



COMMISSION ON HUMAN RELATIONS

LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

January 5, 2023

MEMORANDUM TO THE COMMISSIONERS

FROM: Ilan Davidson, President

SUBJECT: Commission Meeting- Monday, January 9, 2023

Our Commission will meet on Monday, January 9, 2023 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 December 5, 2022 and other pertinent information for your review and approval.

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

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

Board of Supervisors
Janice Hahn, Chair
Fourth District
Hilda L. Solis
First District
Holly J. Mitchell
Second District
Lindsey Horvath
Third District
Kathryn Barger
Fifth District
Fesia Davenport
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Vice President/Secretary

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Helen L. Chin
Lisa Michelle Dabbs
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Robin S. Toma, Esq.
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Robert Sowell
Assistant Executive Director

Intergroup Relations Specialists

Pierre Arreola
Valentina D'Alessandro
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



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

AGENDA
MEETING OF THE COMMISSION
Monday, January 9, 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 December 5, 2022 Meeting Minutes*** (12:33)
- 4. President's Report** (12:35)
 - 4.1. Spotlight on Staff: New Senior Intergroup Relations Specialist Sal Avila
 - 4.2. Hate Crime Report Press Conference Dec. 8th *
 - 4.3. "Shine a Light" ceremony on December 15th
 - 4.4. Commissioner Gunning's Award*
- 5. Executive Director's Report** (12:45)
 - 5.1. Program updates, including upcoming JAF event, national conference on conflict resolution infrastructure, hate crime report, and other Commission priorities
 - 5.2. Administrative updates
- 6. Committee Reports** (12:55)
 - 6.1. Ad Hoc Committee on Policing and Human Relations (Gunning)
 - 6.2. Ad Hoc Committee on Strategic Planning (Kulkarni)
 - 6.3. John Anson Fords Awards Event (JAF) Committee (Montaño)
 - 6.4. LA vs Hate Committee (Montaño)
- 7. Public Comment** (3 minutes per person) (1:05)
- 8. Action/Discussion Items** (1:10)
 - 8.1. Approval of Proposed Changes to Strategic Plan 2022-25*
 - 8.2. Update on Location of Commission Offices*
 - 8.3. Hate Crime Report Follow-up
- 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 or email us.

* 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.

County of Los Angeles Land Acknowledgment

The County of Los Angeles recognizes that we occupy land originally and still inhabited and cared for by the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples. We honor and pay respect to their elders and descendants — past, present, and emerging — as they continue their stewardship of these lands and waters. We acknowledge that settler colonization resulted in land seizure, disease, subjugation, slavery, relocation, broken promises, genocide, and multigenerational trauma. This acknowledgment demonstrates our responsibility and commitment to truth, healing, and reconciliation and to elevating the stories, culture, and community of the original inhabitants of Los Angeles County. We are grateful to have the opportunity to live and work on these ancestral lands. We are dedicated to growing and sustaining relationships with Native peoples and local tribal governments, including (in no particular order) the:

- *Fernandeño Tataviam Band of Mission Indians*
- *Gabrielino Tongva Indians of California Tribal Council*
- *Gabrieleno/Tongva San Gabriel Band of Mission Indians*
- *Gabrieleño Band of Mission Indians - Kizh Nation*
- *San Manuel Band of Mission Indians*
- *San Fernando Band of Mission Indians*

To learn more about the First Peoples of Los Angeles County, please visit the Los Angeles City/County Native American Indian Commission website at lanaic.lacounty.gov.



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

Tuesday, December 20, 2022

9:30 AM

32. 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), the state of emergency continues to directly impact the ability of the members to meet safely in person. (As requested at the Board meeting of November 2, 2021.) (21-4261)

Carol Kuzdenyi, Dr. Genevieve Clavreul, Dick Hogue and Brenda Renschler addressed the Board. Interested person(s) also submitted written testimony.

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

Ayes: 5 - Supervisor Solis, Supervisor Mitchell, Supervisor Horvath, Supervisor Barger and Supervisor Hahn

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

The foregoing is a fair statement of the proceedings of the regular meeting held December 20, 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 

Celia Zavala
Executive Officer



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 December 5, 2022
Via Microsoft Teams Video & Audio Conferencing

PRESENT: Helen L. Chin
Michael Cheung
Lisa Dabbs
Dandy De Paula
Azusena Favela
Isabelle Gunning

Derric Johnson
Kevork Keushkerian
Preeti P. Kulkarni
Guadalupe G. Montaña
Fredrick Sykes
Sandra E Thomas

STAFF: Pierre Arreola
Grace Löwenberg
April Johnson
Theresa Villa-McDowell

Robert Sowell
Siranush Vardanyan
Marshall Wong
Valentina D'Alessandro

GUESTS: Amy Latzer

1. **Call to Order and Land Acknowledgement of Indigenous Peoples:** Commission Vice President-Secretary (VP Sec.) Isabelle Gunning called the meeting to order at 12:37 p.m. with a quorum in attendance, and recognized that we occupy land originally and still inhabited and cared for by the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples. We honor and pay respect to their elders and descendants — past, present, and emerging — as they continue their stewardship of these lands and waters. We acknowledge that settler colonization resulted in land seizure, disease, subjugation, slavery, relocation, broken promises, genocide, and multigenerational trauma. This acknowledgment demonstrates our responsibility and commitment to truth, healing, and reconciliation and to elevating the stories, culture, and community of the original inhabitants of Los Angeles County. We are grateful to have the opportunity to live and work on these ancestral lands. We are dedicated to growing and sustaining relationships with Native peoples and local tribal governments, including (in no particular order) the:

- Fernandño Tataviam Band of Mission Indians
- Gabrielino Tongva Indians of California Tribal Council
- Gabrieleno/Tongva San Gabriel Band of Mission Indians
- Gabrieleño Band of Mission Indians - Kizh Nation

- San Manuel Band of Mission Indians
- San Fernando Band of Mission Indians

To learn more about the First Peoples of Los Angeles County, please visit the Los Angeles City/County Native American Indian Commission website at lanaic.lacounty.gov.

- 2. Motion:** The Human Relations Commission (HRC) 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 Preeti Kulkarni made the motion as stated, and Commissioner Sandra E Thomas seconded. The motion passed unanimously.
- 3. Review & Approval of November 7, 2022 Meeting Minutes:** The motion was moved by Commissioner Sandra E. Thomas to approve the minutes of the Commission meeting of November 7, 2022, as presented by Vice-President/Secretary (VP Sec.) Isabelle Gunning. Commissioner Kevork Keushkerian seconded the motion. The motion passed unanimously.

4. President's Report

4.1 Spotlight on our Partners: LA vs Hate reporting system contractor agency (211): In the absence of Chair Davidson, Assistant Executive Director (AED) Robert Sowell introduced guest Amy Latzer to represent 211. Guest Latzer shared her screen to share that 211 is one of the largest information and referral service in the nation, which operates 24 hours a day, 7 days a week and has assisted over 1.8 million individuals in 2021. She shared that 211 serves individuals to help provide services such as care coordination, providing education, and information and referral services. Lastly, guest Latzer discussed the partnership with LA vs Hate and shared information about the types of hate incidents or hate crimes that are being reported, as well as the way 211 is assisting callers.

4.2 January Commission meeting date, LA vs Hate statement, and Hate Crime Report: AED Sowell shared that most Commissioners stated that they would be available on Monday, January 9th instead of January 3rd for the next monthly Commission meeting, however President Ilan Davidson would not be available. AED Sowell confirmed that the meeting will be held on January 9th and that VP Sec. Gunning will be the Chair for the meeting. He continued to discuss the LA vs Hate program and directed Commissioners to look at the website for a statement regarding the LA City Council audio tapes and anti-Semitic signage that was on a local freeway.

5 Executive Director's Report

5.1 Update on United Against Hate Week, election results, hate crime report, and other Commission priorities: As Executive Director Toma is in Ohio for a work conference, AED Sowell reported that the LA vs Hate statement is available on the LAVsHate.org website and combines a response to the LA City Council audio tapes as well as the anti-semitic signage on local freeways. HRC manager and hate crime coordinator Marshall Wong introduced himself and briefed the commissioners on the upcoming annual report on hate crime in LA County. He reported that in 2021 there was a nationwide upsurge in hate crimes in Los Angeles County. He shared that there were 786 hate crimes reported in the county at 23% spike from the previous year, and that this was the largest number reported in 19 years, since 2002. Manager Wong continued to share the details of these statistics regarding the hate crimes reported in Los Angeles during 2022. Commissioner Kulkarni asked why there was an increase in 2021 as

compared to the previous years. Manager Wong answered that it may be a reaction by some people to the election of President Biden (and his close relations with Obama) to seek out targets to punish and scapegoat them because of those administrations, but we can't be certain. Commissioner Guadalupe Montaña asked where the information is coming from, and was informed that the data is collected from law enforcement agencies in Los Angeles County, some colleges and universities, and from community-based organizations who have trained staff to take reports directly from victims. Staff Sowell shared that Manager Wong has been part of this team for 23 years and has been a lead on these hate crime reports for 21 years and thanked him for his work. Staff Grace Lowenberg joined to share that there will be a press conference regarding the hate crime reports on Wednesday, December 7th and there will be a link emailed with the information on how to join, and Commissioners and staff can reach out to her for the information if needed. AED Sowell continued to share that there is a copy of the press release that was done for United Against Hate Week in the packet, and we are happy that Measure A passed. Additionally, a new Sheriff was sworn in on Saturday, and he is a former Chief of the Long Beach Police Department so we already have a working relationship with him. AED Sowell shared that we are also celebrating the election of the first black female mayor of Los Angeles, as well as Arts funding now being available in schools, which could provide resources for LA vs Hate and our Dream Resource Centers. Lastly, AED Sowell said that in the last 30 days, our staff training team has led trainings with several groups including the Executive Office of the Board of Supervisors, the LA County Fire Captain's Academy, LA County Internal Services Department, and we'll be facilitating training with the County Equity Office Panelists. Additionally, in the next 30 days, we will deliver trainings to the LA County Office of Child Protection staff.

5.2 Administrative updates including new updated website: AED Sowell shared that the Human Relations Commission is filling Senior Human Relations Consultant positions and that one position already started on the LA vs Hate team and another will be starting of January 1st on the team that handles hate crime data. HRC is also working with the Executive Office to fill the Senior Public Information Assistant position. AEDSowell introduced new senior human relations staff Valentina D'Alessandro. AED Sowell shared his screen to show the updated HRC website and asked for staff and Commissioners to send their photos and information that needs to be updated to Grace.

6 Committee Reports

6.1 Ad Hoc Committee on Policing & Human Relations: Committee Chair Gunning shared that there was an opportunity to speak with empirical social scientists at Occidental College and they presented some raw data such as a drop in arrest rates in the city of Los Angeles and South Pasadena that appear to be due to a decrease in arrests for drugs and lower-level crimes. Chair Gunning explained that the importance in this is that there is in fact racial disparities in South Pasadena policing according to the raw data. Additionally, staff is currently working on streamlining processes and continuing the relationship with the ACLU, and coming up with a trauma support/resilience training for police officers and first responders.

6.2 Ad Hoc Committee on Strategic Planning: Commissioner Preeti Kulkarni shared that a meeting will be set for Commissioners to review the community feedback on the Strategic Plan and that Commissioners will be invited as soon as it has been scheduled.

6.3 John Anson Ford Awards Event (JAF) Committee: Commissioner Guadalupe Montaña shared that the John Anson Ford Awards (JAF) event will take place on January 17th at the Hahn Hall of Administration on the 8th floor balcony. Also, a menu has been set now but currently they are

working on the program. AED Sowell will contact the newly elected Supervisor Horvath to approve the District 3 awardee and things are moving along well otherwise.

6.4 LA vs Hate Committee: Commissioner Montaña discussed the LA vs Hate United Against Hate Week, and shared that LA vs Hate met with the new county Alternatives To Incarceration staff to share Dream Center data and discuss how to collaborate with them. They have been also working with the County Office of Violence Prevention as they roll out pilot programs for a few schools to fulfill the Board of Supervisors' request to work on school safety, and seek to partner with them on the Dream Center schools.

7 **Public Comment:** None.

8 **Action/Discussion Items**

8.1 FY 2022-23 Committees and their Membership: AED Sowell asked for Commissioners to look at the list of committees and encouraged everyone to identify where they would like to serve or if they would like to join a committee.

8.2 Location of Commission Offices: AED Sowell discussed the current location of the HRC office and stated that currently we are on the 11th floor in 510 S. Vermont and will be there until a better space is available. Commissioner Kulkarni made the motion as presented to stay at 510 S. Vermont until there better workspace available, Commissioner Michael Cheung seconded the motion. The motion was approved unanimously without objection.

8.3 Feedback/Public Comment received re: Proposed Strategic Plan 2022-25: Previously discussed.

9 **Commissioner Announcements:** None.

10 **Adjournment:** President Davidson invited a motion to adjourn the meeting in memory of Paul Schrade, lifelong human rights activist, and Ellie Wolfe, longtime staff colleague from Workforce Development, Aging and Community Services. Moved by Commissioner Kulkarni, Commissioner Cheung seconded. Without objection, the meeting was adjourned.

Respectfully submitted,

Isabelle Gunning
Commission Vice President-Secretary

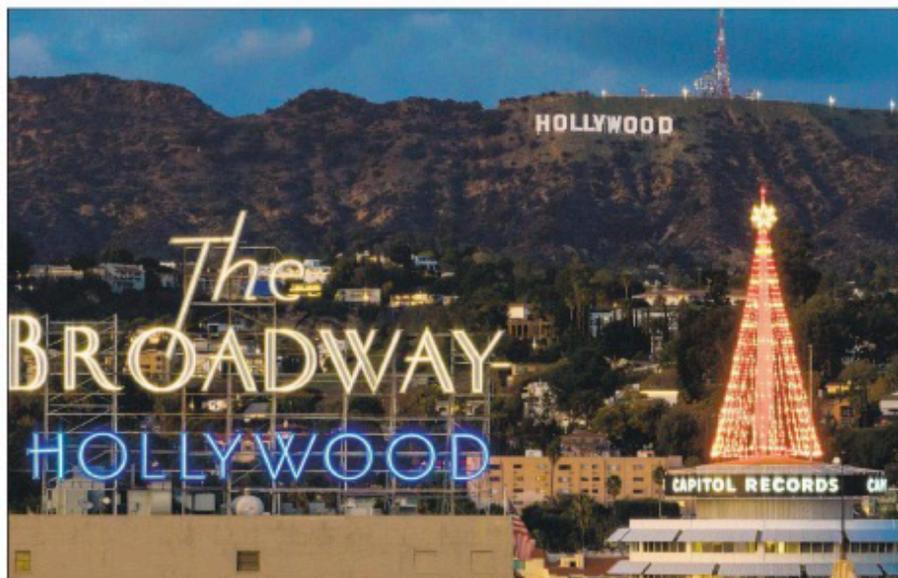
SALVADOR AVILA

While at Cal State Los Angeles, Mr. Avila studied the cultural interaction between groups in Watts from the 1960s to present. The purpose was to show that positive interactions persisted despite a consistent perception of conflict in the media between Latinos and African Americans. Mr. Avila visited local businesses, schools, and dove into the Los Angeles Times archives to explain the cultural interactions that occurred in the midst of a demographically changing community.

Mr. Avila tutored and taught in South Los Angeles neighborhoods, the drive to help others eventually led Mr. Avila to assist adults with intellectual and developmental disabilities. Mr. Avila assisted with the empowerment of individuals with disabilities by instituting program participant driven curriculums. Mr. Avila empowered adults with disabilities to run the curriculum, and formed teacher committees.

Mr. Avila holds a Master's degree in History with an emphasis on cultural interactions in fragmented spaces of Los Angeles from California State University, Los Angeles. Mr. Avila was raised in the Los Angeles community of Watts. He is the son of Mexican immigrants from Durango and Jalisco. In his spare time, Mr. Avila reads books about Los Angeles, takes videos and pictures of Los Angeles with a drone, and walks the streets of Downtown Los Angeles.

CITY & STATE



MYUNG J. CHUN / Los Angeles Times

PARTS of L.A. County will see temperatures drop far enough to be hazardous, especially to children, senior citizens and people with disabilities. Downtown could see lows near 40 degrees this weekend.

Cold snap prompts warnings

Alert issued for areas that could see lows near or below freezing in coming days.

BY ALEXANDRA E. PETRI

The Los Angeles County Department of Public Health has issued cold weather alerts for parts of the county this week because of concerns about frigid temperatures and biting

wind chills. A cold weather alert is in effect until Friday for the Santa Clarita Valley, Lancaster and Mount Wilson are under a cold weather alert through Sunday.

Daytime and overnight temperatures in the three areas are predicted to be anywhere from 5 to 10 degrees below normal, according to the National Weather Service.

The Santa Clarita Valley could drop to the mid- to upper 30s overnight, while the

Antelope Valley could plunge to the 20s. Mount Wilson is predicted to be in the low to mid-30s and 40s at its lower elevations, and around the mid-20s to 30 degrees near the peaks.

Children, senior citizens and people with disabilities or special needs are particularly vulnerable during cold weather events, Dr. Muntu Davis, Los Angeles County's health officer, said in a statement.

Residents are advised to dress warmly and wear layers,

check in on at-risk family members and friends, take special care of pets and stay indoors if possible.

Officials are reminding Angelenos in the affected areas not to use stoves, barbecues and ovens as heating sources because of the risk of carbon monoxide poisoning.

The Los Angeles Homeless Services Authority has a Winter Shelter Program available for those who need shelter, the county public health office said.

L.A. County sees surge in hate crimes

Incidents targeting people by race, religion and sexual orientation soared.

BY REBECCA KILLES

Hate crimes surged in Los Angeles County in 2021 to their highest level since 2002, according to a report released Wednesday by the county Commission on Human Relations.

The report noted 788 victims of hate crimes, a 23% increase over 2020. The crimes overwhelmingly included acts of violence, and more than half were spurred by racism. Blacks people, Latinos, Jews and LGBTQ individuals were among the most-targeted groups.

According to the report, 49 hate crime cases were referred to the district attorney's office in 2021. The office filed charges in 42 cases. Of the adults prosecuted, 31 were charged with felonies and nine with misdemeanors.

"We really feel it's necessary to not hide the ugly reality of hate violence in our communities, which is what these findings and numbers represent," said Robin Toma, the executive director of the Human Relations Commission, at a news conference on the report, which the county office has produced annually since 1980.

Toma attributed part of the increase to the fact that the county has made it easier to report hate crimes in recent years.

In 2020, the county launched its LA vs Hate initiative, which includes a government hotline for reporting hate crimes. Constituents can reach it by calling 211.

But a rise in political polarization and violence also likely fueled the increase. In the last 12 months, the country has seen a massacre of Black shoppers at a Buffalo, N.Y., grocery store and a rampage at an LGBTQ nightclub in Colorado Springs, Colo.

L.A. County Supervisor Janice Hahn said Wednesday that the country was in the throes of a "hate crisis."

Dist. Atty. George Gascón said the uptick in hate crimes has continued through 2022.

He said his office has filed a record number of criminal cases involving hate crimes this year, including against a woman who assaulted a 53-year-old transgender woman.

hate crimes were up in every category, according to the report.

There were 25 more hate crimes motivated by religion. Of the 11 religious crimes, three-quarters targeted Jews.

In addition, there were 18 more crimes related to people's sexual orientation: Of 140 such crimes, 89% targeted gay men.

And there were 67 more hate crimes motivated by race. Of the 473 racial hate crimes, nearly half the victims were Black, in a county where Black residents make up just 9% of the population.

The county also recorded 77 anti-Asian hate crime victims — the most in at least two decades. During the pandemic, Asian Americans have seen a surge in violent attacks as they have been scapegoated for the spread of COVID-19. In almost a quarter of the incidents in L.A. County, the perpetrator of the attack blamed the victim for the pandemic, according to the report.

The report laid out details of a handful of the reported hate crimes.

In January 2021, a maintenance worker discovered a Santa Clarita elementary school covered in anti-semitic graffiti.

A few weeks later, someone threatened a Hollywood-based LGBTQ organization, saying they planned to shoot people at the facility, and used a racial slur.

A month after that, a driver in West Los Angeles threw a metal coil and a bottle at an Iranian woman, yelling insults as she pulled alongside her.

The county's report focuses solely on 2021 and does not include any data from 2022. But experts say it's unlikely the trend has changed.

According to Los Angeles Police Department data analyzed by the Center for the Study of Hate and Extremism at Cal State San Bernardino, hate crimes in Los Angeles rose by 12% in the first 10 months of 2022 over the same period in 2021. Hate crimes targeting Black people rose 38% — to 168 from 122 — and anti-Jewish hate crimes went up 13%, to 80 from 71.

Brian Levin, the director of the center, said he expects the number of hate crimes to continue rising into 2023 with high-profile figures such as Kanye West openly spouting antisemitic remarks online and in interviews. Two months ago, a hate group waved a banner

Ruling spares church \$200,000 fee

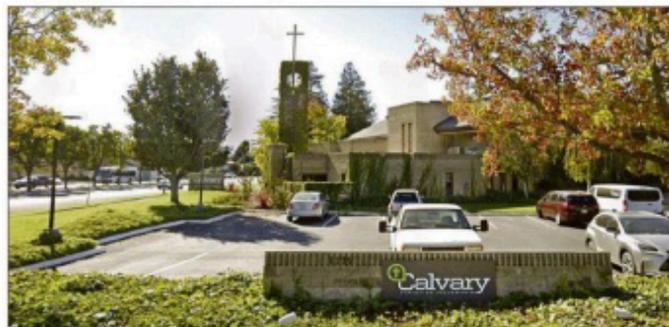
Santa Clara County sought payment after Calvary Chapel was found in contempt.

BY GREGORY YEE

A California Supreme Court ruling brought an end to one chapter of an ongoing legal battle between a San Jose church and county officials that could have wide-ranging implications for religious activists and public health authorities.

Wednesday's ruling denied a final bid by Santa Clara County to force Calvary Chapel to pay more than \$200,000 in fees after the church was found in contempt of court.

The church and its pastors were held in contempt and fined in 2020 and 2021 for violating a temporary restraining order and preliminary



CALVARY CHAPEL in San Jose flouted health orders against indoor gatherings.

injunctions also defanged the appeal court's ruling by ordering the decision be depublished — a move that prevents the ruling from being cited and erases its ability to set legal precedent.

"We're very pleased that county accountable for their unconstitutional public health orders."

The federal lawsuit, in which Calvary Chapel and Southridge Church argue that the county's stay-at-home orders and bans on indoor

said the lower appellate court came to the wrong conclusion, but the high court was not going to take up the case and wade into the matter, Williams said.

Legal challenges to public health rules brought by

**The 2023 Beacon of Justice Award Gala will be held on
April 26, 2023 at 6:30 PM at the Los
Angeles County Law Library**

**Celebrate the Friends of the LA County Law Library's
20th Anniversary**

2023 Beacon of Justice Honorees



Professor Isabelle R. Gunning

Isabelle R. Gunning is the Mayor Tom Bradley Professor of Law at Southwestern Law School. Professor Gunning previously served as a criminal defense attorney with the Public Defender Service in Washington, D.C., and as a human rights attorney with the Southern Africa Project of the Lawyers Committee for Civil Rights Under Law. She teaches in the area of conflict resolution/alternative dispute

resolution and Evidence. Her research interests are in multicultural and interfaith dialogue and the search for and creation of shared values in the context of racial and other socially defined power and hierarchy dynamics.

She practices as a mediator and an arbitrator, and works as a mediator/facilitator in support of resolving community conflicts and has been a facilitator of community hearings with Days of Dialogue and Trust Talks. In addition, she has over 15 years' experience serving as a labor arbitrator and hearing examiner in workplace disputes.

Professor Gunning also serves as a commissioner on the Los Angeles County Commission on Human Relations. During her tenure as president of the LACCHR (May 2016-2018) she presided over the hearings which lead to the report and related video of the LACCHR *"Redefining Policing with our Community"* (2020). She is a board member on the American Civil Liberties Union of Southern California and has served as the Affiliate's president, as well as the Affiliate's representative to the National ACLU Board.



Judge Samantha Phillips Jessner

Judge Samantha Phillips Jessner is the Presiding Judge (2023-2024) of the Los Angeles Superior Court, where she has served as Assistant Presiding Judge, Supervising Judge of the Civil Division, Supervising Judge of the Mental Health court, and on many LASC committees. Judge Jessner is a member of the Supreme Court Committee on Judicial Ethics Opinions, the Information Technology Advisory Committee, and the Civil and Small Claims Advisory Committee of the Judicial Council of California. For many years, she has taught New Judge Orientation and CJER Qualifying Ethics curriculum, in addition to teaching other subjects.

Judge Jessner is a founding member of the Association of African American California Judicial Officers and a member of the National Association of Women Judges. In addition, she is often asked to be a speaker or panelist for many organizations, including ABTL, CAALA, and LACBA, where she speaks on a variety of topics, including jury selection, trial advocacy, experts, mediation, court technology, civility, and informal discovery conferences.

Judge Jessner began her legal career as an associate at Sheppard, Mullin, Richter & Hampton and then served as an Assistant United States Attorney in the Criminal Division in the Central District of California until she was appointed to the Court in 2007.

Here is a link to the Beacon of Justice Awards Gala event page: <https://www.friendsoflacll.org/events/>

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Friends of the Los Angeles County Law Library ACCESS TO JUSTICE = ACCESS TO INFORMATION

The Friends provides financial support to the LA Law Library, a vital part of the justice system that delivers free and equal access to legal information, education, and resources to everyone.

The Law Library Provides Access to Justice as a Hub of Legal Resources and Information:

- Over 125,000 visits each year from people seeking legal information and resources
- Provides legal information, education, and support to those who cannot afford representation:
 - More than 80% of litigants in the courts fend for themselves, including in high-stakes matters such as evictions, divorce, child custody and support proceedings, debt collection, immigration, among others
- Serves as a community resource hub:
 - Free resources and assistance to navigate our legal system: workshops, clinics, and consultations - see the Law Library website for more: <https://www.lalawlibrary.org/>
 - ongoing follow-up and self-help assistance available 6 days per week in-person, online, and over the phone
 - facilitates referrals by connecting service providers, legal and otherwise, to the public and each other
 - In 2022, the Library began its Community Connections program, hiring a Community Resources Specialist who connects people to resources in the areas of housing, food and meal programs, physical and mental health services and general support
- Training programs for law students/new lawyers/sole practitioners; MCLE classes for lawyers, as well as volunteer and pro bono opportunities
- Locations throughout LA County with free access to self-help legal resources and assistance, including 3 staffed locations, 3 ebranches and 7 partnerships in courthouses and public libraries

The Law Library Has Served as Important Safety Net During the Pandemic:

- Even when the Law Library had to close its doors to the public when stay-at-home orders were in effect, its dedicated staff was busier than ever meeting the unprecedented needs of the once-in-a-century crisis through inventive ways of providing legal information and support, via email, live chat, online classes, phone, and Zoom events as well as telephone consultations with attorneys – and all for free.
- Now, as the county has opened back up, the demand for the Law Library’s free legal assistance services is greater than ever before.

The Friends Supports the Law Library – a Unique and Valuable Institution:

- The LA Law Library is the largest in the United States other than the Library of Congress
- No other city, county or state has the depth of historical, California, or global materials publicly available at the LA Law Library
- Over 35 miles of shelving, including the laws of over 200 countries
- Founded in 1891, the Law Library has served lawyers, judges, academia, and the general public for over 130 years

FRIENDS OF THE LOS ANGELES COUNTY LAW LIBRARY

2023 Beacon of Justice Award Gala

Celebrating

The Friends' 20th Anniversary

Honoring

Professor Isabelle R. Gunning & LASC Presiding Judge-Elect Samantha Phillips Jessner

Yes, I/we want to join you at the Friends' 20th Beacon of Justice Award Gala Reception on Wednesday, April 26, 2023, at the Mildred L. Lillie Building of the Los Angeles County Law Library.

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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 are 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 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 is 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 enjoy greater harmony in our intergroup and interpersonal relations, resulting in increased cooperation and collaboration between people and organizations.
- Our County government leads and models 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 when 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?”

Our use of the term “human relations” includes 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 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.





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) organizations 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.

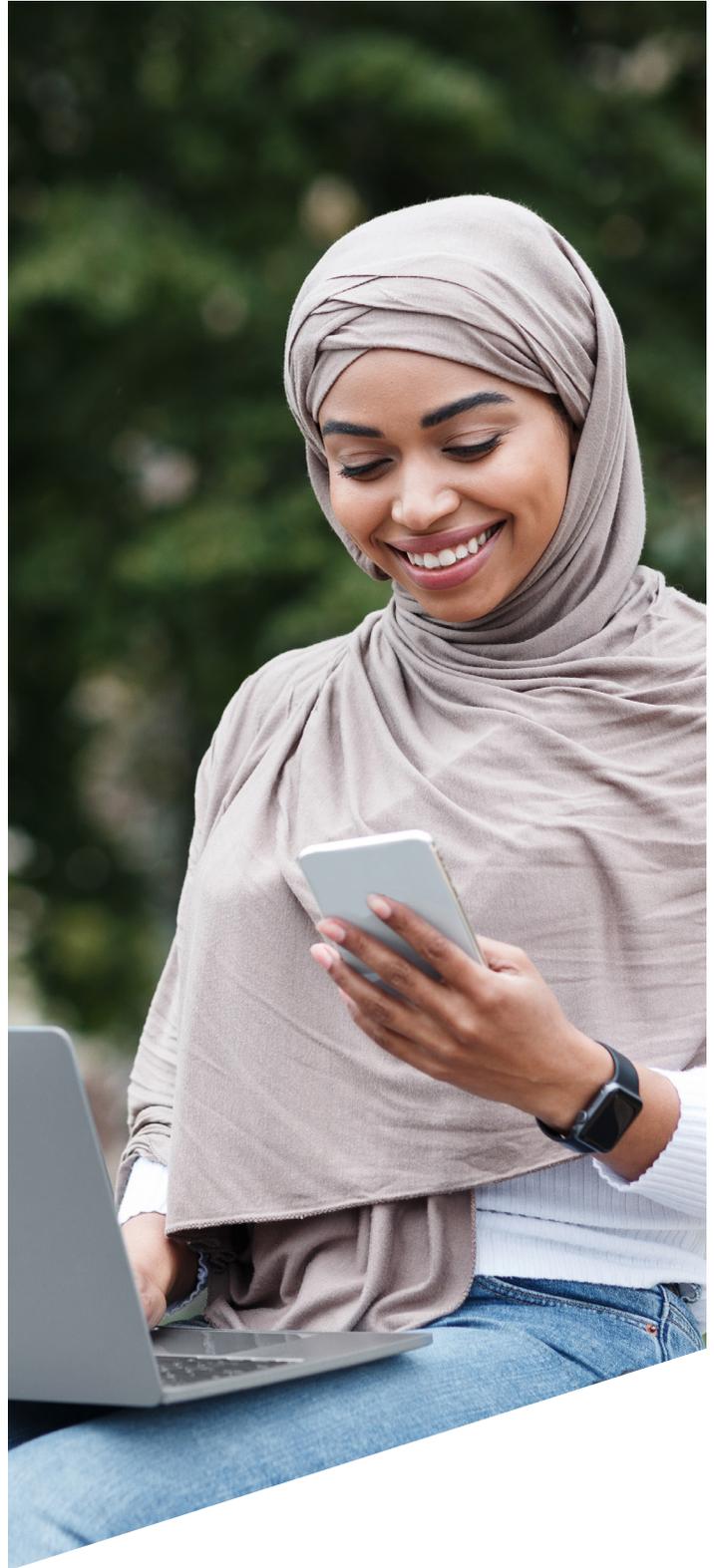
GOAL 4

Between July 1, 2022 and June 30, 2025, increase by 15 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 in recent years. 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

Compilation of Feedback on LACCHR Proposed Strategic Plan FY 2022-25

General Affirming

1	We appreciate the partnership with the HRC on several of our efforts to reform policing in South Pasadena over the years. We support the HRC's plans to continue partnering with community-based organizations such as ours and to try to find ways to be even more responsive to our needs. We see that the Strategic Plan includes increasing these partnerships across several of the HRC's programs in the coming years, and we also support that.
2	This is an outstanding document. Truly inspirational. I appreciate the invitation to review it. You inspire me to do better here in LAUSD.
5	I read through the draft strategic plan but don't have any suggestions. I am impressed with the specific goals and am inspired to see if we can do something similar here at Culver City.
7	First let me acknowledge and appreciate the work that the LA County Human Relations Commission has done for many years.
8	I was blown away by reading the Strategic Plan and the vision for achieving the mission of promoting better human relations in Los Angeles County by working to transform prejudice into acceptance, inequity into justice, and hostility into peace. I love that your mission also includes language focusing on equity and uplifting and protecting our most vulnerable.
9	I have thoroughly reviews you draft strategic and think the LACCHR is on the right track. I can't wait to see this plan implemented and look forward to working with the county to help make my
11	Congratulations. The plan is both aspirational and practical.

General Recommending

1	from the ground, we can't tell which organizations are partnered with the HRC and the depth and reach that the HRC has in our communities. We recommend the HRC to make public its partnerships with community-based organizations, and to use its role as a central organizing agency to help us make connections across the county.
4	please take into "great consideration when doing your job" the human need for peace of mind and soul that come from clean air, open green space and sights of wildlife. Don't "support the exploitation of nature."
6	We are writing to urge LACCHR to explicitly consider and include people with disabilities in its 2022-2025 Strategic Plan. While we strongly agree with LACCHR's stated attention to race and ethnicity, we ask that the Strategic Plan go further, and engage in an intersectional analysis to more effectively identify issues and propose solutions. From our experience advocating for the liberation of our diverse communities of people with disabilities, we know that taking an intersectional approach renders the most expansive, effective, and efficient results towards interrupting the systemic oppression of marginalized people.
8	the only thing I see missing is a specific strategy on how you plan to engage the youth and future generations within this work. However, that can be addressed when identifying the organization's you plan to work with.
9	I would ask that you pay special attention to SPA 1 and the Antelope Valley section of district 5! My district and SPA is greatly under serviced compared to the rest of the county and it seems sometimes as if we have fallen through the cracks. The sheriff departments in Lancaster and Palmdale are like night and day Lancaster station seems disconnected from their community, while Palmdale Station is very much i touch with the community. Personal as a transgender person I would rather deal with the Palmdale station then I would with the Lancaster station as Lancaster has always to go when it comes to LGBTQA inclusiveness and race relations.

Mission, Vision, and Values pgs 2-3

7	One of the things that came to mind initially was to understand the difference between the work that ARDI (Anti-Racism, Diversity, & Inclusion) does and that of the Human Rights Commission. It seems that the work overlaps. The County may have defined the distinctions, and that might be a good thing to have explained on each of your websites: https://hrc.lacounty.gov and https://ceo.lacounty.gov/ardi/ The vision and core values statements of the proposed strategic plan are clear.
8	I feel like everyone having an "equal opportunity" throws me off a bit.

Definition pg 4

7	I wonder if the definition of "human relations" could be more succinct?
8	I love that you defined what you mean by human relations and including in your strategy the idea of responding to hate in a non violent way or "transforming hostility into peace"

Strategic Priority 1 pgs 5-6

2	I'm stumbling over the parenthesized content since those are programs not types of school. Does LA vs Hate run the Dream Resource Centers and the LA Co Community School Initiatives or partner with them? Maybe schools needs to be inside the parenthesis. something like ... "This priority will also build on our longtime work with young people, particularly students, through various initiatives (LA vs Hate, ARP-funded Dream Resource Centers, LA County's Community Schools Initiative, etc.)." Needs a period at after the end-parenthesis.
2	Goal 2 - For parallel construction, maybe at least "1" intervention that.. One-word numbers, like 3 and 1, are usually spelled out in text (also 3 and 15 on page 10).
3	In addition, we recognize that migration is a human right, and therefore support the fight for humane immigration reform and better treatment of those seeking asylum in our borders. Goal 1 - recommend removing the word "cultural" and inserting the word "migration"
7	It makes sense that the Commission can help prepare more people with the knowledge, skills, and abilities to respond to human relations issues. However, I'm not sure that the Commission can prepare more people with "values." We can state the values of the LA County Commission on Human Relations. Identify and influence those who impart values? Families, faith traditions, schools, media, and what else? 2 If I read Goal #2 correctly, the Commission will offer three informational and action planning events on different human relations topics/issues, and will be able to describe a Commission intervention that has contributed to significant positive change.

Strategic Priority 2 pgs 7-8

2	Goal 1 - I stumbled here on the three groups. You want to help the criminal justice system reform their treatment of three specific groups -- one group that is affected by housing insecurity, one group that is affected by policing inequity, and a third group affected by issues of fairness? Is there a list of the groups who meet these criteria? Are these distinct groups or is it possible that one group will meet all three criteria?
3	recommend adding "and immigration detention" to 5th sentence; change end of last sentence to: "that impact policing and immigration enforcement in LA County, such as the state's Racial and Identity Profiling Act Goal 1 - add "immigration status" to "repression based on race, class and other protected characteristics"
6	Strategic Priority 2 currently makes no reference to people with disabilities, even though disabled people, particularly disabled BIPOC, are dramatically overrepresented in the criminal legal system. In fact, according to the Bureau of Justice Statistics, people incarcerated in prisons are nearly three times as likely to report having a disability compared to the nonincarcerated population, and people incarcerated in jails are more than four times as likely. Additionally, people with disabilities have a higher cumulative probability of arrest than those without disabilities, and that probability increases disproportionately for disabled people of color.
7	It's critical that the Commission continue the work identified in the report "Redefining Policing with our Community." It may be enough to point out the need to address policing practices that undermine police-community relationships, without having to include, "triggered the largest episodes of largest racial/ethnic violence in the history of Los Angeles." Achieving major system reforms in three areas of the criminal legal system is an ambitious goal. It will be interesting to see how these areas are identified, what strategies would be implemented, and what measurements would constitute success. Yes! Chief Michel Moore has often asked for co-response services and/or non-law enforcement alternatives, citing the fact that police are not qualified to address things such as homelessness, mental health, substance abuse, and other non-criminal issues.
10	Promoting community safety more generally to support the public welfare could be a goal or separate priority. Make explicit statements about that. Helpful for staff to refer back to Strategic Priorities during external consultations and communications to tie work back into the bigger picture. "we must move beyond policing" sounds like abolition. Rewrite to say policing as only one public safety strategy. Goal 1 - Include court and justice system because plenty of bias present in those systems. Research study on how sports results impacted judge decisions. Highlight all the steps to include all players for systemic change.
11	The one topic I suggest could be added is LA County HRC leadership to educate local communities on how to access, interpret and use the AB953 Racial and Identity Profiling Act (RIPA) data to reform their local law enforcement agencies. Large law enforcement agencies (waves 1, 2 and 3) have already been mandated to collect officer stop data beginning in 2019, 2020 or 2021. Headlines have been made describing the reforms resulting from the use of these data. But the data don't speak for themselves. They need to be interpreted before they can be used. Wave 4 (smaller departments) are currently gathering their initial data for reporting to the State by April 1, 2023. They will need HRC support to enable reformers in these small cities leverage the data for change. Adding that commitment to the LA County HRC plan would be very welcome.

Strategic Priority 3 pgs 9-10

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1	We believe the HRC is uniquely positioned to facilitate the right level of government response when hate incidents and crimes do occur, and we hope that can be considered as part of the HRC's plans for the coming years. In May 2021, we reported seven (7) hate incidents against BLM protestors to the 211 LA County Anti-Hate hotline and received no follow up. While we understand the LA v. Hate campaign may have just been starting, launching a government program with no follow through deteriorates public trust in government systems and enables people to commit hate crimes knowing there will be no consequences. We are interested in the performance metrics of the LA v. Hate campaign, and whether the program has delivered results proportionate to the use of our public dollars. Related to hate crimes, we support the HRC's continued annual publication of the county's hate crime statistics. We are encouraged to see the HRC's goal to start reporting both hate crimes and hate incidents. We can appreciate the legal distinction between a hate crime and a hate incident, but believe the report should also contain an analysis of hate incidents. Police officers and prosecutors have large discretion in determining which incidents escalate to hate crimes, and may be politically motivated to not characterize incidents as hate crimes when they otherwise should. The tools available to police officers and prosecutors to analyze an incident as a hate crime are limited. For example, absent explicit racial epithets or symbols, crimes are rarely marked to be race-motivated. Yet racial animus can be expressed in more implicit or subtle ways. Furthermore, people's experiences with hate have little to do with the act's legal classification. We believe it would be worthwhile for the HRC to analyze hate incidents annually, with a comparison to hate crimes, and to provide the county with a more accurate picture of the intergroup tensions that exist in the county.
2	I love so much about this! I'm hanging on every brilliant word – transforming hostility into peace! Wondering about the use of hate v. bias. Many of the inequities, such as disproportional suspension rates for AA males, are likely due to bias, not hate. Hate is hard to measure, but bias and discrimination can be evidenced by their outcomes. Instead of adding longer prison sentences for perpetrators, which often has the unintended effect of increasing connections to racially based [should this be hyphenated?] gangs, we need to develop restorative justice programs that increase offender empathy for the victim and reduce recidivism. Your use of 'RJ programs' is excellent in this context. LAUSD promotes the term "restorative practices" because it's more expansive and includes prevention and community building, whereas restorative justice is responsive and is reserved for identified victim:perpetrator situations. We don't want to wait until there is a harm before we step up. Your HRC work is the epitome of restorative practices. We start with RP for all, then end up with RJ for some.
2	Goal 3 - Wonder about echoing the 'positive intergroup solidarity messages of unity and peace' that you state as priority 3 and ask to see more of those messages and actions, and the restorative approach you recommend in Priority 3. We tell our schools to focus on the desired replacement behaviors that they want to see more of, such as pro-social rather than anti-bullying. Anti-bullying messages increase divisiveness, anxiety and over-identification of bullying. Since no one self-identifies a bully, the message misses the intended target.
7	Strategic Priority #3 - The introduction seems to be aimed at traditional gang activity in "affected neighborhoods.". Is that correct? How could this section be edited to demonstrate the need to focus also on White Supremacist groups and individuals? All four of the goals are written broadly enough to incorporate data and solutions for addressing all hate acts.
10	Goal 3 - Make explicit that we are making improvements around outreach tools and strategies, not just numbers/reach.

Strategic Priority 4 pgs 11-12

2	This is the only place that the acronym "HRC" appears. Consider spelling it out. If you have the bandwidth, would love to see a little blurb on the history of LACCHR
6	We also ask that LACCHR recognize people with disabilities as invaluable stakeholders to engage with when it comes to Strategic Priority 4. A communications strategy which considers and accommodates the diverse, expansive needs of our disabled communities will, by nature, be extremely comprehensive.
7	I wonder if the strategic plan should define "human relations proficiencies" in this section.

Strategic Priority 5 pgs 13-14

7	By providing consultation and training to County agencies, cities, and organizations, the Commission expands its influence and strengthens their capacity to advance equity and promote positive human relations. An example: The Commission presented to the Burbank Human Relations Council in April 2021. They identified the fact that they still have a lot of work to do, "but it shifted the conversation and brought together many in our community who weren't talking to one another or listening to one another."
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Respondents	
1	Care First South Pasadena
2	Judy Chiasson LAUSD Commission on Human Relations, Diversity & Equity
3	Coalition for Humane Immigrant Rights of Los Angeles
4	Gary Devlin and Nienchuen Ku
5	Anissa Di Vincente Culver City Equity & Human Relations Advisory Committee
6	Kirsten Firstenberger Disability Community Resource Center
7	Carolina Goodman League of Women Voters of Greater Los Angeles
8	Lucy Herrera Legacy LA
9	Sky Jung Palmdale Human Rights Advisory Committee
10	Reid Wilson Long Beach Police Department Office of Constitutional Policing
11	Michele Wittig Santa Monica Coalition for Police Reform

Suggested Revisions to Proposed FY 2022-25 Strategic Plan

Results of 2022.12.12 Meeting

Pg 2

Current

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.

Suggested Revision

OUR MISSION To promote better human relations in Los Angeles County and help build vibrant, thriving communities by working to transform prejudice into acceptance, inequity into justice, and hostility into peace.

Suggested Revision

- Human relations are at their best because fundamental human rights have been met for everyone and all groups, including equitable access and opportunity to meet our most basic human needs for safety, food, clothing, shelter, ~~access for persons with disabilities~~, education, health care, free expression, and a voice in governance.

Pg 4

Current

Our use of the term “human relations” includes 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 genuine equity and a fair opportunity for those who are being excluded or have been disadvantaged.

Suggested Revision

“Human relations” is the study and promotion of healthy interpersonal and intergroup relationships, through both intervention and prevention, to foster enthusiastic regard for social diversity, promote productive management of conflict, promote respect for and fulfillment of human rights for all, and ensure equitable distribution and use of power. Human relations specialists help bridge separations between groups so they value their differences and trust one another’s intentions for collaboration to generate genuine equity and fair opportunity for those who are being excluded or have been disadvantaged.

Key features of human relations work are highlighted in our establishing ordinance and include

- Eliminating prejudice, intolerance, discrimination, inequity, and their effects
- Promoting public health, welfare, and security
- Promoting good will
- 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
- Identifying and ameliorating human relations problems

Pg 5

Current

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.

Suggested Revision

Human relations in Los Angeles County are constantly shifting, continually confronting us with new challenges and offering new opportunities. The county ordinance establishing the LACCHR requires that we address discrimination and inequity broadly. To fulfill this assignment, we must maintain awareness and agility in identifying and responding to human relations issues and cultural shifts as they emerge. Examples of such matters include the impact of the pandemic on social isolation and targeted communities, change efforts to address housing insecurity, ~~the disproportionate impact of environmental hazards~~environmental justice, the influence of social media on intergroup relations, justice for persons with disabilities, just immigration policy, and the distinct needs and potential of young people. Adequate response to these and other emerging issues will require ongoing attention to indicators that serve as vital signs of racial equity in our county, hate crime and hate incident data, and narratives and communications from key community partners.

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Suggested Revision

Racial discrimination and other inequities in our criminal justice systems are among the greatest barriers to our mission of “transforming inequity into justice.” Fundamental human rights are at issue when the likelihood of police misconduct, violence, or recidivism in LA County is tied to one’s race, gender, disability, or other protected characteristic. We must strategically work to break the cycle of incarceration by addressing root causes of violence in LA County and investing in communities suffering from violence. We must denounce racial and identity profiling among other police practices that undermine positive police-community relations and have triggered the largest episodes of violence in the history of Los Angeles. To eliminate systemic discrimination in our justice systems, we must uplift the community safety continuum that includes non-police agencies responding to crises and addressing the challenges experienced disproportionately by people of color, especially those who are justice-involved. We must also challenge systemic discrimination in our school disciplinary systems which have led to the overrepresentation of young people of color in the school-to-prison pipeline. In doing so, we must invest in building community safety strategies that center trauma-informed and harm-reduction approaches in crisis management and conflict resolution. We want to build on our seminal report, “Redefining Policing with Our Community,” which details action recommendations we intend to advance. We will not be limited to any single law enforcement agency that operates within LA County, but we will turn our attention to whichever agency that is in need of change in its policies, practices, and procedures. We will work in concert with other LA County efforts and entities on all the above-cited issues, ~~including racial profiling and the deadly impact of implicit biases in policing.~~

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Goal 2

Suggested Revision

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.~~

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Suggested Revision

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 transformational and socially responsible ways. “Transforming hostility into peace” requires that we build on and advance beyond current efforts. ~~Instead of relying solely on law enforcement 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 and~~ communities instead of relying solely on law enforcement to respond to hate crime based on race, ethnicity, national origin, religion, sexual orientation, gender, immigration status, and/or disability. ~~Instead of adding longer prison sentences for perpetrators,~~ We need to develop restorative justice programs that increase offender empathy for the victim and reduce recidivism instead of adding longer prison sentences for perpetrators. ~~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 and encouraging media not to cover violent hate crime in ways that fuel intergroup tensions.

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Suggested Revision

The LACCHR has faced major changes and transitions in recent years. 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 our 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.

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Current and Suggested Revision

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 By March 30, 2023, 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 By June 3, 2023, establish metrics to track responses from LA County Board offices and other stakeholders to communications from the Commission and staff.

Motion on Office Location of the LA County Commission on Human Relations

(Adopted by the Commission on December 5, 2022)

The Commission on Human Relations staff, along with the entirety of the WDACS (Workforce, Aging and Community Services) staff, spent several months preparing to move from the aged county building at 3175 W. Sixth Street (slated for demolition), to the new county “Vermont Corridor” building at 510 S. Vermont. The Commission, along with the rest of the then-WDACS staff, officially moved in to the Vermont Corridor building on or about July 2020.

Historically, the Commission’s offices were for decades at the County’s Hall of Records building, 320 W. Temple Street, 11th floor, Suite 1184, next to the County Hall of Administration. In 2009, the Commission became part of the LA County Department of Community and Senior Services (CSS), which later became renamed WDACS.

In the summer of 2009, all of the Commission’s staff, files, records and offices were moved to 3175 W. Sixth Street (between Vermont Blvd and Shatto Place). In the process, the number of workspaces (a combination of cubicles, desks, offices) for all WDACS staff, including the Commission’s, was reduced to about 2 Commission staff for every workspace. This sharing of workspaces has sufficed because of the pandemic restrictions leading to Commission staff mostly teleworking from home offices. However, as the pandemic restrictions lessen, more staff return to working more days at the office, and the staffing vacancies are filled, so will the increased use of office space.

After the Commission moved into the new Vermont Corridor building, staff were informed that we would be remaining there for the foreseeable future. Relying upon those assurances, Commission staff have spent considerable time and effort to 1) establish their work spaces and offices, 2) ensure connectivity to the internet and County intranet, as well as printers, and 3) to learn and operate the systems and IT equipment for use in work meetings, particularly the regularly held Commission meetings so that will accommodate the new hybrid in-person/online Teams meetings.

Therefore, the Commission resolves that the Commission offices’ location remains where they are presently, in the currently assigned offices and workstations on the 11th floor of the Vermont Corridor building at 510 S. Vermont Ave., unless and until an equally suitable location is recommended by the Commission and its staff.