



COMMISSION ON HUMAN RELATIONS

LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

April 1, 2022

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MEMORANDUM TO THE COMMISSIONERS

FROM: Guadalupe Montaño, President

SUBJECT: Commission Meeting- **Monday**, April 4, 2022

Our Commission will meet on Monday, April 4, 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:+12132042512)

Attached is the Agenda, Draft Minutes of March 7, 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, April 4th.

Grace

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



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, April 4, 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/or state or local officials continue to impose or recommend measures to promote social distancing.
- 3. Review & Approval of March 7, 2022 Meeting Minutes*** (12:33)
- 4. President's Report** (12:35)
 - 4.1. Spotlight on a Commissioner
 - 4.2 . "Recognition in Media of Commission's role in L.A County's CEDAW Ordinance"?
[Local Implementation of CEDAW Is at an Inflection Point - Ms. Magazine \(msmagazine.com\)](https://www.ms magazine.com/local-implementation-of-cedaw-is-at-an-inflection-point-ms-magazine)
- 5. Executive Director's Report** (12:45)
 - 5.1. Update on IT, budget, and admin. transition to the Executive Office
 - 5.2. Guest Speaker – Reena Hajat Carroll, Executive Director, CACEJ
- 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. Formation of Nominations Committee
 - 8.2. Policing Committee Action
 - 8.3. Review of Proposed Strategic Plan, Priorities and Goals*
 - 8.4. IAOHRA 2022 Conference in LA
 - 8.5. Event: 40th Anniversary of hate murder of Vincent Chin in June
 - 8.6. Social Media implications for intergroup relations
- 9. Commissioner Announcements** (2 minutes per Commissioner) (1:55)
- 10. Adjournment: In memory of Madeline Albright, first woman to serve as U.S. Secretary of State** (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.



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 March 7, 2022
Via Microsoft Teams Video & Audio Conferencing

PRESENT:	Michael Cheung	Kevork Keushkerian
	Helen Chin	Preeti Kulkarni
	Ilan Davidson	Guadalupe Montaña
	Adrian Dove	Fredrick Sykes
	Jeanette Ellis-Royston	Sandra Thomas
	Porter Gilberg	Gay Q. Yuen
	Isabelle Gunning	
	Derric Johnson	
STAFF:	Robin Toma	Grace Löwenberg
	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 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. Commissioner Isabelle Gunning made the motion as stated, and Commissioner Michael Cheung seconded. The motion passed unanimously.
- 3. Review & Approval of February 7, 2022 Meeting Minutes:** It was moved by Commissioner Gunning and seconded by Jeannette Ellis-Royston to approve the minutes of the Commission meeting of February 7, 2022, as presented by Vice-President/Secretary (VP Sec.) Ilan Davidson. The motion passed unanimously.
- 4. President's Report**
 - 4.1 Spotlight on Commissioner/Staff:** Commissioner Ellis-Royston shared that she was appointed by Supervisor Hilda Solis, and that she is one of a group of community activists appointed by the Board of Supervisors. She is one of the members and leaders of NAACP, celebrating 113 years fighting against injustice, the Pomona Valley Chapter. Commissioner Ellis-Royston stated this organization is involved in 10 colleges and universities and serves 5 LA County cities as well as 5 San Bernardino cities. VP Sec. Davidson introduced himself, stating that he is the Cantor at Temple Beth El, a 100-year-old community which he has been serving for the last 28 years as part of their clergy. VP Davidson stated that it is an honor to further his work through the social justice work he

is involved in with this Commission. VP Davidson shared he comes from five or six generations of Cantors in his family, stemming from his family who originated in Russia then immigrated to Palestine. He believes that to understand and relate to people is what is needed to live in peace. VP Davidson said that he started his own nonprofit, KindredSPIRITS, which works to highlight human relations issues and support justice.

5. Executive Director's Report:

5.1 Update on IT, hiring and staff transition to the Executive Office: ED Toma shared that it has been a struggle with the transition to the Executive Office, especially with IT issues. He shared employees access to WDACS calendar and emails had been eliminated without warning for a period of time. He pointed out that there was a plan to smoothly transition, however there was a disconnect in the communication between the different IT entities who needed to coordinate, and apologized for them to the Commissioners for any challenges that we continue to face. Regarding Commissioner IDs, ED Toma said it's possible that they will be mailed out. Commissioner Yuen reported that she went in last week and was told she would get her ID when she goes in for orientation. Commissioner Kulkarni stated she has not yet gone to live scan and that she has reached out to reschedule but has not heard back. ED Toma reminded that once we return to in-office meetings, commissioners are able to continue meeting online as long their address is posted online and any individual from the public may join the meeting at that location, per state law. He asked that all attendees bring their laptop and phone so that it is easy to be part of the meeting virtually as well if needed (to view shared documents, see all of the commissioners well, etc.). ED Toma asked for people to raise their hand if they plan on continuing to participate in meetings virtually. Commissioner Derric Johnson raised hand. ED Toma explained that the Board's exemption has ended this month, and so starting in April, we will be returning to meet in person, or you must share your address from which you will be participating. The same rule applies to Committee meetings. Commissioner Yuen shared that she has been in meetings where many people tried to bring computers and it did not work out well, the quality of sound was very poor. VP Davidson suggested investing in the Owl, which is a device that looks like a bird which will focus video on the person speaking and get a view of everyone all around. ED Toma also stated that there are three vacancies for the Sr. HRC position, and out of a large group of applicants, only one person was deemed to be eligible. So we are working with the Board Executive Office Human Resources staff to redo the bulletin, and we are hopeful for a new list of candidates in a short time period. ED Toma informed that staff Ray Regalado has retired, Monica Lomeli has filled his position, and Marshall Wong is now the manager for the Hate Crime data team. Commissioner Kulkarni suggested that having the ability to meet online has given the public more involvement and access to the government, and we should be making sure that public comments can be made online (for in-person meetings).

5.2 Vaccination, scanning and Form 700 requirements: ED Toma shared that the Board and Executive offices mandate all Commissioners to be vaccinated, without exemptions. He shared that management has been asked to provide vaccination records for all Commissioners and have been told that individuals who are not vaccinated will be subject to removal. Commissioner Kulkarni asked whether the same requirement holds for staff. ED Toma replied that there is an exemption for medical or religious reasons, however employees must go for weekly testing if approved for an exemption. ED Toma noted that the Form 700 requirement- Statement of Economic Interests needs to be filed timely to avoid fines. Commissioners shared their concerns about the way that the transition has happened with the Board Executive Office, and frustrations regarding the process of live scan, receiving their ID, completing forms and attending orientation. ED Toma said he will share the concerns with the Board Executive Office and explained that previously staff was able to work from home 100% of the time;

however, there will be a hybrid schedule implemented as of April to have employees work from the office at least twice a week.

6. Committee Reports

6.1 Ad Hoc Committee on Policing & Human Relations: Committee Chair Commissioner Isabelle Gunning reported that a call out was done to build up youth resources and programs, leading to creating community-oriented programs. Commissioner Gunning referenced the Racial Identity Profiling Act (RIPA) letter to the Deputy Attorney General about changes in rulemaking in the RIPA. The main goal is to make sure that our Commission's Policing and Human Relations report lives on, and that the letter recommends an increase in the amount of data and information that the public can access. Commissioner Gunning shared that the Civilian Oversight Commission (COC) has asked the public to comment on the Sheriff's budgetary priorities, which the Committee has done. Commissioner Gunning asked for Commissioner Yuen to be added to the Policing and Human Relations Committee and was told by President Montano that this will be addressed in item 8.5.

6.2 Ad Hoc Committee on Strategic Planning: Commissioner Kulkarni shared the third session will be held on Thursday, March 17th from 11a.m. to 1 p.m., and asked for ED Toma to schedule a committee meeting to create the agenda. ED Toma agreed to do so. .

6.3 Policy and Advocacy Committee: President Montano stated there is no report.

6.4 John Anson Fords (JAF) Awards Committee: Committee Chair Ilan Davidson stated that he does not have any updates but would like to encourage everyone to keep their eyes and ears open for award nominations (of programs and people).

6.5 IAOHRA 2022 Conference Committee: ED Toma stated the date and theme has been finalized. ED Toma shared that the IAOHRA 2022 Conference will be August 14th through the 18th and will be held at either the downtown LA Sheraton, or the Lowes of Hollywood. ED Toma continued to share that as of now, the committee is leaning towards the Sheraton, but we are still in negotiations to make sure that we will not take a financial hit if there were to be issues with the pandemic. We are also looking at taking attendees to different parts of town and museums during the Conference. Commissioner Ellis-Royston asked about the theme for the conference and ED Toma stated he will share it with the Commissioners.

7. Public Comment: None

8. Action/Discussion Items

8.1 Strategic Planning: Previously discussed in item 6.2.

8.2 LA vs. Hate Update: ED Toma shared a power point presentation about what the ARPA-funded LACCHR programs will do, and explained the Dream Resource Centers. ED Toma shared those relationships are being built with schools. ED Toma shared that some of the funding will be dedicated to make sure the critical part of the *LA vs Hate* 211 and other contracts will be intact, and in doing so, it's important to have bilingual care coordinators. Additionally, ED Toma shared that it has been brought to our attention through data from 211 calls to indicate that some law enforcement first responders have previously not engaged positively with individuals reporting hate, so we are working

to add more trainings and materials around this matter. ED Toma shared that there will also be outside evaluation for all of these projects for the Dream Resource Center, opening at the end of this month hopefully. ED Toma also urged individuals to attend the upcoming *LA vs Hate* Action Committee Meeting. ED Toma ended by sharing a list of *LA vs Hate* accomplishments from 2019-2021.

8.3 Accountability in policing Commissioner Gunning asked for approval of the letter that was sent to the Los Angeles COC on the Sheriff's budget. President Montañó invited that a motion also be made for approval and ratification of the Racial Profiling submission. Commissioner Kulkarni made the motion as stated, and Commissioner Chin seconded. The motion passed unanimously.

8.4 IAOHRA National Conference in LA Summer 2022: Item was tabled to the next meeting without objection.

8.5 Committee membership changes Commissioner Gunning motioned to add Commissioner Yuen to the Policing Committee. Commissioner Porter Gilberg made a motion to do so, Commissioner Ellis-Royston seconded; without objection, the motion carried.

8.6 Facebook and Instagram algorithms and impact on intergroup relations: ED Toma stated that this is something that can be discussed during the strategic planning session. Commissioner Frederick Sykes shared the California Attorney General and other Generals are making big moves into investigating social media and how it is changing our youth. They seem to recognize that there is great harm to youth's mental health because of social media.

8.7 Growing incivility in social interactions: This was tabled without objection

9. Commissioner Announcements: Commissioner Ellis Royston will be sharing a flyer about artificial intelligence for tomorrow's townhall and said it is asking whether it is reinforcing community injustice.

10. Adjournment: President Montañó suggested adjourning the meeting in memory of the lives lost in Ukraine recently. VP Davidson made the motion as suggested; Commissioner Kulkarni seconded the motion. Without objection, the meeting was adjourned.

Respectfully submitted,

Ilan Davidson
Commission Vice President-Secretary

Local Implementation of CEDAW Is at an Inflection Point

3/10/2022 by [MARY HANSEL](#)

The recent passage of L.A. County's CEDAW ordinance, coupled with the gendered impacts of COVID-19, underscores the need to expand and strengthen local CEDAW implementation as a strategy to advance gender justice.



On Sept. 21, 2016—Women's Equality Day—the New Orleans City Council unanimously passed a local CEDAW resolution. CEDAW has been ratified by every country in the world, except for six: Iran, Sudan, Somalia, Palau, Tonga and the U.S. ([Cities for CEDAW](#) / [Facebook](#))

Since 1998, dozens of local governments across the United States have passed measures implementing the United Nations Convention to Eliminate All Forms of Discrimination Against Women ([CEDAW](#)). Indeed, a grassroots movement, referred to as "[Cities for CEDAW](#)," has coalesced around the adoption of these measures. Recently, Los Angeles County—the most populous local jurisdiction in the country—passed its own CEDAW measure, marking an inflection point in the movement’s trajectory. Now is the time to expand and strengthen local CEDAW implementation throughout the U.S., especially given the deleterious impacts of the COVID-19 pandemic on women, girls and gender minorities.

CEDAW and the Cities for CEDAW Movement

CEDAW is a core international human rights treaty and the principal legal instrument for ensuring gender-based rights across the globe. The rights enshrined in the treaty promote gender justice in every area of life—civil, political, economic, social and cultural. These rights apply through an intersectional lens, which recognizes a broad range of intersecting identities (broader, in fact, than the range of protected characteristics under U.S. law).

In addition to setting forth substantive rights, CEDAW delineates the mandate of an oversight body, the [Committee on the Elimination of Discrimination against Women](#) (CEDAW Committee). The CEDAW Committee issues authoritative interpretations of the treaty, focused recommendations to governments following periodic reviews and quasi-judicial decisions on complaints alleging treaty violations. These interpretive statements, targeted recommendations and case decisions give detailed meaning to the text of the treaty. They also ensure that the treaty’s provisions remain dynamic, keeping pace with evolving gender discourses.

CEDAW has been ratified by every country in the world, except for six: Iran, Sudan, Somalia, Palau, Tonga and the U.S. Although President Carter signed CEDAW in 1980, the Senate has never approved the treaty by a two-thirds vote, as the Constitution requires for ratification.

In response to the U.S.’s failure to ratify the treaty, grassroots advocates have focused on passing local measures that embody the key principles of CEDAW while addressing salient issues facing individual jurisdictions. Local governments have now passed more than 40 CEDAW resolutions and 10 CEDAW ordinances, establishing a firm foundation for the Cities for CEDAW movement. These measures have brought about [remarkable strides](#) in gender justice and helped cultivate human rights awareness at local levels.

Los Angeles County’s New Ordinance

L.A. County, which serves more than 10 million residents, recently passed a binding [CEDAW ordinance](#). The ordinance provides that CEDAW principles “must be integrated in the County’s role as an employer, service provider, and community and business partner, and must apply to women and girls of all identities and categories.” It addresses gender justice in specific areas of local concern: economic development, education, housing and homelessness, gender-based violence, healthcare, criminal justice and voting rights. In doing so, it places particular emphasis on the experiences of BIPOC and migrant communities.

My students at the [UC Irvine School of Law](#) and I proposed the ordinance and conducted foundational research and advocacy. The County’s [Women and Girls Initiative](#), [Commission on Human Relations](#) and [Commission for Women](#) took up the mantle and brought the proposal to fruition.

The County will [likely enact supplemental measures](#) to support and enforce CEDAW implementation. Its CEDAW program is expected to generate concrete reforms and help advance gender justice for millions of residents.

Looking Ahead: Expanding and Bolstering Local CEDAW Measures

Now that L.A. County’s ordinance has passed, the Cities for CEDAW movement is at a watershed moment. Local CEDAW implementation has shown to be a broadly applicable strategy, capable of addressing the varied issues and demands of a population as massive as the County’s. Meanwhile, the [gendered impacts](#) of the pandemic highlight the acute need for governmental proactivity with respect to gender justice. Thus, local CEDAW implementation should be expanded and bolstered across the country.



U.N Women’s then-executive director Phumzile Mlambo-Ngcuka meets with Nicole Ameline, chairperson of the Committee in the Elimination of Discrimination Against Women, or CEDAW, on March 11, 2014. CEDAW has been ratified by every country in the world, except for six: Iran, Sudan, Somalia, Palau, Tonga and the U.S.—but grassroots advocates are focused on passing local CEDAW measures. ([U.N. Women / Ryan Brown](#))

The following is a selection of ideas for doing so:

- Local governments serving populations of any size should pass their own CEDAW measures. Like L.A. County’s ordinance, the measures should be responsive to the priorities of each jurisdiction while reflecting overarching CEDAW principles.
- States have a role to play in facilitating local efforts. They should pass supportive legislation (such as California’s [2018 CEDAW Resolution](#)) and incentivize city and county implementation by offering subsidies for CEDAW programs.

- Local governments that already have CEDAW measures can explore ways to strengthen them. For example, cities and counties can bolster their resolutions, which do not impose legal obligations, by passing binding ordinances.
- Another way local governments might strengthen existing measures is to [engage with the detailed guidance](#) of the CEDAW Committee—that is, the interpretive statements, targeted recommendations and case decisions issued by the body. By regularly considering such guidance, cities and counties can benefit from the body’s expertise and ensure that their CEDAW programs are dynamic and evolving.
- Consistent with the CEDAW Committee’s guidance (and L.A. County’s ordinance), all measures should be explicitly intersectional. Indeed, local CEDAW programs should recognize and address the particular experiences of those with a broad range of intersecting identities.

Local CEDAW implementation is a potent and viable strategy to advance gender justice, even for the most populous jurisdictions. Given the gendered impacts of the pandemic, the time is now for cities and counties across the U.S. to pass CEDAW measures or strengthen their existing ones. Hopefully, more than two decades in, the Cities for CEDAW movement is only just getting started.

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Up next:

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ABOUT MARY HANSEL

Mary Hansel ([@maryhansel](#)) is an attorney and legal scholar, specializing in international human rights law. Her current scholarship analyzes the potential legal and normative contributions of the U.S. Equal Rights Amendment as compared to those of the U.N. Convention to Eliminate All Forms of Discrimination Against

Women (CEDAW). She is a member of the Advisory Committee for the Cities for CEDAW movement, although she submits this article in her personal capacity.

Ms.

MORE THAN A MAGAZINE, A MOVEMENT



Erik McGregor / LightRocket via Getty Images

Anti-Trans Extremists ‘Come For’ Doctors

Coordinated harassment campaigns. Crowds of angry picketers. Tracking doctors to their homes. If the current anti-trans tactics sound familiar, that’s because they’re borrowed from anti-abortion campaigns.

“An individual provider who has a wolf at the door? It has led some people to say ‘I’m just not doing this work anymore,’” said transgender rights advocate Erin Reed. “We are losing providers, good providers.”

JUDE ELLISON S. DOYLE

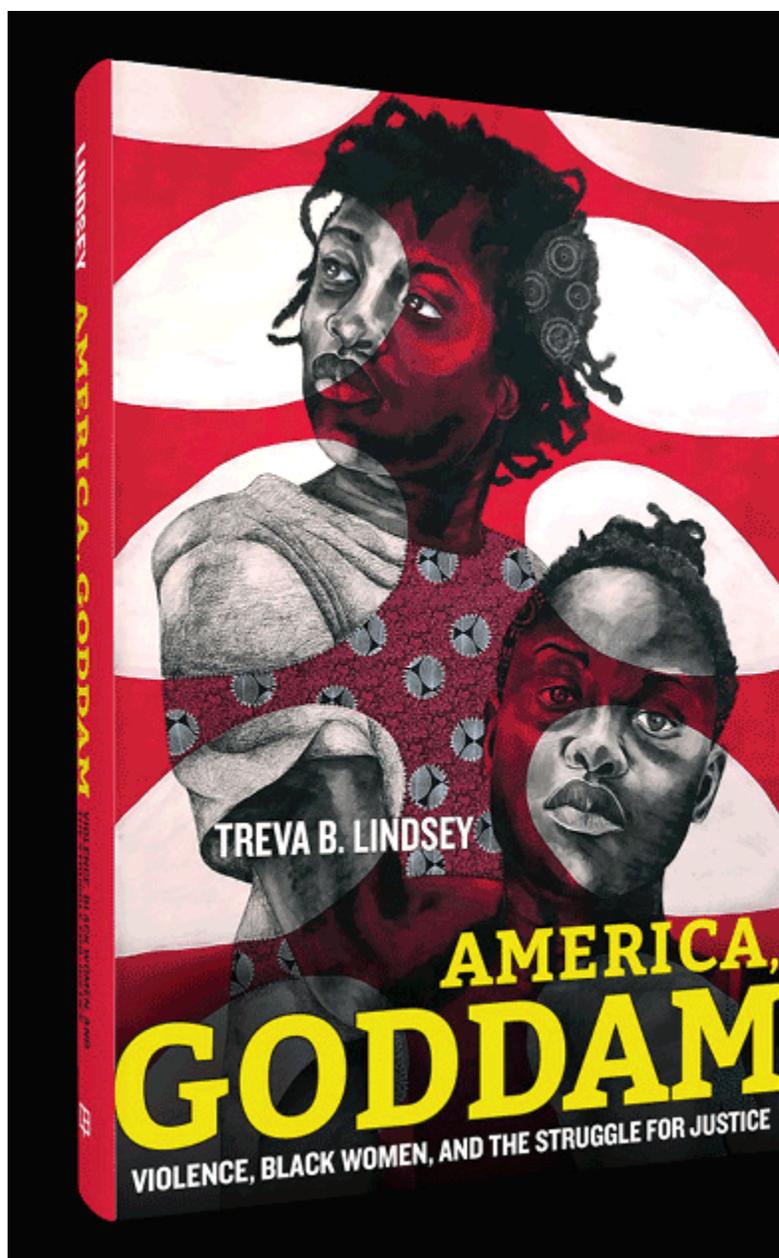
- **Misogyny’s Gatekeeping Role at Judge Jackson’s Supreme Court Nomination Hearings**

BONNIE STABILE

- **Four Reasons Men’s Sports Are Not the Gold Standard**

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- **Congress, Bring Down Childcare Costs for Families**

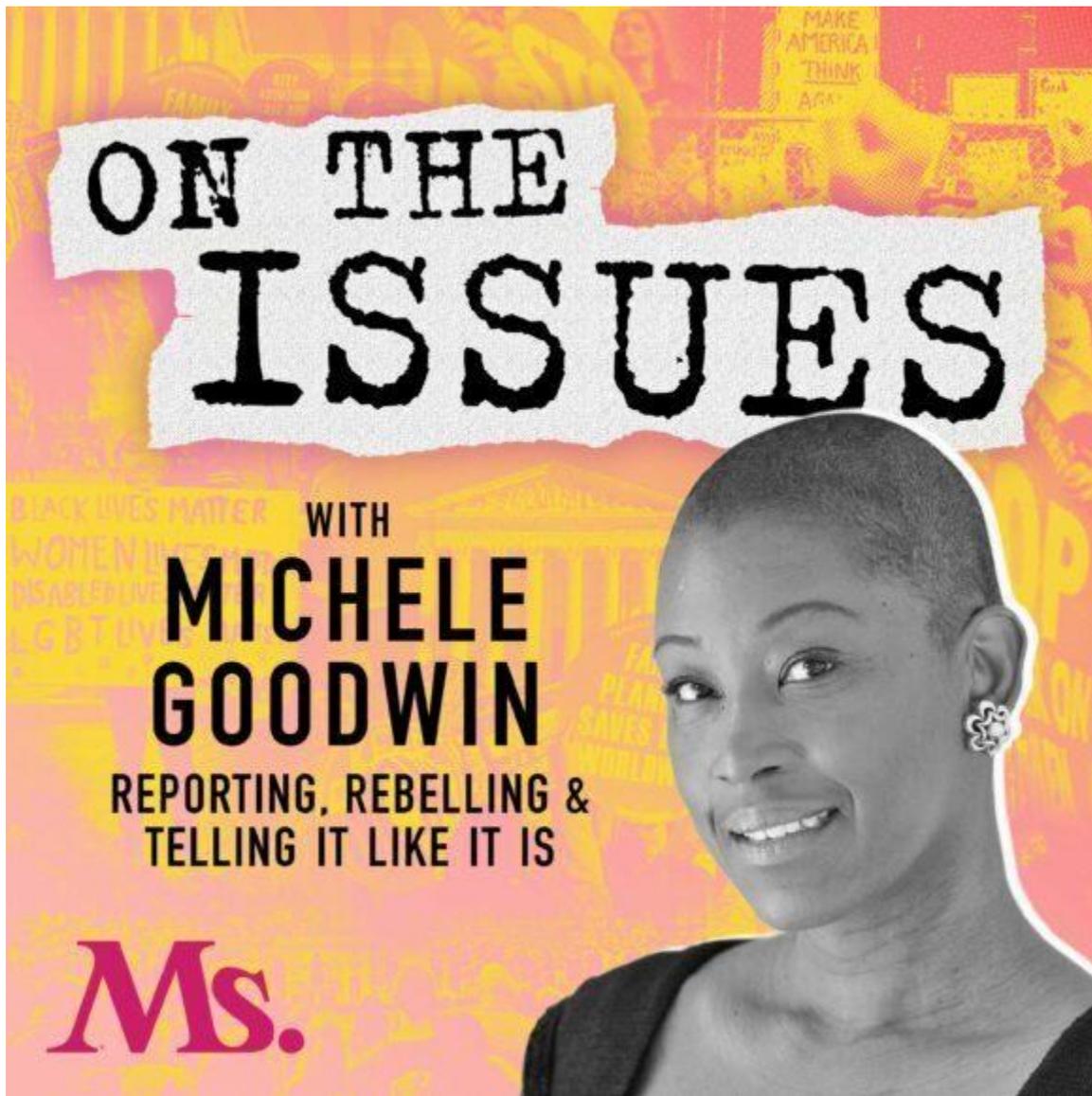


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for all
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**—KIRKUS REVIEW
(STARRED REVIEW)**



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Road to Confirmation: Judge Jackson’s Walk Through Fire (with Syovata Edari, Steve Vladeck, Dean Danielle Holley-Walker and Zinelle October)

“On the Issues” continues its Road to Confirmation series, unpacking Judge Ketanji Brown Jackson’s historic Supreme Court confirmation hearings, including her seeming walk through fire. We examine the hearings, including Jackson’s judicial temperament, judicial and legal experience, as well as conduct of the Senate Judiciary Committee. How did a process meant to be rigorous, but respectful and fair turn into days of badgering, bullying and a litmus test on

religion? We also probe what happens next.



Jenny Anderson

With a Powerhouse All-Women Cast, 'Suffs' Explores Activists Who Made Women's Voting Rights Happen

JENNIFER WEISS-WOLF

GLOBAL



World Bank Photo Collection

Taliban Reverses Pledge and Keeps Girls' Schools Closed: 'Why Are They Playing With Our Future?'

FMF STAFF

FEMINIST DAILY NEWSWIRE

- Taliban Reverses Pledge and Keeps Girls Schools Closed
- Equal Rights Amendment Going Strong At 50 Years
- Texas Supreme Court Ends Federal Court Challenge to State's Abortion Ban
- Taliban conducts 'horrific' door-to-door searches in Afghanistan
- Even after the Oslo meeting, the Taliban continues to arrest and torture Afghan women protestors

STAND ABOVE RIGHT

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FROM THE MAGAZINE:

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- **Fifty Years Later, the Equal Rights Amendment Is Ratified. Now What?**

On Jan. 27, two years after the 38th state ratified it, the Equal Rights Amendment should have gone into effect—yet the fight for constitutional equality continues.

CARRIE N. BAKER



LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS (LACCHR or HRC)

PROPOSED STRATEGIC PRIORITIES AND GOALS

FY 2022 – 2025

(Incorporates input from March 17th 2022 Commission Strategic Planning Session)

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 historically disadvantaged/targeted/marginalized communities; change efforts related to homelessness/housing insecurity; and the impact of social media on intergroup relations. We will also need to identify metrics/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/incident data gathered internally and externally. This priority will 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.)

GOAL 1:

By June 30, 2023, create and implement a process for tracking key metrics 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 LA County or municipal government-supported policy or practice.

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”. 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 continue to invest in communities suffering hate violence; get at the root causes and conditions of gang involved hate violence for those communities most affected; and 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. 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 must address the reentry issue: there are multiple barriers and lack of support for those

disproportionate numbers of people of color re-entering communities after engagement with our criminal justice systems. We will advance the action recommendations in our “Redefining Policing” report. 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 (CFI), 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).

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 the full extent of hate-motivated hostility (hate crimes and incidents that includes bigoted verbal harassment and threats and intentional acts of discrimination) in our County, which has risen in the past several years, act to effectively prevent and respond to it in smart, transformational, and socially responsible ways, including systemic changes to be able to track and respond to it whenever it occurs. “Transforming hostility into peace” requires that we build on and advance beyond current efforts. By this, we must work to ensure that any act of bias-motivated hostility is reported; and to preserve and enhance LA vs Hate’s reporting system by vulnerable communities which often do not report to the police. Also, 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.

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 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. It needs to create greater autonomy in its actions without having to be concerned about severe budget reductions or structural changes that can weaken the Commission’s effectiveness. It can do so by increasing the visibility, awareness and support of HRC work among key stakeholders and the public, ensuring HRC programs are based on relationship building, practice-based evidence, and evidence-based practices, integrating human rights education and advocacy into our work, increasing human relations proficiencies among staff, and promoting such proficiencies in our department and throughout county government. To have a greater impact with limited staff resources in such a large and populous county, we need to increasingly shift our approach to become more effective in building the capacity of community 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.

GOAL 1:

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.

GOAL 2:

Strengthen and expand network of stakeholders by increasing the scope and frequency of communications with partners and constituents by ? (need some metrics).

GOAL 3:

Improve 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 by developing and implementing systems and procedures to address priority requests, including establishing criteria and procedures to prioritize requests, by June 2023.

STRATEGIC PRIORITY 5:

STRENGTHEN LA COUNTY'S HUMAN RELATIONS INFRASTRUCTURE BY BUILDING THE CAPACITY OF LA COUNTY AGENCIES, CITIES, AND COMMUNITY ORGANIZATIONS TO ADVANCE EQUITY AND PROMOTE POSITIVE HUMAN RELATIONS

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. *By "human relations", the county ordinance includes 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 includes the study and promotion of healthy interpersonal and intergroup relationships, through education, intervention and prevention, to foster enthusiastic regard for social diversity, promote productive management of conflict, and ensure equitable distribution and use of power; helping people get along with each other so that they actually enjoy their differences and trust their intentions; bridging separations between groups and generating genuine opportunity for those who are being excluded.*

GOAL 1:

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 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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Los Angeles County

Commission on Human Relations

Department of Workforce Development, Aging Community Services
3175 West Sixth Street, Suite 406
(213) 738-2788
Los Angeles, CA 90020

Ad Hoc Committee on Policing & Human Relations

Meeting Notice

Monday, April 18, 2022

10:00 AM – 11:30 AM

Microsoft Teams

Or Call In at **+1 (213) 204-2512**

Phone Conference ID: **852 033 625#**

Los Angeles County, CA

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

Guests: Commissioner Gay Yuen, Tonya McKenzie

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

AGENDA

1. Topics of Interest – **60 Minutes**
 - a. Updates to LASD Budget Comments for FY 2022-2023
 - b. Updates on Commission Letter re: Check the Sheriff Coalition
 - c. Report Back on Coalition for a Better LA Presentation
2. County Updates – **10 Minutes**
 - a. Public Safety Cluster
 - b. Alternative Crisis Response Convenings
 - c. Care First Community Investment Initiative
 - d. Countywide Criminal Justice Coordination Committee
3. Project Updates – **15 Minutes**
 - a. My Tribe Rise
 - b. Care First South Pasadena
 - c. City of Long Beach
 - d. CAT 911 SFV
4. Future Business – **5 Minutes**
 - a. Current Events

**LOS ANGELES COUNTY
HUMAN RELATIONS COMMISSION MEETING DATES
510 S. VERMONT AVE., TERRACE CONF. RM. (T) FLOOR
AND/OR VIA VIDEO AUDIO CONFERENCING
LOS ANGELES, CALIFORNIA , CA 90020
12: 30 P.M.-2:00 P.M.**

2022



January	3
February	7
March	7
April	4
May	2
June	6
July	5 *
August	1
September	6*
October	3
November	7
December	5

** Legal/Religious Holidays.
Meeting is scheduled Tuesday after Holiday.*

