commission's Bylaws.

7/7/22

From: Los Angeles County District Attorney <DA@subscriptions.lacounty.gov>

Sent: Wednesday, June 29, 2022 12:04 PM

To: Anna Kozma <AKozma@da.lacounty.gov>

Subject: MEDIA ADVISORY: District Attorney Gascón and Human Relations Commission to Announce Community-Based Forums to Inform Joint-Action Plan Against Hate in Los Angeles County



Media Contact:

Media Relations Division

213-257-2000

Media@da.lacounty.gov

June 29, 2022

**District Attorney Gascón and Human Relations Commission to
Announce Community-Based Forums to Inform Joint-Action Plan
Against Hate in Los Angeles County**

Los Angeles County District Attorney George Gascón will hold a news conference today to announce a series of community-based forums to create a plan of action against hate in the county.

WHEN: Wednesday, June 29, 2022

TIME: 3 p.m.

WHERE: Hall of Justice, 211 W. Temple St., Los Angeles

WHO: District Attorney George Gascón

**Robin S. Toma, Executive Director of L.A. County Human
Relations Commission**

- Credentialed media only
- Spanish interviews available



LA City Council Passes Motion To Improve Hate Crime Reporting

Police record hate crimes and hate incidents but comparison data from nonprofit organizations show a huge gap, officials said.

Posted Fri, Jun 17, 2022 at 1:38 pm PT

The Los Angeles City Council passed a motion Friday aimed at improving the city's systems for people who need to report hate crimes, citing a disparity between the number of such crimes reported to law enforcement and the number reported to the nonprofit. (Shutterstock)

LOS ANGELES, CA — The Los Angeles City Council passed a motion Friday aimed at improving the city's systems for people who need to report hate crimes, citing a disparity between the number of such crimes reported to law enforcement and the number reported to the nonprofit Stop AAPI Hate.

The effort was led by Councilwoman Nithya Raman, who introduced a motion passed in November to have the Civil + Human Rights and Equity Department and the Information Technology Agency report on ways to improve access for reporting hate incidents, including through a dedicated mobile app or the My311LA app.

Following that report, the City Council on Friday voted to have the City Administrative Officer identify funding to build capacity for 311 staff to include delivery of trauma informed training for 311 staff handling hate reporting calls, as well as funding opportunities to support hate reporting improvements, address needs of hate crime victims, improve

the efficacy of bystander interventions and support research partnerships to study the feasibility of a reporting application.

"I feel strongly about this work: the steep rise in hate crimes in L.A. demands informed policy decisions and broad mitigation strategies. But it is hard to move forward without more reporting and better data that allows us to understand trends on hate crimes," Raman said in a statement Friday. "Implementing the recommendations in this report will help us take those next steps in our city and help us craft culturally informed responses, including expanding investments in hate crime responses that go beyond law enforcement alone."

The motion also instructed the Civil + Human Rights and Equity Department, the Information Technology Agency and the Los Angeles Police Department to provide quarterly progress reports on implementation of expanded reporting fields and the integration of hate reporting data.

"Hate can have no home in Los Angeles. I am so grateful to leaders like Councilmember Raman for working to protect our most vulnerable and to make Los Angeles a national leader in hate prevention," said LA Civil Rights Department Executive Director Capri Maddox. "Today's vote will allow us to better track and respond to hate crimes, as well as develop models for hate intervention and prevention. It is just one way we are building an L.A. for all."

Raman said in November that although the Los Angeles Police Department records hate crimes and hate incidents, comparison data from nonprofit organizations show a huge gap in reporting.

"This means that the numbers from LAPD are likely a drastic

undercount, and that prevents us from making better policy, that prevents us from making resources available that can actually target hate crimes," Raman said in November.

Reported violent crimes against Asian Americans doubled between 2015 and 2018 nationally, and the LAPD reported an increase in Los Angeles in 2020, when 15 hate crimes were reported against the Asian American Pacific Islander community, compared to seven in 2019. In 2020, the city had a total of 24 reported hate incidents and hate crimes against Asian Americans.

Meanwhile, the nonprofit Stop AAPI Hate reported 245 hate crimes and hate incidents in Los Angeles County in just seven months of 2020, from March 19 to Oct. 28.

"These gaps may be due in part to a fear of reporting to law enforcement, a lack of awareness of the rights and resources afforded to victims, as well as barriers to access official reporting sources," a motion introduced by Raman in September said. "Historically, the only direct reporting mechanism for hate crimes and hate incidents at the city of Los Angeles has been through the Los Angeles Police Department."

—*City News Service*

Los Angeles County District Attorney's Office | 211 West Temple Street, Ste. 1200, Los Angeles, CA 90012

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Compassion in Oakland
Consumer Federation of California
Council on American-Islamic Relations, California (CAIR)
Dear Community
Disability Rights California
Equality California
Gray Panthers of San Francisco
Islamic Networks Group (ING)
Japanese American Citizens League, San Francisco
Japanese American Citizens League, San Jose
Japanese Cultural and Community Center of Northern California
Leadership, Education, Activism, and Dialogue (LEAD) Filipino
Kern Inyo Mono Central Labor Council
Korean American Bar Association of San Diego
Korean American Community Services, San Jose
NAACP San Jose/Silicon Valley Branch
Name, Oppose and Abolish Hate in Marin
Not In Our Town
Palo Alto City Council
PathPoint, Santa Barbara
Personal Assistance Services Council
Pioneer Congregational United Church of Christ, Sacramento
Sacramento Chinese of Indochina Friendship Association
Sacramento LGBT Community Center
Salvador E. Alvarez Institute for Non-Violence
San Francisco Board of Supervisors
San Francisco Community Alliance for Unity, Strength & Safety (SF CAUSE)
Santa Clara County Board of Supervisors
Services, Immigrant Rights and Education Network
Sikh American Legal Defense and Education Fund
Stand with Asian Americans
Stand with Asians
transwomen 4 transwomen
United Cerebral Palsy of the North Bay
United Domestic Workers/AFSCME Local 3930
Vietnamese American Bar Association of Northern California
Vietnamese American Roundtable
Wayfinder Family Services
Wesley United Methodist Church, San Jose
Yu-ai Kai Japanese American Community Senior Service, San Jose

the needs of victims and co-victimized communities, and collecting valid data on non-criminal hate incidents.

Approved by the Commission on July 11, 2022

Signature:

Ilan Davidson, President

MISSION, VISION, AND VALUES

OUR MISSION

To promote better human relations in Los Angeles County by working to transform prejudice into acceptance, inequity into justice, and hostility into peace.

To be an unwavering force that uplifts and protects our most vulnerable, and builds vibrant, thriving communities, free from prejudice and inequity.

OUR VISION

We envision a County where...

- Human relations will be at their best because fundamental human rights have been met for everyone and all groups, including our most basic human needs for, safety, food, clothing, shelter, education, health care, free expression, and a voice in governance.
- All people and groups will enjoy an equal opportunity to realize our full potential to do good for ourselves and our communities, unfettered by personal, institutional, or structural prejudice or discrimination, or abuse of power.
- It will be the norm to value and draw upon cultural diversity to enrich all aspects of our lives, and to understand and appreciate individual differences and commonalities as well, so that everyone feels a sense of belonging.
- Through universally taught and practiced effective conflict resolution skills, we will enjoy greater harmony in our intergroup and interpersonal relations, which will bring about increased cooperation and collaboration between people and organizations.
- Our County government will lead and model the highest level of respect for civil liberties, human rights, and the intrinsic dignity of every human being through its policy and budgetary priorities and practices.

OUR CORE VALUES AND GUIDING PRINCIPLES

Justice and Human Rights: We strive for social justice. We believe the foundation of positive human relations is to treat everyone with respect that affirms their intrinsic dignity as a human being and protects and fulfills their fundamental human rights.

Diversity and Inclusion: We must continue to move beyond tolerance as a goal. We celebrate the splendid diversity of human cultures, identities, and expressions. We seek mutual understanding and the full acceptance and inclusion of everyone in the essential aspects of community life.

Understanding and Compassion: We know that if we seek to understand the perspective of others, if we listen intently, try to experience life from another's point of view, our compassion for others will grow.

Cooperation and Collaboration: We engage others because we know that none of us succeeds alone, we need the support of others, and together we are stronger.

Non-Violence: We believe in the general principle of non-violence, knowing that violence begets violence. We must learn and teach how to express dissatisfaction, resolve conflicts, and achieve positive change peacefully, with respect for human dignity and without resorting to violence.

Concrete Results and Deliberate Process: We believe that the social transformation we seek requires dialogue, but not dialogue as an end in itself. We persevere to discover and devise solutions that bring about real change. We know that the process through which change is created is as important as the results. The ends never justify the means: the end result does not permit us to violate our principles to reach those results. So we consciously employ processes that respect and reflect our values.

Teaching over Doing for Others: We believe that our work is more effective, meaningful and long lasting if we emphasize teaching others how to do what needs to be done, instead of doing it for them.



LACCHR STRATEGIC PRIORITIES AND GOALS FY 2022-2025

WHAT DO WE MEAN BY “HUMAN RELATIONS?”

We mean elements of our establishing ordinance such as eliminating prejudice and inequity; promoting public health, welfare, and security; promoting good will; eradicating prejudice, intolerance, and discrimination; lessening and eliminating prejudice and its effects; fostering attitudes which lead to civic peace and intergroup understanding; promoting equal opportunity and full acceptance of all persons; fostering mutual understanding and respect among all population groups; discouraging discriminatory practices; and identifying and ameliorating human relations problems.

“Human relations” also entails the study and promotion of healthy interpersonal and intergroup relationships, through both intervention and prevention; to foster enthusiastic regard for social diversity; to promote productive management of conflict; to promote respect for and fulfillment of human rights for all; and to ensure equitable distribution and use of power. At its most basic level, it also means helping people get along with each other so that they actually enjoy their differences and trust their intentions; bridging separations between groups; and generating the genuine equity and a fair opportunity for those who are being excluded or have been disadvantaged.



STRATEGIC PRIORITY 1

RESPONDING TO EMERGING HUMAN RELATIONS ISSUES & CULTURAL SHIFTS

In order to ‘transform prejudice into acceptance,’ we must continue to focus on preparing more people with the knowledge, skills, abilities, as well as values, to lead now and in the future towards greater justice, equity, compassion, and non-violence in human relations. Recognizing that the county ordinance establishing the LACCHR speaks of its role to address discrimination and inequity broadly, some emerging human relations issues and cultural shifts include the impact of the pandemic on social isolation – namely in disadvantaged and targeted communities; change efforts related to housing insecurity; and the impact of social media on intergroup relations. This priority will also build on our longtime work with young people, particularly students, through our LA vs Hate work at schools (e.g., ARP-funded Dream Resource Centers, LA County’s Community Schools Initiative, etc.) We will also need to use indicators that serve as vital signs of racial equity in our county, track narratives and communications from key partners with a pulse on communities, and monitor hate crime and hate incident data.

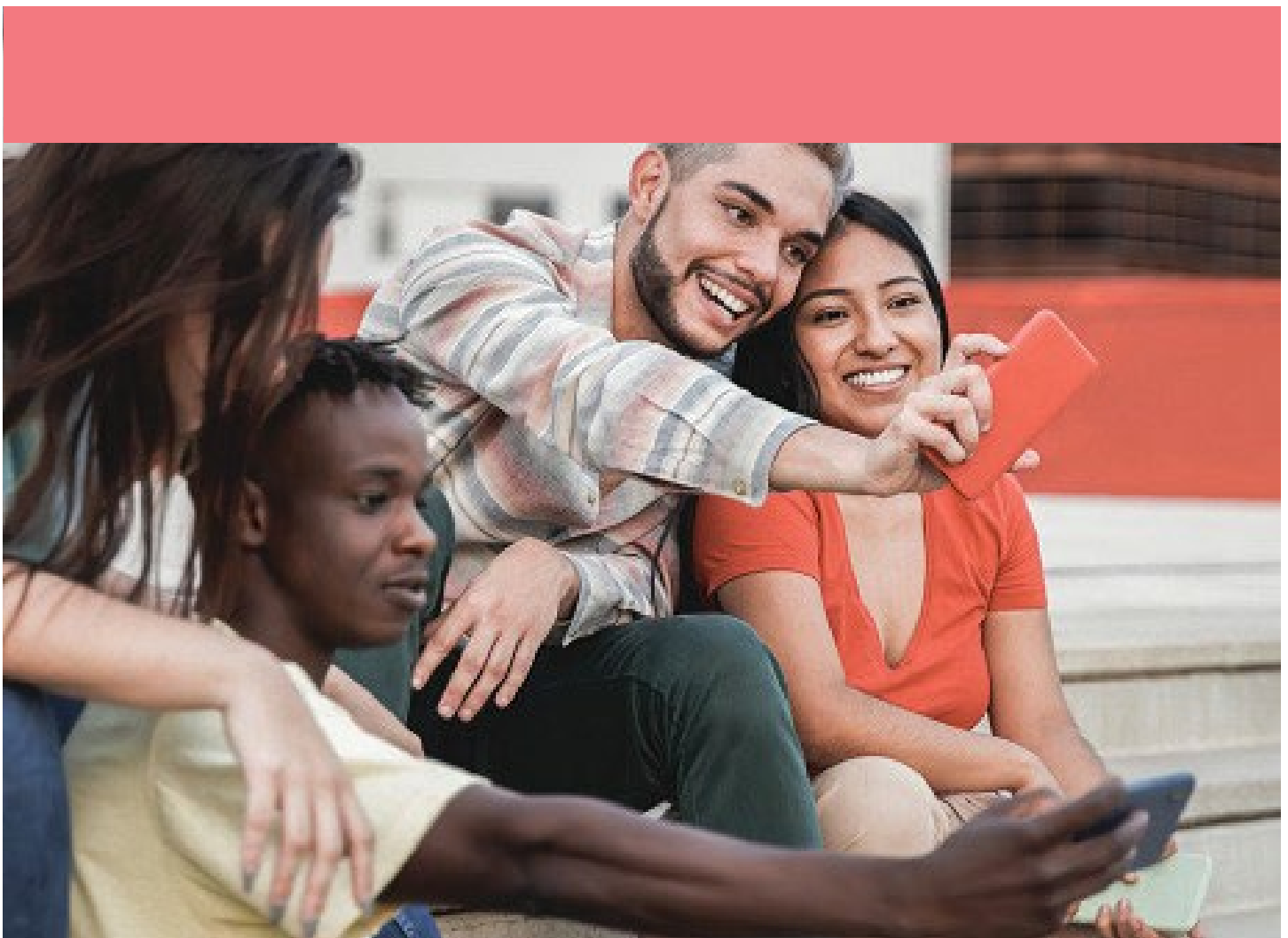
STRATEGIC PRIORITY 1

GOAL 1

By June 30, 2023, create and implement a process for tracking key indicators and other information to identify emerging human relations issues and relevant cultural shifts.

GOAL 2

Between July 1, 2022, and June 30, 2025, respond to at least 3 identified human relations issues or relevant cultural shifts with: a summary of key information, at least 1 informational and action-planning event, and intervention that contributes to change in public or private institutional policy or practice in LA County.



STRATEGIC PRIORITY 2

INCREASING EQUITY AND JUSTICE IN LA COUNTY'S CRIMINAL JUSTICE SYSTEMS

Racial discrimination and other inequities in our criminal justice systems are among the greatest barriers to our mission of “transforming inequity into justice.” We want to build on the work done as part of our Policing and Human Relations Project, which produced our seminal report “Redefining Policing with Our Community”. We will advance the action recommendations in our “Redefining Policing” report. When the likelihood of being arrested, jailed, shot, executed, or rearrested after being released from incarceration in LA County is tied to one’s race, ethnicity, gender or other protected characteristics, fundamental human rights are at issue. We must strategically work to change these systems to break the cycle of incarceration. We must invest more in communities suffering violence and get at the root causes and conditions of violence in LA County. We must address racial/ethnic profiling and other police practices that undermine good police-community relations and have triggered the largest episodes of racial/ethnic violence in the history of Los Angeles. To eliminate systemic discrimination in our justice systems, we must also move beyond policing and uplift the public safety continuum that includes agencies addressing the barriers and lack of support for those disproportionate numbers of people of color entering and re-entering our criminal justice systems. In doing so, we must invest in building community safety strategies that center trauma-informed and harm-reduction approaches. We must challenge systemic discrimination in our schools and justice systems that have led to the overrepresentation of young people of color in the school-to-prison pipeline. We will not be limited to any single policing agency that operates within LA County, but we will turn our attention to whichever agency – whether city- or school-based police departments – that is in need of change in its policies, practices and procedures. We will work in concert with other LA County efforts and entities (including the Countywide Criminal Justice Coordinating Committee (CCJCC), Civilian Oversight Commission, Inspector General, Alternatives to Incarceration (ATI), Care First and Community Investment (CFCI) (also known as Measure J), the Anti-Racism, Diversity and Inclusion (ARDI) initiative, etc.) on such issues as racial profiling and reducing the deadly impact of implicit bias in use of force encounters. We will also address legislation and policies at all levels – federal, state and local – that impact policing in LA County, such as the state’s Racial and Identity Profiling Act (RIPA).



STRATEGIC PRIORITY 2

GOAL 1

Between July 1, 2022 and June 30, 2025, achieve a major system reform to produce more equitable treatment in L.A. county criminal justice systems (including its constituent agencies such as the Sheriff's Department, the District Attorney, the Probation Department, and city-based police departments) for at least three groups, at least one of which is affected by housing insecurity, at least one of which is affected by policing inequity (including but not limited to oppression and repression based on race, class and other protected characteristics), and one of which may be affected by other selected issues of fairness.

GOAL 2

Between July 1, 2022 and June 30, 2025, increase by at least 10% each year the number of LA County units, cities, and organizations provided with consultation and/or training to build their capacity to provide co-response services and/or non-law enforcement alternatives to proactively address core issues and root causes of poverty, violence, and inadequate education, health, safety and youth development.



STRATEGIC PRIORITY 3

DOCUMENTING, PREVENTING, AND RESPONDING TO HATE

We must make sure our leadership and communities understand hate-motivated hostility (includes hate crimes and incidents), and act to effectively prevent and respond to it in smart, transformational, and socially responsible ways. “Transforming hostility into peace” requires that we build on and advance beyond current efforts. Instead of relying solely on police to respond to hate crime based on race, ethnicity, national origin, religion, sexual orientation, gender, immigration status, and/or disability, we must demonstrate and replicate effective prevention and response strategies in affected neighborhoods. Instead of adding longer prison sentences for perpetrators, which often has the unintended effect of increasing connections to racially based gangs, we need to develop restorative justice programs that increase offender empathy for the victim and reduce recidivism. Instead of media focusing on coverage of a violent hate crime in ways that fuel intergroup tensions, we can create intergroup solidarity by ensuring a message of unity and peace from affected communities.

NOTES: We will communicate our definition of “hate” as “bias-motivated hostility” with examples of hate speech, discrimination, and hate crime.





STRATEGIC PRIORITY 3

GOAL 1

Between July 1, 2022, and June 30, 2025, compile, analyze, and report annually information on hate acts (both hate crimes and hate incidents) in LA County.

GOAL 2

Between July 1, 2022 and June 30, 2025, participate in the creation or revision of the policies or practices of at least 3 municipal or LA County government, educational institution, or public accommodation (restaurants, transportation, hotels, and other such businesses serving the public) to strengthen prevention or response to hate acts.

GOAL 3

Between July 1, 2022 and June 30, 2025, increase by 10,000 each year the number of people participating in anti-hate messaging and action.

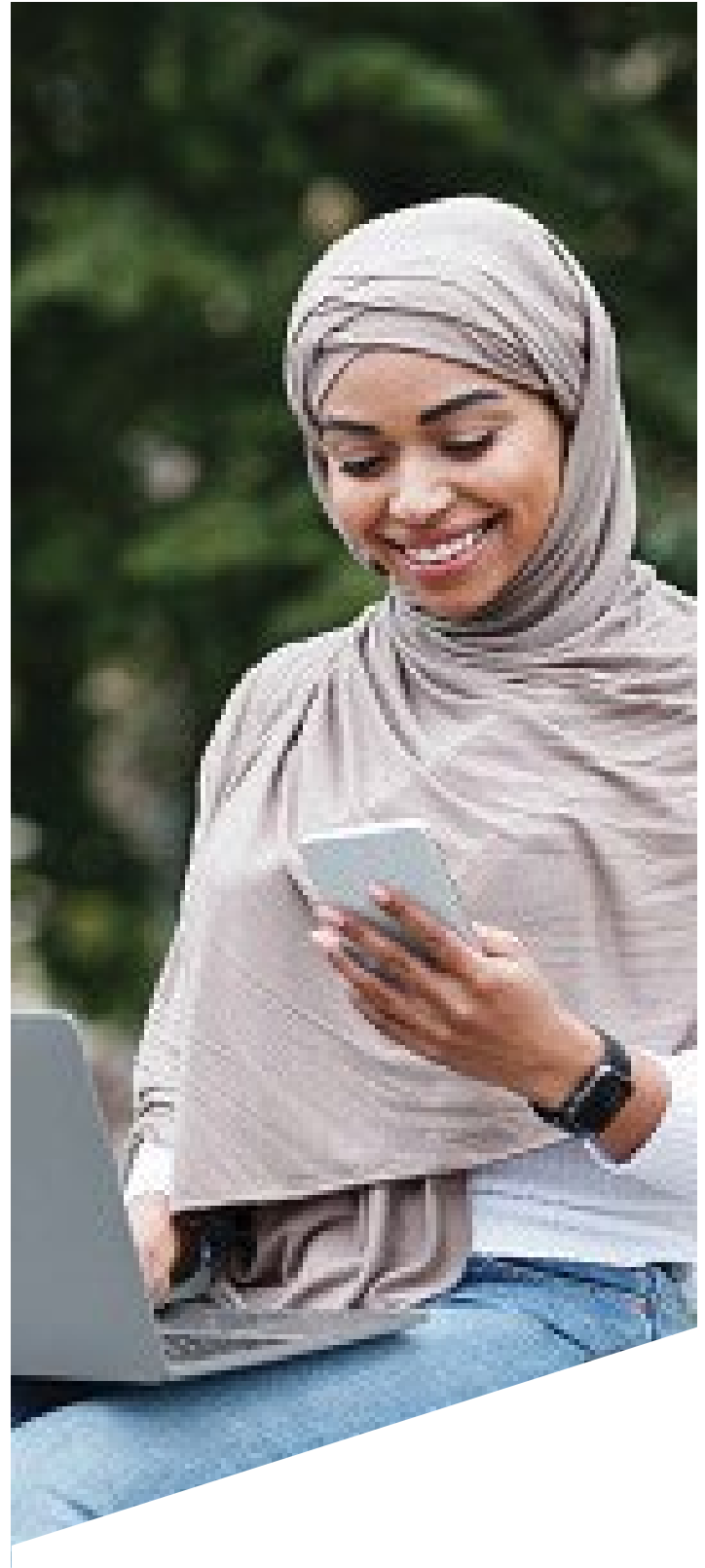
GOAL 4

Between July 1, 2022 and June 30, 2025, increase by 15 over 3 years the number of organizations collaborating to provide services to persons targeted by hate acts.

STRATEGIC PRIORITY 4

ENGAGING INTERNAL AND EXTERNAL STAKEHOLDERS WITH A COMPREHENSIVE COMMUNICATIONS STRATEGY

The LACCHR has faced major changes and transitions during the last 7-year period. In order to fulfill its mission and vision, the Commission needs to develop a greater ability to assert and protect the fundamental human rights of vulnerable populations, especially during times of crisis. We need to create greater autonomy in our actions without having to be concerned about severe budget reductions or structural changes that can weaken the Commission's effectiveness. We can do so by increasing the visibility, awareness and support of our Commission's work among key stakeholders and the public, and ensuring HRC programs are based on relationship building, practice-based evidence, and evidence-based practices. We aim to integrate human rights education and advocacy into our work, increase human relations proficiencies among staff, and promote such proficiencies in our department and throughout county government.



STRATEGIC PRIORITY 4

GOAL 1

By January 1, 2023, develop and implement systems and procedures to address priority requests, including establishing criteria and procedures to prioritize requests, for the purpose of improving the quality of LACCHR's response to requests for assistance from all constituents including: Board of Supervisors, CEO, Commissioners, Department executives, partners, organizations, constituents and other stakeholders.

GOAL 2

Between July 1, 2022 and June 30, 2025, increase the scope and frequency of communications with partners and constituents to at least one weekly communication, in order to strengthen engagement and expand network of stakeholders.

GOAL 3

Between July 1, 2022 and June 30, 2025, increase by 25% each year the number of responses from LA County Board offices and other stakeholders to communications from the Commission and staff that raise our visibility.





STRATEGIC PRIORITY 5

BUILD CAPACITY OF LA COUNTY AGENCIES, CITIES, AND ORGANIZATIONS TO ADVANCE EQUITY AND PROMOTE POSITIVE HUMAN RELATIONS

To have a greater impact with limited staff resources in such a large and populous county, we need to increasingly build the capacity of communities and institutions, and away from service delivery-oriented projects that are dependent on our individual staff relations and skills and cannot be institutionalized or replicated in other contexts. As the County’s Human Relations Commission, we need to strengthen our leadership among the other governmental and non-governmental human relations agencies in our county. Sharing resources and information can produce impactful results and increase coordination and collaboration on key issues and solutions. Education and training are important parts of capacity-building work.

STRATEGIC PRIORITY 5

GOAL 1

Between July 1, 2022 and June 30, 2025, increase by at least 10% each year the number of LA County agencies, cities, and organizations provided with consultation and/or training to build their capacity for advancing equity and promoting positive human relations.

GOAL 2

Expand the sharing of information and resources among the city-based human relations commissions and similar agencies in the county by increasing the number of new partnerships to 25% of those entities by June 30, 2025, with the goal of undertaking or joining in coordinated efforts to advance a human relations end, such as joining the LA vs Hate campaign.







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4.1 Spotlight on Commissioner/Staff: Robert Sowell on Training, Policy and Consultation

Assistant Executive Director (Asst. ED) Robert Sowell shared that our Commission provides trainings both inside the county government as well as in the communities. In the past, his team has worked with the cities of Glendale, Burbank, Culver City, Laverne, and Claremont; and with community groups such as the Urban Peace Institute and their Los Angeles Violence Intervention Training Academy; as well as LA County departments such as Child Support Services, Executive Office of the Board of Supervisors, the Internal Services Department, and others. Asst. ED Sowell shared his screen and led an interactive discussion on how to have conversations about challenging topics in a way that is productive and not destructive. He shared concepts and ideas about how to have constructive candid conversations by listening to understand without judging, by paying attention, asking questions, and being empathetic.

4.2 LA vs Hate event in Rowland Heights County Library with Supervisor Solis

President Montaña shared the event at the Rowland Heights County Library with an artist unveiling a quilt (with the message ‘Solidarity’) in the shape of Los Angeles County, a part of the efforts of LA vs Hate to encourage and support people to report incidents of hate that they experience or witness. President Montaña stated that the Commission’s partners were fantastic in the effort to raise awareness about our program, and we received recognition from Supervisor Solis. Additionally, she shared that she learned Commissioner Sykes is running for (West Covina City Council), and invited other attendees to share their experiences from the event. Commissioner Jeanette Ellis-Royston said she really enjoyed the event and felt that the quilt was very inspiring. Commissioner Sykes shared that he enjoyed the event tremendously since there were so many Filipinos from West Covina and the designer of the fabric is Filipino, and it was wonderful to see how beautifully it displayed our county. Commissioner Sykes asked how she became involved with bringing this to the community. Executive Director Toma shared that Task Force PR identified this artist as well as MariNaomi, who did the Anti-Asian Hate comic strip style mural/poster, as well as other various artists who have done different kinds of art interventions.

4.3 Remarks marking the end of two terms as Commission President:

President Montaña stated this is her last meeting as President of the Commission, and she thanked everyone who has been here during her time since 2016. She stated she has grown a lot and it has been a tremendous learning opportunity. She will continue to serve on the Commission and will be seeking a statewide appointment and helping with the LA vs Hate initiative as well. She expressed appreciation to all for their support during her terms of office.

5 Executive Director’s Report

5.1 Recruitment open for Senior Human Relations Consultant positions: Executive Director Robin Toma welcomed Commissioner Favela and thanked President Montaña for her time both on the commission and for being so supportive with the rest of the efforts that we lead. ED Toma reported that after efforts to fill many vacant positions for the Senior Human Relations Consultant position, some changes have been made to the bulletin to allow for more candidates to be eligible. ED Toma shared his computer screen to show where individuals go to apply and shared that the application will be open from June 7th to June 14th until 5:00pm. Commissioner Sykes asked about receiving a flyer about the Senior Human Relations Consultant (Sr. HRC) positions. ED Toma explained that the bulletin emailed to him and commissioners was for all the vacant Sr. HRC positions.

5.2 Update on IT, budget, and administrative transition to the Executive Office: ED Toma shared that he and others are still having issues with IT. He is in contact with the IT staff of the various

departments involved, and he is in the process of finding a resolution on the different issues reported. ED Toma moved on to the budget and shared that we are in the final month when the Board is finalizing the budget approval for FY 2022-23, based on the recommended budget from the CEO. They have received the critical needs request from the Board Executive Office, which includes all of our requests, and we are hoping those needs are met in the final budget for this next fiscal year that begins on July 1st. This includes the Senior Public Information position and the administrative support that is needed to carry out our programs and projects. ED Toma also reported that the Commission is still able to meet virtually, suspending for now the requirements for every single Commissioner who is participating online to give notice of the address from which they are participating so that members of the public who wish to be in your office are able to join. Our physical office space is still 510 S. Vermont. ED Toma took a poll and six Commissioners indicated that they would be willing to meet in person when available.

6 Committee Reports

6.1 Ad Hoc Committee on Policing & Human Relations: Commissioner Isabelle Gunning shared an update on the Sheriff accountability coalition, noting that the Civilian Oversight Commission has gone forward to agree with making it more difficult to lessen the oversight that the COC commissioners have, and to support the proposal that the Supervisors themselves would be able to start a process of removal of a Sheriff for malfeasance along with for criminal activity. In support, Commissioner Sykes shared that even extreme situations by the Sheriff that harm may not be qualified as criminal. Commissioner Gunning stated the Ad Hoc Committee is beginning a draft of a letter as we are in touch with the justice deputies in the Supervisorial offices as well as the coalition; the ultimate letter will be drafted to take into account tomorrow's elections. Additionally, staff have also been working on academic partners to look at suburban Police departments and what they are doing; and bids have been sent out at this time. Lastly, Commissioner Gunning shared that there will be a My Tribe Rise Juneteenth event on June 18th at a church on Fair Oaks Avenue in Altadena and asked if the information can be shared with everyone. Commissioner Keushkerian stated he understands there is a lot of opposition against the Sheriff Department, however, he is unsure what is the cause of the opposition. Commissioner Gunning stated that one reason is that there are suggestions that there are gangs within the department and that they are not only hurting members of the community, but other employees, and that the Sheriff is not taking this very seriously. Another reason is that there were photos of some Sheriff's deputies leaning on the neck of somebody in jail, and these photos were secured and covered up, and instead of investigating it, the Sheriff's Department began an investigation against the LA Times reporter who revealed that information.

6.2 Ad Hoc Committee on Strategic Planning: No report at this time.

6.3 IAOHRA 2022 Conference Committee: VP Sec. Davidson, Committee Chair, reminded all that the IAOHRA Conference is coming up on August 14-18 at the Sheraton Hotel. There was a tour that was done at the Sheraton last week with ED Toma and Special Assistant Siranush Vardanyan. He noted that there is a metro station right beneath it. He seeks more participation and assistance with the committee for this conference. An email will be sent out to invite Commissioners to the committee. ED Toma shared the website to register and let the Commission know so that a motion can be made for our attendance. President Montaña encouraged Commissioners to attend the Conference as it has been amazing in the previous years and asked how registration will be handled for Commissioners. ED Toma stated that there will be a poll taken to understand the number of Commissioners interested in attending so that there can be a motion made to cover registration and

membership costs for this conference. A poll was taken, and the following Commissioners shared their interest in attending: Davidson, Gunning, Sykes, Ellis Royston, Montañó, Favela, Yuen. Lastly, Chair Davidson shared that there will be a rough schedule of events that will be published towards the end of the week. ED Toma informed Commissioners will be registered through the regular budget, if possible.

7 **Public Comment:** None.

8 **Action/Discussion Items**

8.1 Election of Commission Officers for FY 2022-23: President Montañó (who is outgoing President and served as Chair of the Nominations Committee) shared the ballot, comprised of the slate, to be voted on: Commissioner Ilan Davidson from District 4 for Commission President; Commissioner Isabelle Gunning from District 3 for Vice President-Secretary. Vice Presidents from the other districts: Commissioner Jeanette Ellis-Royston from District 1, Commissioner Derric Johnson from District 2, Commissioner Dr. Sandra Thomas from District 5. The vote to elect all the candidates on the slate was unanimous, with no abstentions.

8.2 Policing Committee Action: With the earlier report, no further action/discussion is needed.

8.3 Proposed Strategic Plan, Priorities, and Goals: Without objection, this item is tabled.

8.4 IAOHRA 2022 Conference in LA: ED Toma shared that there was indication that funding will not be able to be found for the contracting of the IAOHRA event manager, but just in case, he recommended approval to use \$5000 from the John Anson Ford (JAF) Trust Fund if needed as a backup. He estimated that the current balance is roughly \$30,000-\$40,000. The motion was made by Commissioner Ellis-Royston and seconded by Commissioner Gunning to use \$5000 for the Commission to use for IAOHRA Conference registrations from the JAF Trust Fund, as presented by ED Toma. Motion carried unanimously. A second motion was made by VP Secretary Davidson to approve the Commission's membership dues for IAOHRA for FY 2022-23 and seconded by Commissioner Keushkerian. The motion carried unanimously. ED Toma additionally shared that there is an early-bird discount for conference registration and recommended to cover the cost for training and development for Commissioners to attend the IAOHRA Conference 2022 in Los Angeles. Motion was made by VP Sec. Davidson and seconded by Commissioner Thomas. The motion carried unanimously.

8.5 Update on the 40th Anniversary of hate murder of Vincent Chin in June: ED Toma reminded that this event was proposed by Commissioner Gay Yuen of the Chinese American Museum and Supervisor Solis' staff, so the Commission voted to be the organizer of this event. This event will be on June 23rd, 6:30pm- 8:30pm at the Kiosk of El Pueblo Historical Monument, Olvera Street. There will be guest speakers, performers, videos, music, candlelight vigil, and more during this event. Commissioner Gay Yuen stated she is moved that the Commission has voted to be the key planner in this event and requested all Commissioners to attend.

8.6 AB 1947 Freedom from Hate Crimes Act*: ED Toma shared that this bill would mandate every law enforcement agency in California to adopt a hate crime policy with detailed, specific protocols, including the use of supplemental hate crime report forms to investigate any suspected hate crime or incident. These forms are recommended by the California State Auditor and have been very useful here in Los Angeles with the LAPD. It would also provide for the California Department of Justice (Cal DOJ) to provide guidance to law enforcement agencies by requiring that all of them submit their hate

crime policies, brochures and training schedules to the Cal DOJ, and it would not treat or expand the definition of any crime, it would not increase the penalties for any crimes and would not preclude restorative justice for the alternative sentencing for any crimes. This is not the typical hate crime legislation that is often put forward, to increase sentences. What we are asking for here is to recommend to the Board of Supervisors to support AB 1947 and to call on state legislators and to address the root causes of hate crimes, the needs of the victims and co-victimized communities and collecting valid data on non-criminal hate incidents. Commissioner Gunning and VP Sec. Davidson recommended that this item be tabled to allow Commissioners to review all information before voting. Without objection, the item was tabled.

- 9 **Commissioner Announcements:** President Montañó recommended that ED Toma share the invitation for the Youth Poet Laureate presentation/competition on Saturday at 2 PM where LA's finest young poets present their work, and the youth who is named the Poet Laureate for Los Angeles County opens our John Anson Ford Awards Ceremony. Commissioner Ellis-Royston also shared that on July 4th, in the City of Pomona, the Mayor of the City of Pomona and community leaders will be unveiling a sculpture of Harriet Tubman at Lincoln Park. Commissioner Ellis-Royston will be sharing the event information through email. Commissioner Sykes stated that he would like to urge members to think of gun safety and hate.
- 10 **Adjournment:** President Montañó invited a motion to adjourn the meeting in memory of LGBT activist and author, Urvashi Vaid. Commissioner Gunning made the motion to adjourn, Commissioner Kevork Keushkerian seconded. Without objection, the meeting was adjourned.

Respectfully submitted,

Isabelle Gunning
Commission Vice President-Secretary

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