



## COMMISSION ON HUMAN RELATIONS

### LOS ANGELES COUNTY

*"Enriching lives through effective and caring service"*

June 1, 2022

#### Human Relations Commissioners

Guadalupe G., Montaño, Ed.D.  
**President**

Ilan Davidson  
**Vice President/Secretary**

Derric Johnson  
Fredrick Sykes  
Sandra E. Thomas, Ph.D.  
**Vice Presidents**

Michael Gi-Hao Cheung  
Helen L. Chin  
Azusena Favela  
Isabelle Gunning, Esq.  
Kevork Keushkerian  
Preeti P. Kulkarni  
Jeanette Ellis-Royston  
Gay Q. Yuen, Ph.D.

**Honorary Member**  
Philip R. Valera  
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**Human Relations Staff**  
Robin S. Toma, Esq.  
**Executive Director**

Robert Sowell  
**Assistant Executive Director**

**Intergroup Relations  
Specialists**  
Pierre Arreola  
Roland Gilbert  
April Johnson  
Monica Lomeli  
Josh Parr  
Gustavo Partida  
Fidel Rodriguez  
Terri Villa-McDowell  
Marshall Wong

**Administrative Staff**  
Grace Löwenberg  
Siranush Vardanyan  
Sharon Williams

**Board of Supervisors**  
Holly J. Mitchell, Chair

*Second District*

**Hilda Solis**

*First District*

*Second District*

**Sheila Kuehl**

*Third District*

**Janice Hahn**

*Fourth District*

**Kathryn Barger**

*Fifth District*

**Fesia Davenport**

**Chief Executive Officer**

## MEMORANDUM TO THE COMMISSIONERS

FROM: Guadalupe Montaño, President

SUBJECT: Commission Meeting- **Monday**, June 6, 2022

Our Commission will meet on Monday, June 6, 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#](#)

Attached is the Agenda, Draft Minutes of May 2, 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, June 6th

Grace

*Grace Löwenberg*  
*L.A. County Commission on Human Relations*  
*510 S. Vermont Ave., 11<sup>th</sup> 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 June 6th 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



**STATEMENT OF PROCEEDINGS FOR THE  
REGULAR MEETING OF THE BOARD OF SUPERVISORS  
OF THE COUNTY OF LOS ANGELES HELD VIRTUALLY IN  
ROOM 381B OF THE KENNETH HAHN HALL OF ADMINISTRATION  
500 WEST TEMPLE STREET, LOS ANGELES, CALIFORNIA 90012**

**Tuesday, May 17, 2022**

**9:30 AM**

**43. Findings to Continue Teleconference Meetings Under Assembly Bill 361 and Related Actions**

Recommendation: Acting on behalf of the Board of Supervisors, and on behalf of entities for which the Board members serve as governing members (Governing Members), and for commissions, task forces, etc., which were, or are, created either by the Board or Governing Members or at their direction, and are subject to the Brown Act: (1) find in accordance with Assembly Bill (AB) 361 Section 3(e)(3), California Government Code Section 54953(e)(3), that the Board has reconsidered the circumstances of the State of Emergency due to the COVID-19 pandemic and that the State of Emergency remains active and (2) find, in accordance with AB 361 Section 3(e)(3), California Government Code Section 54953(e)(3), that local officials continue to recommend measures to promote social distancing. (As requested at the Board meeting of November 2, 2021.) (21-4261)

**Interested person(s) submitted written testimony.**

**On motion of Supervisor Mitchell, seconded by Supervisor Barger, this item was duly carried by the following vote:**

**Ayes:** 5 - Supervisor Solis, Supervisor Kuehl, Supervisor Hahn, Supervisor Barger and Supervisor Mitchell

**Attachments:** [Public Comment/Correspondence](#)

The foregoing is a fair statement of the proceedings of the regular meeting held May 17, 2022, by the Board of Supervisors of the County of Los Angeles and ex officio the governing body of all other special assessment and taxing districts, agencies and authorities for which said Board so acts.

Celia Zavala, Executive Officer  
Executive Officer-Clerk  
of the Board of Supervisors

By 

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Celia Zavala  
Executive Officer



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

**AGENDA**  
**MEETING OF THE COMMISSION/EXECUTIVE COMMITTEE**  
**Monday, June 6, 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** (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 May 2, 2022 Meeting Minutes\*** (12:33)
- 4. President's Report** (12:35)
  - 4.1. Spotlight on Staff: Robert Sowell on our Training, Policy and Consultation
  - 4.2. LA vs Hate event in Rowland Heights County Library with Sup. Solis
  - 4.3. Remarks marking the end of two terms as Commission President
- 5. Executive Director's Report** (12:45)
  - 5.1. Recruitment for open Senior Human Relations Consultant positions
  - 5.2. Update on IT, budget, and admin. transition to the Executive Office
- 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. Election of Commission Officers – Nominating Committee Chair\*
  - 8.2. Policing Committee
  - 8.3. Proposed Strategic Plan, Priorities and Goals for public comment\*
  - 8.4. IAOHRA 2022 Conference in LA – JAF Trust Fund Allocation for Conference Assistance
  - 8.5. Update on June 23<sup>rd</sup> event - 40<sup>th</sup> Anniversary of hate murder of Vincent Chin\*
  - 8.6. AB 1947 Freedom from Hate Crimes Act\*
- 9. Commissioner Announcements** (2 minutes per Commissioner) (1:55)
- 10. Adjournment in memory of LGBT Activist and Author, Urvashi Vaid**  
(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.

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.



[PROPOSED] MINUTES  
COMMISSION ON HUMAN RELATIONS  
Meeting of May 2, 2022  
Via Microsoft Teams Video & Audio Conferencing

Kevork Keushkerian  
Guadalupe Montañó  
Fredrick Sykes  
Sandra Thomas

Robin Toma  
Siranush Vardanyan

1. **Call to Order and Land Acknowledgement of Indigenous Peoples:** Commission President Guadalupe Montaña called the meeting to order at 12:43 p.m. with a quorum in attendance. She acknowledged the indigenous peoples (Gabrielino/Tongva and Tataviam) who were the first stewards of the lands on which we reside in our county.
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 April 4, 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 April 4, 2022, as presented by Vice-President/Secretary (VP Sec.) Ilan Davidson. Commissioner Sykes seconded on condition that there is an amendment correcting his birthplace to Louisiana. The motion passed unanimously with the amendment.
4. **President's Report**
  - 4.1. President Montano shared that several Commissioners attended a presentation for the United States Associate Attorney General Vanita Gupta concerning the Commission's *LA vs Hate* program. She felt it was a fabulous presentation, very informative and great on the process of 211 calls. It was especially important to learn that there is a team that follows up with the person when they call to report an

incident of hate, including law enforcement. And there are services such as counseling available. Additionally, President Montano stated that it was fantastic to see everyone on the team and reconnect by seeing people in person. VP Sykes and VP Sec. Davidson thanked the staff for putting together the event and agreed that there was recognition for LAVsHate on a national level.

**4.2.Spotlight on Commissioner/Staff Jeannette Ellis-Royston:** President Montano introduced Commissioner Jeannette Ellis-Royston to get a second chance to share more about herself. Commissioner Ellis-Royston stated that she is a product of the New York City School System and graduated from high school in 1965, and graduated Long Island University with a BA degree in Education and Speech. She believed her college education opened her eyes and heart to nurture her desire for equality and fairness for the underserved, neglected and overlooked individuals- and she knew that she wanted to be a teacher or a community activist or leader. Commissioner Ellis-Royston spoke about her daughter and son-in-law, who have given her four amazing grandchildren. She relocated to California in 1973 and raised 9 foster boys from 1985 through 1995. Commissioner Ellis-Royston is the founder and an honorary member of The National Council of Negro Women, Pomona Valley Section (NCNW PV), which mentors parents and women on how to advocate for themselves and to invest in their community. She explained that voter registration and civic engagement are game-changers at every community event. NCNW PV will celebrate 37 years in Pomona Valley and Commissioner Ellis-Royston served as President from 1986 through 1992. In August of 2013, she reactivated the Pomona Valley Branch of the National Association for the Advancement of Colored People (NAACP PVB) after being inactive for 22 years by recruiting 186 members, is serving as the President for the fourth term now. NAACP PV is currently serving 10 cities. In February of 2021 Commissioner Ellis-Royston served the City of Pomona with a Resolution to Ban No-Knock Warrants, and the motion carried 7-0. Then in 2021, she filed the Resolution with California and Hawaii NAACP State Conference to Ban No-Knock Warrants in the state of California, and the motion carried. Finally, she filed the Resolution with California Hawaii NAACP State Conferences to Ban No-Knock Warrants in the United States in March of 2022. Commissioner Ellis-Royston was appointed by First District Supervisor Hilda Solis to serve on the LA County Human Relations Commission and has been serving on Ad Hoc Committee on Policing Community and Ad Hoc Committee on Strategic Planning. Additionally, in July of 2020 she was appointed to serve on Pomona Community Life Commission by Councilmember Robert Torres from Pomona District Six. Commissioner Ellis-Royston shared that this is her second year serving as Commissioner for the Community Life in the City of Pomona, and she established the African American Parent Advisory Council to address African American Issues in the Pomona Unified School District in 2017. She testified regarding resolutions such as SB 54, the California Values Act. Commissioner Ellis-Royston closed on stating that the fact the NAACP is stronger together is what truly drives her.

**4.1 Recognition in Media of Commission's role in L. A. County's CEDAW Ordinance:** President Montano shared that our CEDAW efforts were highlighted in the online "Ms." magazine. The link for the online article by Mary Hansel, called "Local Implementation of CEDAW Is at an Inflection" is provided in the agenda packet.

**4.2 Update on Commissioner Porter Gilberg.** President Montano added item 4.3 on the agenda to share that Commissioner Porter Gilberg has resigned. She shared that she has reached out to him and invited him to another meeting so that all Commissioners are able to say goodbye and get the opportunity to express gratitude for all that he has done. President Montano spoke about Ed Buck, who lived in West Hollywood and that two black men died of drug overdoses in his apartment. She

acknowledged that Commissioner Gilberg was instrumental in keeping attention on those cases, in helping to bring that person to justice, and recognized others who also helped in that effort.

## **5 Executive Director's Report**

**5.1 Report on meeting with Snapchat VP and England's Minister for Equalities** ED Robin Toma thanked Commissioner Ellis-Royston for sharing her story. ED Toma shared that he did not attend the last Commission meeting because he was meeting with the British Minister for Equalities and Snap's (company behind the popular social media app Snapchat) Vice President of Diversity, Inclusion and Equity Oona King at her Ms. King's home. ED Toma shared that he learned during the luncheon that by using his trade minister powers, Minister Freer got Chick-Fil-A to change their policies and procedures so that they would provide equality to all of their employees and promote greater equality for the LGBT community, in order to get support of the British Government for Chick-Fil-A in Great Britain. ED Toma shared about the Commission and LA vs Hate, learned of other pro-LGBT rights and human relations programs, and he invited Ms. King and Min. Freer to consider speaking at the IAOHRA Conference with additional social media companies who are doing the work of really becoming more diverse and inclusive in their workforce and customer base. ED Toma stated that overall it was a great meeting with a chance to make personal connections. Also, ED Toma shared a photo he had of attendees of the meeting with Associate Attorney General Gupta.

**5.2 Update on IT, budget, and administrative transition to the Executive Office:** ED Toma spoke to the transition of the Commission to the Board Executive Office, specifically being amidst budget requests for FY 2022-23. There are three main things that the department is asking for in terms of budgeting and positions- first is LAVsHate manager and senior staff to become part of our FY 22-23 and ongoing budget; second is the Senior Public Information Assistant to be able to support us on communications as a strategic priority; and lastly, additional help needed on the administrative side by teaming up with the LA Native American Indian Commission and the Chief Sustainability Office to request a full time high level administrative position to support us on contracting and monitoring.

## **6 Committee Reports**

**6.1 Ad Hoc Committee on Policing & Human Relations:** Commissioner Isabelle Gunning shared that staff presented project updates, including a statement of work to do research on connecting with suburban police departments to obtain and synthesize data on how people are handled by the police, and if there is a pattern with various police departments, their knowledge of the services and training available, and trauma-related services and support. The goal is to support departments and help them interact with others, especially during traumatic hate crimes in a positive and trauma informed way. She stated that ED Toma is speaking with various Justice Deputies of the Board of Supervisors to help inform the Commission's position on the request by community for specific Sheriff accountability measures. Commissioner Gunning also shared that information could be collected on how police officers handle reports of hate incidents.

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

**6.3 IAOHRA 2022 Conference Committee:** VP Sec. Davidson reminded that the IAOHRA Conference is coming up on August 14-18 at the Sheraton Hotel and we need more planning committee members. The Associate Attorney General was informed about the event and hopefully she can attend. Additionally, we are working on getting this evening sponsored by Magic Johnson and possibly Billie Jean King. VP Davidson shared that the committee is working on lots of



different ideas such as program on racial equity, tours, and going to several locations such as the Museum of Tolerance, the Japanese American National Museum, the California African American Museum. Additionally, we are working on hiring a planner to come and work with us. ED Toma added that one of the featured speakers will be Professor Michael Eric Dyson. Commissioner Ellis-Royston volunteered to be on the planning committee as well.

**6.4 Nominations Committee:** President Montano stated that this item will be addressed during agenda item 8.1.

**7 Public Comment:** None.

**8 Action/Discussion Items**

**8.1 Presentation of Slate of Nominations, and Ballot Finalization:** President Montaña (who is outgoing President and has served as Chair of the Nominations Committee) shared the slate of nominations by the committee: 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. President Montaña opened the floor to nominations. None were received and the nominations were closed, with elections to occur at the next meeting (per the bylaws).

**8.2 Policing Committee Action:** With the earlier report, no further action/discussion is needed, without objection.

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

**8.4 IAOHRA 2022 Conference in LA:** With the earlier report, no further action is needed, without objection.

**8.5 Update on the 40<sup>th</sup> Anniversary of hate murder of Vincent Chin in June:** ED Toma shared that Commissioner Gay Yuen is absent from today's meeting because she is being interviewed on KCBS and will be talking about the upcoming anti-hate event. He said the hope for this event is to be an opportunity to galvanize the entire community around working against hate against all communities in LA County, since the number of hate crimes against all racial groups have increased. This event will be on June 23<sup>rd</sup> at 6:30pm at the Kiosk at El Pueblo Historical Monument. We are looking forward to being able to really to boost the visibility and awareness to report hate to LA vs Hate by calling 211.

**9 Commissioner Announcements:** None were made.

**10 Adjournment:** President Montaña invited a motion to adjourn the meeting. Commissioner Sandra Thomas made the motion to adjourn; Commissioner Kevork Keushkerian seconded. Without objection, the meeting was adjourned.

Respectfully submitted,  
Ilan Davidson  
Commission Vice President-Secretary

# LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS

## PROPOSED FY 2022-2025 STRATEGIC PLAN



# 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.

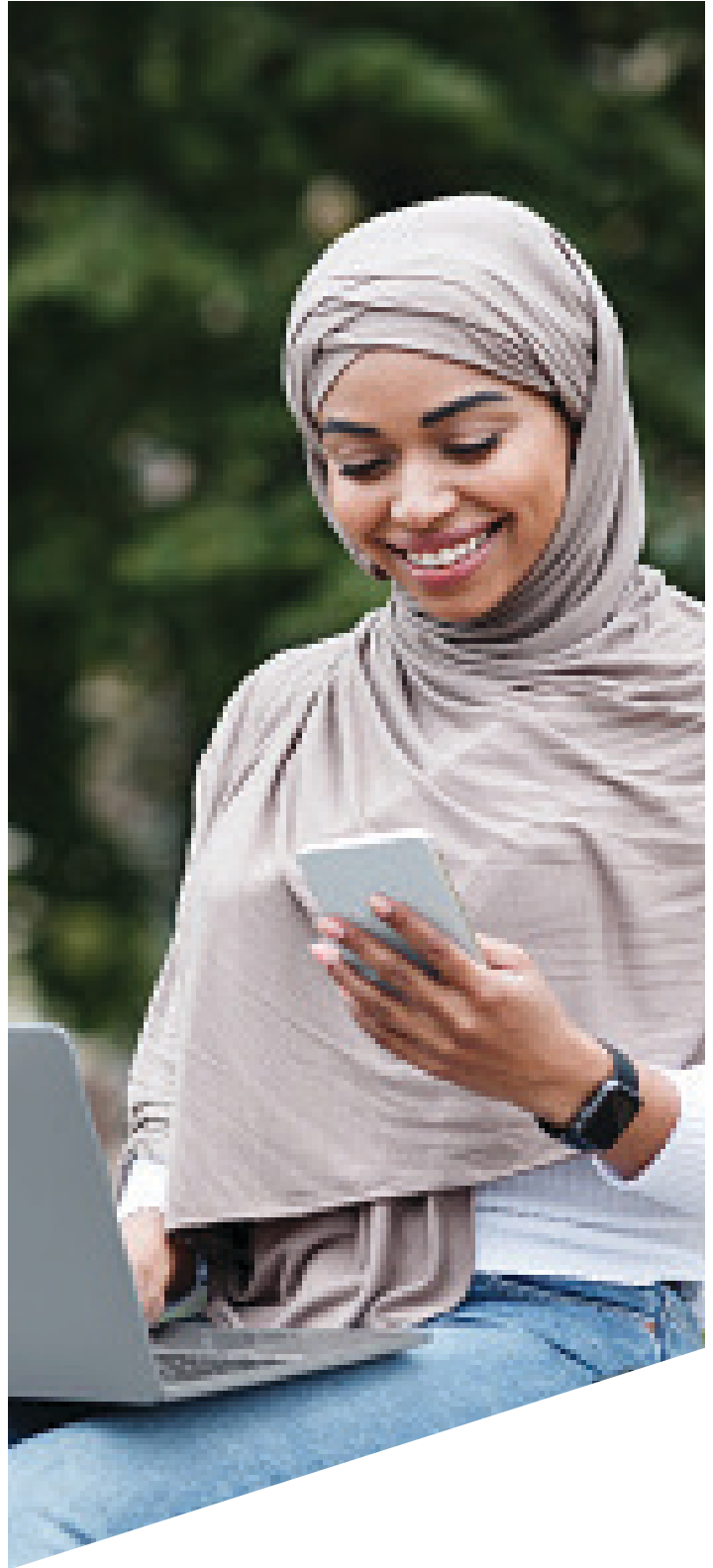
### GOAL 4

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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(213) 738-2788 • [HRC.LACOUNTY.GOV](http://HRC.LACOUNTY.GOV)



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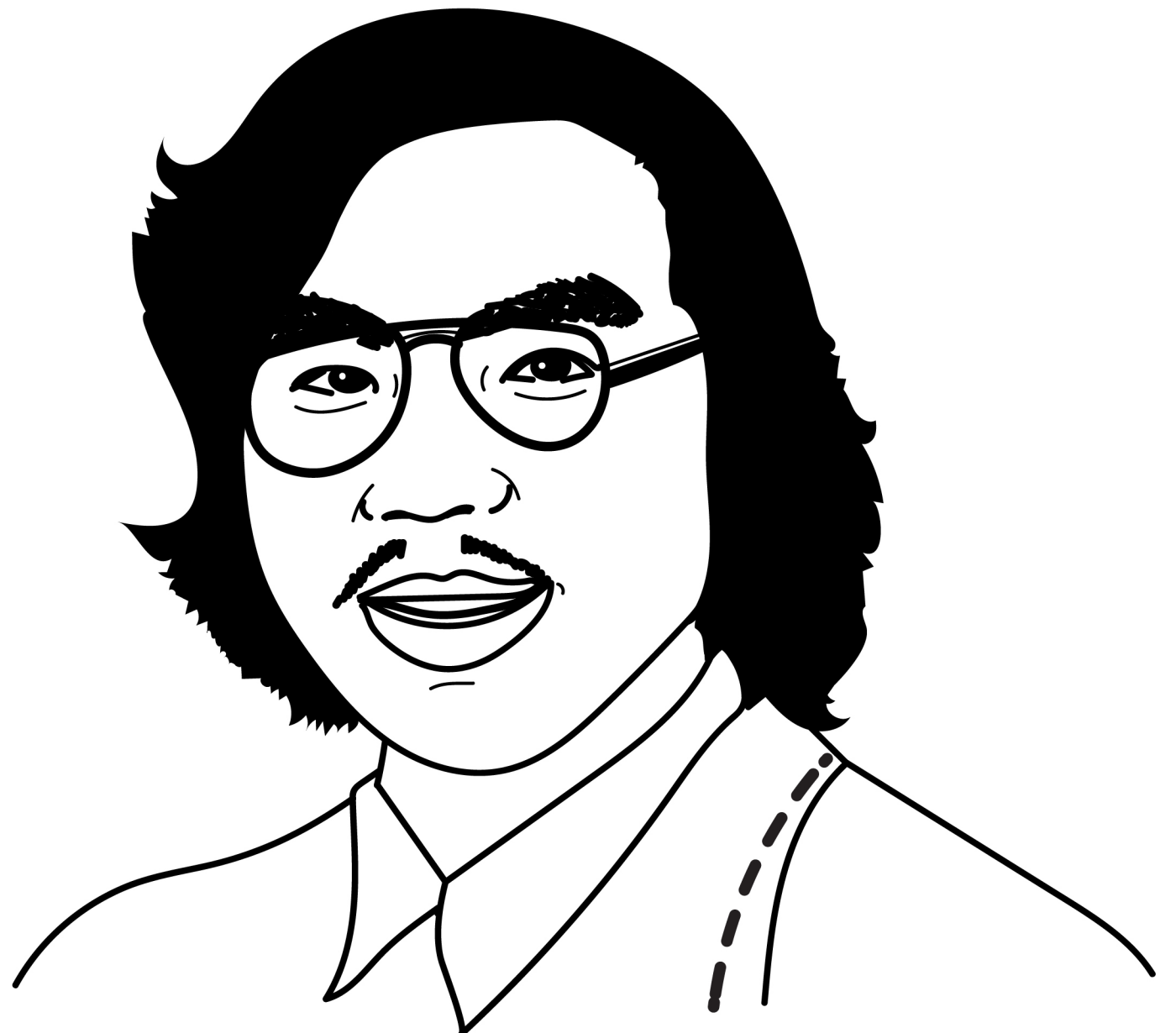
# 40<sup>TH</sup> ANNIVERSARY OF THE MURDER OF VINCENT CHIN

IT IGNITED A CIVIL RIGHTS MOVEMENT ACROSS THE NATION.  
UNITE AGAINST RISING HATE!

Thursday June 23  
6:30 - 8:30pm

Candlelight Vigil,  
Speakers, Performers,  
Music, and More

El Pueblo Historical Monument  
Kiosko Plaza  
430 North Main Street  
Los Angeles, CA 90012



CHINESE  
AMERICAN  
MUSEUM

El Pueblo  
de  
Los Angeles



Asian American  
Studies Center



For more information email: [info@hrc.lacounty.gov](mailto:info@hrc.lacounty.gov)

**AB 1947 (Ting-Bloom)**  
**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  
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)  
Compassion in Oakland

Consumer Federation of California  
Council on American-Islamic Relations, California (CAIR)  
Dear Community  
Disability Rights 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  
PathPoint, Santa Barbara  
Sacramento Chinese of Indochina Friendship Association  
Sacramento LGBT Community Center  
Salvador E. Alvarez Institute for Non-Violence  
Personal Assistance Services Council  
San Francisco Community Alliance for Unity, Strength & Safety (SF CAUSE)  
Services, Immigrant Rights and Education Network  
Sikh American Legal Defense and Education Fund  
Stand with Asian Americans  
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

## **Opponents**

Anti-Defamation League

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Vice President  
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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

Month 8, 2022

**By electronic delivery only**

Chair Reginald Jones-Sawyer  
California State Assembly Committee on Public Safety  
PO Box 942849  
Sacramento, California 94249-0059

**RE: AB 1947 (Ting) – OPPOSE**

Dear Chair Jones-Sawyer:

On behalf of the Anti-Defamation League (ADL), we write to you today in opposition to AB 1947 (Ting) as written. It is our understanding that there are potential amendments pending for this bill and we look forward to reviewing them and having future productive conversations with stakeholders.

Founded in 1913 in response to an escalating climate of antisemitism and bigotry, ADL is a national leading anti-hate organization. ADL is an expert in hate crime legislation, response, and prevention. We drafted the nation's first model hate crime statute in the early 1980s and to date, 46 states plus Washington, D.C. have adopted hate crime laws, many based on ADL's model legislation. We continue to advocate for effective federal and state legislation and ADL is frequently called upon by Congress and state legislatures to provide expert testimony and guidance as they craft effective hate crime legislation.

California's robust hate crime laws are a model for other states to follow. However, laws are only as effective as their implementation, which is why peace officers are required to be trained in effective hate crime response and law enforcement agencies need to adopt comprehensive hate crime policies. On this we agree with Assemblymember Ting and AB 1947's well-intentioned sponsors and supporters, many of whom we have frequently worked in coalition with.

**Where we part ways is in our concern over the approach this bill takes in adding unnecessary and confusing definitions to Penal Code section 422.55 and having legislators dictate stringent and highly specific content guidance and mandates for hate crime policies.** Legislators play a valuable role in passing laws requiring training and comprehensive agency policies, but not at this granular level.

**California has a well-established, clear hate crime definition, which AB 1947 proposes to confuse with unnecessary new terms.** For instance, "hate crime incident" and "noncriminal hate crime incident" are redundant and confusing, and "multimission criminal extremism" does not even require a hate crime to have occurred to meet the definition. Hate crime laws must be clear and comprehensible to both law enforcement and the public if they are to be effective.

**As written, AB 1947 mandates codification of overly specific requirements that sends a misleading message to communities about what is and is not a hate crime and may undermine law enforcement agencies' ability to effectively recognize and respond to hate crimes.** We recognize the earnest intention for providing numerous specific bias indicator examples for some targeted groups, such as listing days of significance to particular communities – especially ones that are disparately impacted by hate crimes or for whom they are underreported.

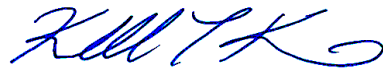
Codifying these many examples risks giving more weight to the groups and examples than to those that are not. Moreover, bias indicators, such as slurs and slogans change overtime. Although most hate crime policies will have much in common, AB 1947 will freeze them in time and substance. Individual agencies must retain the ability to create living documents that reflect evolving community needs, response strategies, and the nature of hate itself.

**Finally, enshrining a specific hate crime policy into law will create significant logistical hurdles for legislators.** What is written into law can only be amended by more law. AB 1947's one-size-fits-all approach as drafted by legislators will force lawmakers to revisit the content on a frequent basis to ensure it accurately reflects current trends, circumstances, and language.

Hate crime laws are necessary for fighting violent bigotry in our communities. It is therefore critical that legislators get it right when drafting hate crime legislation. Although we appreciate the intent behind this bill, unfortunately we are compelled to oppose it as written. ADL is invested in improving our hate crime laws and is happy to provide its expertise to this conversation.

Thank you for your consideration.

Sincerely,



Kendall Kosai  
Director of Policy, ADL Western Division

# Urvashi Vaid, pioneering LGBTQ activist and author, dies at 63



Urvashi Vaid  
(Courtesy Richard Burns)

BY [STEVE MARBLE](#) OBITUARIES EDITOR

MAY 18, 2022 2:50 PM PT



Urvashi Vaid, a pioneering social justice activist, attorney and author who led the nation's oldest LGBTQ advocacy organization during the height of the AIDS crisis and fought for fundamental reforms long before same-sex marriage and other basic rights were won, has died at 63.

Vaid, who had been battling cancer, died Saturday at a hospital in Manhattan, N.Y., said Richard Burns, a friend and board chairman of the [American LGBTQ+ Museum](#). Vaid was a fellow board member.

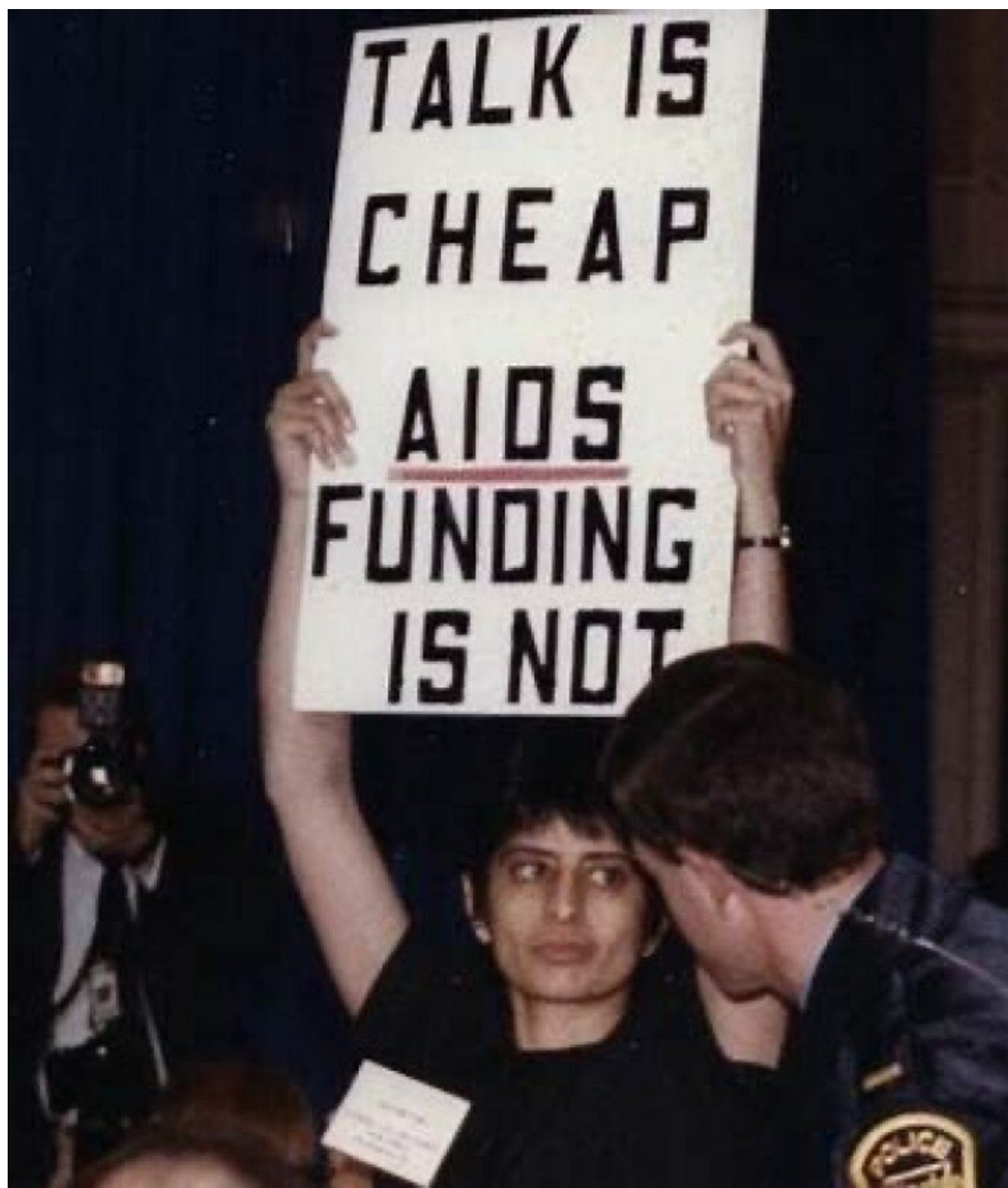
As comfortable in board rooms as she was on the streets fighting for change, Vaid was both fiery and pragmatic. She saw the mainstream acceptance of LGBTQ people as an encouraging first step, but cautioned that it could well be an illusion and that greater social change was needed to achieve true liberation.

“The liberty we have won is incomplete, conditional and ultimately revocable,” she warned in her 1995 book “Virtual Equality: The Mainstreaming of Gay and Lesbian Liberation.”

Born in New Delhi, Vaid moved to New York when she was 8. Her father was a novelist and university professor; her mother a poet. Vaid was exposed to activism early. She said she participated in her first demonstration when she joined an anti-Vietnam War protest when she was 11. She later attended Vassar College and earned her law degree from Northeastern University in Boston.

## ADVERTISING

From the start, Vaid seemed unafraid of being an agitator, as long as it resulted in the possibility of reform and change.





Urvashi Vaid at White House in 1990.  
(Associated Press)

At President George H.W. Bush's 1990 address on AIDS, Vaid — by then executive director of what then was The National Gay and Lesbian Task Force — arrived with a sign proclaiming “Talk is Cheap, AIDS Funding is Not.” She was not invited back to the White House, but the stunt had its desired effect as funding for AIDS research slowly began to swell.



PAID CONTENT

### **Unwind Synergy+ THC & CBD Gummies – 5mg THC + 25mg CBD**

By [CBDistillery](#)

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The following year, she helped lead thousands of protesters outside the state Capitol in Sacramento after Gov. Pete Wilson vetoed legislation that would have added sexual orientation to the list of categories — such as race, sex, age — protected under the state's Fair Employment and Housing Act. The demonstrators hurled plastic bags of red paint as state police officers in riot gear stood shoulder to shoulder on the Capitol steps.

Vaid took particular aim at Rep. William Dannemeyer, an Orange County Republican who had called for quarantining AIDS patients and making it a crime for gay men to donate blood.

“This is our response to the bigots of the world, people like Dannemeyer who call us revolting,” Vaid told the enthused crowd. “Revolting? You bet we are.”

Vaid's causes were varied, and often overlapping. At Vassar, she joined the campaign pushing the school to divest from South Africa. At the ACLU, she worked to improve prison conditions, particularly for prisoners with AIDS. After her tenure with the National Gay and Lesbian Task Force, she formed what's believe to be the first super PAC supporting LGBTQ women seeking elective office. She served as the executive director of the Arcus Foundation, which makes grants related to sexual orientation,

gender identity and race. And she founded the Vaid Group, a consulting group that works to reduce structural inequities.

Her accomplishments and progressive goals were not lost on others.

Kierra Johnson, the current executive director of what's now the National LGBTQ Task Force, described Vaid as "one of the most influential progressive activist of our times."

Tennis legend Billie Jean King, a friend, tweeted that Vaid was "a force for good, never taking her eye off fighting for meaningful change as an activist for the LGBTQ+ community."

Vaid is survived by her wife, Kate Clinton, a political humorist; and two sisters.