



## COMMISSION ON HUMAN RELATIONS

### LOS ANGELES COUNTY

*"Enriching lives through effective and caring service"*

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Chief Executive Officer

March 28, 2024

## MEMORANDUM TO THE COMMISSIONERS

FROM: Ilan Davidson, President

SUBJECT: Commission Meeting- Monday, April 1, 2024

Our Commission will meet on Monday, April 1, 2024 from 12:30 p.m.-2:00pm at 510 S. Vermont Ave., 9th Floor, Press Room, NK02, Los Angeles, California 90020.

You may also join meeting **Via Teams Calendar Invitation** [Click here to join the meeting](#). If you are unable to do so, you may Dial: [+1 213-204-2512,,980587174#](tel:+12132042512)  
Phone Conference ID: 980 587 174#

Please Post Agenda in your location.

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

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

If you are unable to join the meeting, please call me at (213) 304-4180 no later than 9:00 a.m., Monday, April 1, 2024.

*Siranush Vardanyan*

(213) 304-4180

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



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

## AGENDA

### MEETING OF THE COMMISSION

Monday, April 1, 2024 – 12:30-2:00 pm

LA County Vermont Corridor 1 Bldg.- 510 S. Vermont Ave.- LA, CA 90020

Press Room on the Terrace Level, 9<sup>th</sup> Floor

Also via MS Teams Video and Audio Conferencing [213-204 2512,,980587174#](#) [Click here to join the meeting](#)

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

- 1. Call to Order and Land Acknowledgment (12:30)**
- 2. Review & Approval of March 4, 2024 Meeting Minutes\***
- 3. President's Report (12:33)**
  - 3.1. Spotlight on a Partner: Jewel Forbes, LA County Office of Education
  - 3.2. San Pedro Community Unity Event - May 19, 2024, 4 p.m.
  - 3.3. Crisis for Unhoused Families
  - 3.4. LA County Commission for Women's Awards event of March 18<sup>th</sup>
- 4. Executive Director's Report (12:45)**
  - 4.1. Anti-Black Hate Campaign feasibility report, San Gabriel City's human relations commission, Board motion on identity-based hate\*, Hate Crime Forum in El Monte\*, Racial Justice Learning Exchange Forum on School-to-Prison Pipeline\*
  - 4.2. Communications Update - PIO Tony Cowser
  - 4.3. Other Program and Administrative Updates
- 5. Committee Reports (12:55)**
  - 5.1. Transformative Justice Committee (Gunning)
  - 5.2. Policy and Advocacy (Legislation) Committee (Montaño)
  - 5.3. LA vs Hate Committee (Montaño)
- 6. Public Comment (3 minutes per person) (1:05)**
- 7. Action/Discussion Items (1:10)**
  - 7.1. Ratification of Commission Message to San Gabriel City Council\*
  - 7.2. Creation of the Nominations Committee – to return at May meeting with proposed slate of nominations for Commission officers for FY 2024-25
  - 7.3. Continuing Mid-Term Review of Progress on Commission's Strategic Plan\*
  - 7.4. Commission follow-up on LA vs Hate report
  - 7.5. Collaboration with County Office of Anti-Racism, Diversity and Inclusion (ARDI)
- 8. Commissioner Announcements (2 minutes per Commissioner) (1:55)**

## 9. Adjournment

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

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

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

Note: The following Commissioners will be participating by teleconference communication from the following corresponding locations: Mr. Dandy De Paula, 21815 Pioneer Blvd., Hawaiian Gardens, CA 90716; Mr. Jason Moss, 114A West Lime Avenue, Monrovia, CA; [Ms. Lisa Dabbs, 6528 Greenleaf Ave., Whittier, CA 90601]



# Los Angeles County Commission on Human Relations

510 South Vermont Avenue, 11<sup>th</sup> floor  
Los Angeles, California, 90020  
[www.lahumanrelations.org](http://www.lahumanrelations.org)  
(213) 738-2788

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[DRAFT] MINUTES  
COMMISSION ON HUMAN RELATIONS  
Meeting of March 4, 2024  
Via Microsoft Teams Video & Audio Conferencing

PRESENT:	Helen L. Chin	Kevork Keushkerian
	Ilan Davidson	Preeti Kulkarni
	Dandy De Paula	Guadalupe Montaña <sup>2</sup>
	Azusena Favela	Fredrick Sykes
	Jeanette Ellis-Royston	Gay Yuen
	Derric Johnson <sup>1</sup>	
STAFF:	Pierre Arreola	Robin Toma
	Yvette Baharyans	Siranush Vardanyan
	Tony Cowser	
	Robert Sowell	

- 1. Call to Order and Land Acknowledgment of Indigenous Peoples:** Commission President Ilan Davidson called the meeting to order at 12:43 p.m. with a quorum in attendance. He began with recognizing 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 multi-generational 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 Fernandeno 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, and 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](http://lanaic.lacounty.gov).
- 2. Review & Approval of February 5, 2024 Meeting Minutes:** The motion to approve the minutes of the Commission meeting of February 5, 2024, as presented by Vice-President/Secretary (VP-Sec.) Isabelle Gunning, was made by Commissioner Preeti Kulkarni and seconded by Commissioner Fredrick Sykes. The motion passed unanimously, with Commissioner Kevork Keushkerian abstaining.

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<sup>1</sup> This commissioner was not counted for quorum or voting purposes because they were unable to provide they participated via video-conference and their location address was not provided timely to post on the public meeting agenda.

<sup>2</sup> Same as footnote 1.



### **3. President's Report**

#### **3.1 Spotlight on new staff: Yvette Baharyans, Training Team**

President Davidson introduced New Staff Yvette Baharyans. Ms. Baharyans shared that she is delighted to be working with “the dream team” at the Human Relations Commission. Ms. Baharyans shared her professional background in the mental health sectors as a licensed mental health clinician with over 15 years of experience. She has worked with over 14,000 clients in different group practices. Ms. Baharyans said that through understanding her experience and practicing Cognitive Behavior Therapy, Dialectical Behavior Therapy, and Eye Movement Desensitization and Reprocessing (EMDR) therapy, and Desensitization Therapy, she can leverage her expertise to foster an understanding of a more conscious understanding of how to live life with the people she comes into communication. Ms. Baharyans said she is eager to leverage her expertise to raise awareness of implicit biases, foster a more conscious and inclusive environment, and feels honored and excited to collaborate with the senior experts of the Commission to contribute to a better future for all. The Commissioners took turns welcoming Ms. Baharyans to the Human Relations Commission.

**3.2 San Pedro Community Unity Event in May/June:** President Davidson reported that a few months ago, someone painted a swastika on a man's car in San Pedro, and it was initially believed to be antisemitic, but turned out to be anti-Black in motivation. This spurred the community to unite against that hate incident, and to create an event in the San Pedro area. President Davidson shared that the event will likely be in the month of May or June, and hopefully there will be representatives of LA vs Hate and 211 as well as the Commission as more people need to know about reporting hate to LA vs Hate.

**3.3 Crisis for Unhoused Families:** President Davidson explained that there is currently a serious crisis going on right now for unhoused families- and has specifically skyrocketed for families with children. President Davidson shared that this information has been brought to the Commission's attention and assistance is needed to come up with a resolution to provide more assistance to families who have hardships getting housing in some of the settlement centers which have available beds. He asked if we can try to find a way to remove some of the red tape that is perhaps getting in the way of families being able to get housed. ED Toma said he would reach out to the head of the County's Homeless Initiative to get answers.

### **4. Executive Director's Report**

**4.1. Board motion, Commission's suburban policing data report, Network Against Hate Crime and Sacramento Meetings, and Racial Justice Learning Exchange:** ED Toma began his report by sharing that Commissioner Keushkerian's speech at the Board of Supervisor's meeting was printed in the Armenian Mirror-Spectator newspaper and congratulated him. ED Toma continued by sharing that the Board of Supervisors passed a motion which specifically asked the Commission ED to provide a feasibility plan for creating an anti-Black racism campaign part of a motion for LA County's African American History Month. ED Toma also reported that the LA Times front-page placement of the Commission's release of the report on suburban policing data had generated some critical responses from some of those cities, and staff are working on addressing those. ED Toma reported that the Network Against Hate Crime held its quarterly meeting, featuring presentation of our Commission data; Brian Levin presenting more recent data from select major cities, particularly Los Angeles; and Ron Wakabayashi spoke about the campus conflicts since the Israel-Hamas war, and the efforts to provide

guidance to campuses. Also, ED Toma reported on his recent trip to Sacramento and meetings with the Chief Equity Officer of the State of California to discuss what we are doing in LA County; with the Assembly Speaker's lead staff for the Black, Latino, and Asian caucuses on statewide support for innovative transformational strategies for stopping the rise in hate; and with the state senator's staff which authored the anti-caste discrimination legislation, which has been considered for LA County. ED Toma reminded all about the upcoming Supervisor Mitchell's Racial Justice Learning Exchange event on dismantling the school-to-prison pipeline, at which he and other county government leaders are participating.

**4.2. Communications Update with PIO Tony Cowser:** PIO Cowser provided a media monitoring report on the Commission's press release that identified racial disparities in suburban police department arrests; among Black and Latino residents in Northeast Los Angeles: Glendale, Pasadena, and South Pasadena. PIO Cowser indicated the news coverage was great and was featured in the Los Angeles Times, ABC News, Channel 7, and KNX Radio as well as Black and Latino media publications. PIO Cowser suggested approaching law enforcement allies in advance of a press release where the coverage highlights information that police departments find critical or are reluctant to discuss publicly.

**4.3. Other Program and Administrative Updates:** ED Toma shared several updates, including that both Grace Lowenberg and Sharon Williams - key administrative staff – are off work for an extended period, leaving only Siranush Vardanyan. Also, the staff will be moving offices soon from the 11<sup>th</sup> to the 15<sup>th</sup> floor of the Vermont Corridor building, in which the Commission meetings take place, and expressed appreciation to AED Sowell for shepherding this last phase of the process.

## **5. Committee Reports**

**5.1 Transformative Justice Committee:** There is no report at this time.

**5.2 Policy and Advocacy (Legislation) Committee:** Committee Chair Guadalupe Montaña stated that there is no report at this time.

**5.3 LA vs Hate Committee:** Committee Chair Guadalupe Montaña stated that there is no report at this time.

**6. Public Comment:** No public comments.

## **7. Action/Discussion Items**

**7.1 Continuing Mid-Term Review of Progress on Commission's Strategic Plan:** Staff Transformative Justice team leader/manager Pierre Arreola shared his screen to show the Commission's Strategic Plan priority goals. achieving a major system reform to produce more equitable treatment in L.A. County criminal justice systems for at least 3 groups; the second goal is to 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. Team leader Arreola presented slides showing the major policy changes that have and are being achieved, and also on the supervisorial districts in which the team's consultations and trainings have been carried out. Several commissioners commented positively on the report, and a suggestion was offered to ensure that the hate crimes that are reported to 211 are also reported to the police.

**7.2 Commission follow-up on LA vs Hate report:** ED Toma explained that HRC is preparing to release the report on the annual LA vs Hate and working on the press release. We will be having several celebrities and partners do anti-hate PSAs to be released, in addition to three PSAs with our partner Truth and Accountability League. Lastly, ED Toma reminded Commissioners to look for opportunities to give their thoughts about ways in which individuals can be reached in all the different parts of the county to have knowledge on how to report hate incidents and hate crimes.

**7.3 Collaboration with County Office of Anti-Racism, Diversity, and Inclusion (ARDI):** ED Toma explained the impact that we have in our communities through our work and asked Assistant Executive Director (AED) Robert Sowell to share information on our collaboration with ARDI. AED Sowell explained that HRC was involved with an interdepartmental countywide equity initiative before the summer of 2020 doing different trainings when ARDI was initiated; HRC continues to be in a very close collaboration with them. Currently, we are helping to lead the effort under their direction and provide support as identified most helpful, as our staff is part of the Technical Assistance group for ARDI.

- 8. Commissioner Announcements:** Commissioner Yuen shared that she will be visiting New Orleans in memory of World War II veterans. Additionally, Commissioner Ellis-Royston passed around a flyer to invite everyone to the Harriet Tubman Unity Walk, organized by African American Advisory Alliance, which will be held in Pomona on March 9<sup>th</sup> at 10am, beginning at the Alliance Community Cultural Center. Lastly, Commissioner Ellis Royston shared that last month, NAACP hosted their fifth Freedom Fund event, and it was fantastic.
- 9. Adjournment:** President Davidson invited a motion to adjourn in memory of the World War II Chinese American Veterans. Commissioner Yuen moved the motion and Commissioner Kulkarni seconded it. The motion passed unanimously with no objections.

Respectfully submitted,

Isabelle Gunning  
Commission Vice President-Secretary

AGN. NO.

**REVISED MOTION BY SUPERVISORS HOLLY J. MITCHELL  
AND LINDSEY P. HORVATH**

March 19, 2024

**Combatting Identity-Based Hate in Los Angeles County through a Comprehensive, Proactive, and Equitable Strategy**

The County of Los Angeles (County) has taken meaningful steps towards combatting hate crimes and incidents across diverse communities. The Human Relations Commission (HRC) produces an annual hate crimes report and leads the County’s LA vs Hate education and reporting program. The LA vs Hate reporting system has provided an innovative and successful platform for victims to report hate crimes outside of law enforcement agencies, leading to an increase in hate crime reporting amongst vulnerable communities. In previous years, the County has also elevated the needs of specific communities facing spikes in attacks – such as a motion focused on Asian American, Native Hawaiian, and Pacific Islander communities in 2021<sup>1</sup> and a motion focused on Transgender, Gender Non-Conforming, and Intersex communities in 2022.<sup>2</sup> In recent months, the County Board of Supervisors (Board) also passed motions focused on “Increasing Jewish Community Safety throughout Los Angeles County”<sup>3</sup> and strengthening the County’s “Emergency Response, Notifications, and Protections for

<sup>1</sup> <https://file.lacounty.gov/SDSInter/bos/supdocs/155178.pdf>  
<sup>2</sup> <https://file.lacounty.gov/SDSInter/bos/supdocs/175391.pdf>  
<sup>3</sup> <https://file.lacounty.gov/SDSInter/bos/supdocs/188180.pdf>

- MORE -

MOTION

SOLIS	_____
MITCHELL	_____
HAHN	_____
BARGER	_____
HORVATH	_____

Sensitive Sites.”<sup>4</sup>

However, despite the breadth of strategies and programming, hate and discrimination continues to rise in the County. The HRC’s 2022 Hate Crime report<sup>5</sup> released on November 29, 2023, found that hate crimes reached their second highest level in two decades, increasing 18% from 2021 to 2022, and nearly three-quarters of the crimes were violent in 2022.<sup>6</sup> The report also found that Black Americans were disproportionately targeted: although only comprising about 9% of the County’s population, Black Americans comprised 53% of racial hate crime victims in 2022. Officials have also reported a significant spike in hate crimes against Palestinian, Muslim, Arab, and Jewish residents since the Israel-Hamas war began. According to internal Los Angeles Police Department data that compared hate incidents from October 6-November 27, 2023 to the same months in the previous year, there was a 700% increase in hate incidents against Muslim, Arab, and Palestinian residents, and a 200% increase in hate incidents against Jewish residents.

Thus, the County must do more to prevent identity-based hate with a holistic, proactive, and equitable strategy. Although there are a range of County departments and entities involved in existing efforts – including the HRC, the Anti-Racism, Diversity, and Inclusion (ARDI) Initiative, the Office of Violence Prevention, the Chief Executive Office (CEO) – Office of Emergency Management (CEO-OEM), and the Los Angeles County Sheriff’s Department (LASD) – the initiatives are frequently siloed, and motions adopted by the Board often respond to specific incidents in one community. A more coordinated approach to align existing initiatives and their implementation across County departments is needed. Further, the County also requires a centralized strategy to proactively tackle deeply rooted, systemic issues of hate and bias that impact all vulnerable communities.

Such an approach would enable the County to approach these challenges

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<sup>4</sup> <https://file.lacounty.gov/SDSInter/bos/supdocs/188025.pdf>

<sup>5</sup> [2022 Hate Crime Report \(kc-usercontent.com\)](https://www.kc-usercontent.com/2022-Hate-Crime-Report)

<sup>6</sup> This data should be considered in the context of LA County’s successful LA vs Hate system, which has contributed to the increase in reported hate crimes in recent years. However, hate crimes have risen in neighboring jurisdictions (that don’t have the LA vs Hate system) so experts believe there is still an upward trend in actual hate crimes (not just reported crimes) in LA County.

holistically and promote solidarity within and across its diverse communities. Given its mandate of advancing a range of anti-racist and inclusion efforts across the County and its cross-departmental position within the CEO's office, ARDI is best suited to play this critical leadership role in convening stakeholders, developing a Countywide proactive strategy, and overseeing the implementation of the County's anti-hate agenda.

**I WE THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:**

1. Direct the Chief Executive Office (CEO), through the Executive Director of Racial Equity for the County's Anti-Racism, Diversity, and Inclusion (ARDI) Initiative to collaborate with the Human Relations Commission, the Department of Public Health's Office of Violence Prevention, the CEO Office of Emergency Management, the Department of Mental Health and request the Los Angeles County Sheriff's Department and the District Attorney's Office, in consultation with County Counsel, and other relevant County entities and community stakeholders, and report back to the Board in writing in 180 days on:
  - a. A landscape assessment of the current strategies and initiatives the County is taking to prevent and combat identity-based hate and their associated outcomes;
  - b. Recommendations on how the County can take a more comprehensive, proactive, and equitable approach to mitigating bias and preventing identity-based hate and violence, including the development of key outcome goals and priority issues to meet the needs of different communities;
  - c. Recommendations on how the County can better centralize, coordinate, and operationalize its strategies to prevent and combat identity-based hate and violence;
  - d. Recommendations on how County departments and partners can better promote LA vs. Hate's reporting system to impacted communities, and how departments can better coordinate providing culturally sensitive assistance to hate victims that are identified and connected to the County through LA vs Hate;

- e. Research on how the County can learn from other jurisdictions and adopt new evidence-based initiatives and strategies, such as Los Angeles City's New Hate Incidents System and West Hollywood's Community Safety plans; and
  - f. Estimated budget required to implement the expanded, holistic anti-hate strategy with recommendations on long-term, sustainable funding sources for this strategy, including for the County of Los Angeles Equity and Diversity Fund.
- 2. Delegate authority to the CEO to apply for and accept local, state, and federal grants to support the County's anti-hate efforts to prevent, address, and end hate, bias, discrimination, and xenophobia against marginalized communities, as well as celebrate the contributions of these communities. Also, delegate authority to the CEO to execute any agreements funded by these grant funds provided that any such agreements are approved as to form by County Counsel.
  - 3. Direct the CEO's Legislative Affairs and Intergovernmental Relations Branch to support state and federal legislation that seeks to mitigate bias within the County workforce, prevent discrimination and hate crimes, increase human relations education and training, and enhance communities' capacity to effectively address intergroup relations issues.

# # #

(SH)



[https://www.calonews.com/communities/el-monte/el-monte-hosts-forum-on-hate-crimes-and-how-to-report-them/article\\_1702bd82-e887-11ee-9619-c748f78a5458.html](https://www.calonews.com/communities/el-monte/el-monte-hosts-forum-on-hate-crimes-and-how-to-report-them/article_1702bd82-e887-11ee-9619-c748f78a5458.html)

EDITOR'S PICK

## El Monte hosts forum on hate crimes and how to report them

By Brenda Fernanda Verano

Mar 25, 2024



El Monte's hate crime forum hosted about 80 attendees and offered translation services throughout the meeting. *Photo by Brenda Verano*



A hate crime forum intended to raise awareness, foster community support and advocate against hate-motivated offenses was held in El Monte on March 20, a city where 72% of its population is Latino.

The two-hour forum was broken down into different sections and participants were able to learn about the federal overview of hate crime laws and investigations and get a deeper understanding of the statistics on hate crimes in Los Angeles County. Presenters also provided community, city and federal resources available to victims of hate incidents or hate crimes.



According to a report that Marshall Wong, L.A. County human services administrator, presented at the forum, the second-largest group of victims of racial hate crimes in 2022 were Latinos.

Similar to the previous year, Latinos were targeted in 22% of racial hate crimes. Anti-Latino crimes rose 3% from 117 to 121. In 73% of these crimes, specifically anti-Mexican slurs were employed.

The report also stated that Latinos are less likely to report crimes because of a distrust in law enforcement or concerns about immigration status, something that Wong also expressed on Wednesday's forum. "We believe underreporting increases when there are barriers like linguistic and cultural isolation, fear about immigration status or lack of understanding and suspicion about law enforcement systems," he said.

Reported hate crimes in L.A. County rose to their highest level in 21 years in 2022, jumping 18% from the previous year, according to the latest data published last November.

The L.A. County's Commission on Human Relations Hate Crime Report is released annually and the 2023 hate incidents and crimes are currently being accounted for.

Wong, who is the principal author of the annual report, said the commission has been collecting and analyzing hate crime data since 1980. "Only half of the hate crimes are ever reported to law enforcement so we believe our report only covers the tip of the iceberg," Wong said.

According to the report, race was by far the most common motivation, constituting 57% of all hate crimes in 2022, a 14% jump from the previous year. In addition, hate crimes in which anti-immigrant slurs were used continued to climb 12% and the 94 crimes comprised the largest number ever recorded. The report also showed that the largest number of hate crimes took place in the Metro Region, which stretches from West Hollywood to Boyle Heights, followed by the San Fernando Valley.

The event, which the El Monte Police Department organized along with the Department of Justice (DOJ), the Federal Bureau of Investigation (FBI), the U.S. Attorney's Office and the Los Angeles District Attorney's Office (LADA), was held at Lambert Park.

Lambert Park's gym held approximately 80 attendees, consisting of community members from law enforcement, attorneys, community advocacy organizations, and other groups who came together to talk about the impacts of hate crimes locally, statewide and nationally.

"Every day we witness the devastating impacts of hate-fueled violence on individuals, families and entire communities. These reprehensible acts are not only assaults on individual victims, they're assaults on the principles of equality, tolerance and respect that form the foundation of our democratic society," Jake Fisher, El Monte Police Chief, said. "We also recognize the importance of prevention and community engagement, which is why we are here today. We strive to build trust and partnerships with all members of our community, particularly those who are vulnerable to hate-motivated violence."

Fisher also mentioned that El Monte Police has been offering their officers ongoing cultural training and education for law enforcement to combat systemic inequalities and biases that perpetuate hate and discrimination, and assured attendees that they will continue to do so.



The forum was held inside Lambert Park's gym. *Photo by Brenda Verano*

The forum also featured speakers from the Office of the United States Attorney for the Central District of California and the Federal Bureau of Investigation (FBI), who talked about the importance of reporting hate crimes and federal discrimination laws that protect everyone against discrimination in areas such as housing (the Fair Housing Act), education (the Civil Rights Act and Title IX), public accommodations (the Civil Rights Act of 1964, Title VI), voting (the Voting Rights Act) and employment (the Civil Rights Act of 1964, Title VIII).

Assistant U.S. Attorney Kathrynne Seiden prosecutes several federal hate crimes that take place in California. She said reporting and prosecuting hate crimes is important not only because violent perpetrators are off the streets but also because it is important to send a message that the rest of the community does not stand for that type of sentiment.

"It's not just the victim of the hate crime that is impacted; many times it's the entire community, everyone who shares that space with the victim of that specific hate crime, whether it's locally or even nationwide," she said. "Sometimes that's usually the intent of

a hate crime: to scare people, to make a statement against the people who share that trait that they are not welcome in that community.”

Supervisory Special Agent Allan Roth Mackins from the FBI said that “all doors are open when it comes to reporting a crime” and incentivizes everyone who has been a victim or witness of a crime to file a report, which can also be done anonymously.

Mackins explained that although the FBI only investigates and prosecutes federal hate crimes, people are encouraged to report them to the FBI or any other local or statewide law enforcement agency. “When [someone] comes to the FBI, my agents look into it as thoroughly as we can, and then we decide if they get brought back to the local district attorney’s office or city attorney’s office and tell them, ‘Hey, I think you got a local hate crime case; let me make sure that gets persecuted and that the evidence is used to get justice,’” he said.

At the end of the forum, attendees were presented with resources to report and seek assistance when it comes to hate crimes or incidents. One of the resources listed was CA vs Hate, a new multilingual statewide hotline and online portal that provides a safe, anonymous reporting option for victims and witnesses of hate acts. CA vs Hate was officially launched in May 2023 and is led by the California Civil Rights Department. Hate crime survivors living in a part of the Golden State can anonymously call 1- 833-866-4283 (1-833-8-NO-HATE) and receive support services from CA vs Hate care coordinators, who are on duty Monday through Friday from 8 a.m. to 6 p.m.

Another local resource is LA vs Hate, a community-centered system designed to support all residents and communities targeted for hate acts in LA County. Anyone may report anonymously and receive access to additional community-based and crisis care resources. In addition, information about hate crime incidents or crimes may be submitted anonymously online or by calling 2-1-1. Visit the LA Civil, Human Rights, and Equity Department’s resource page [HERE](#) for additional state and legal resources.

Any victim of or witness to a hate incident or crime in California can report it and receive support by calling 833-8-NO-HATE; (833) 866-4283 Monday – Friday from 9:00 am – 6:00 pm. If outside of those hours, you can leave a voicemail, or you can call 211 to report hate and seek support. For individuals who want to report a hate crime to law enforcement immediately or who are in imminent danger, please call 911. For more information, please visit [stopthehateca.org](http://stopthehateca.org)

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# BREAKING THE SCHOOL-TO PRISON PIPELINE

*THE PROBATION OVERSIGHT  
COMMISSION WILL BE HOSTING TWO  
TOWN HALLS:*

**OPPORTUNITIES TO REDUCE JUVENILE  
DETENTION: EXAMINING THE  
DETENTION PROCESS**

**APRIL 2ND 6:30 P.M.**



**DEVELOPING A SCHOOL RESOURCE  
DEPUTY COMPLAINT SYSTEM**

**APRIL 17TH 6:30 P.M.**



**PROBATION  
OVERSIGHT  
COMMISSION**  
OF LOS ANGELES COUNTY



## COMMISSION ON HUMAN RELATIONS

### LOS ANGELES COUNTY

*"Enriching lives through effective and caring service"*

#### Human Relations Commissioners

Ilan Davidson  
President

Isabelle Gunning, Esq.  
Vice President/Secretary

Derric J. Johnson  
Fredrick Sykes

#### Vice Presidents

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Chief Executive Officer

March 26, 2024

On behalf of the L.A. County Commission Human Relations and its President Ilan Davidson, I write to express our opposition to the proposal to terminate the City of San Gabriel's Human Equity, Access and Relations Commission (HEAR Commission).

We respectfully ask that your Council consider other alternatives to addressing its concerns, other than the drastic step of elimination. To eliminate the HEAR Commission will likely be perceived as a rejection of all the work it has done to promote inclusion and belonging of vulnerable people, targeted because they represent a minority race, religion or sexual orientation. Although not intended, that action will embolden residents who do not want to welcome a diverse community to your city, to openly express hostility and even acts of hate.

Our Commission's mission is to transform prejudice into acceptance, inequity into justice, and hostility into peace. As the agency which has been tracking hate crimes for the entire county of Los Angeles, we are well aware of the growth in hate targeting Blacks, Latinas/os, Asian/Pacific Islanders, the Jewish community, the LGBTQ+, the Muslim communities, and many others. We believe the political environment in the coming months and years will necessitate a government-supported body that can provide you feedback from the city's most vulnerable populations. During these heated times, the HEAR Commission is needed more than ever to help promote healthy intergroup relations of civility and respect for many groups targeted for hate; to pursue difficult conversations needed to reach a mutual understanding; and to provide advice to the City on ensuring a sense of belonging for all those who experience vulnerability to hate, hostility and discrimination because they are not of the dominant races, religions, sexual orientations and gender identities.

One of the greatest challenges we all face in these times is recognizing the full impact of our personal actions and words. This is particularly true for the elected leaders of a government, who, like any human being, are personally affected by what they experience in their official role. However, what might seem appropriate to do in a personal or even professional relationship, may be a mistake for a public leader of government, which should consider the weight of the responsibility and the larger impact of their actions.

Eliminating the HEAR Commission will have very harmful consequences to vulnerable residents in San Gabriel because of its actual and symbolic impact. We hope that you will take up our offer of

assistance to explore alternatives to its elimination of the HEAR Commission, and continue to be with us in our collective responsibility to end hate violence in our County.

**BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES**

866 KENNETH HAHN HALL OF ADMINISTRATION / LOS ANGELES, CALIFORNIA 90012 / (213) 974-1111



**HILDA L. SOLIS**  
SUPERVISOR, FIRST DISTRICT

March 19, 2024

Honorable Members of City Council  
City of San Gabriel  
425 S. Mission Dr.  
San Gabriel, CA 91776

Dear Members of the San Gabriel City Council,

The San Gabriel Human Equity, Access and Relations (HEAR) Commission was created at a time of reckoning for social justice and equity across the country in the aftermath of the murder of George Floyd. The Commission was one of the first of its kind in the San Gabriel Valley and has served as a model for surrounding cities seeking to make their local governments more accessible and equitable for all residents. My office has supported the work of the HEAR Commission and was thrilled to recognize them in May 2023 for their partnership with the Asian Youth Center in combating anti-AAPI hate.

To this end, I strongly urge the city to decide against the dissolution of the HEAR Commission. The Commission provides a necessary perspective that helps ensure that marginalized voices are heard in local government. Their work creates safe spaces for the discussion of issues impacting residents and visitors. These issues include race, gender, sexual orientation, disability, age, religion, and other diverse identities. The HEAR Commission makes San Gabriel a more engaging and welcoming community, and advances many of the values my office and I fight for across the First District of the County of Los Angeles.

Maintaining and strengthening the Commission, instead of seeking to dissolve it, is an opportunity for the City of San Gabriel to continue to be leaders in the San Gabriel Valley on civic engagement, inclusion, and mutual respect. I stand in solidarity with community leaders and support the communities that are working to foster the inclusivity that the Commission advocates for in the City of San Gabriel and firmly oppose its dissolution.

Sincerely,

A handwritten signature in black ink that reads "Hilda L. Solis". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

**HILDA L. SOLIS**  
Supervisor, First District  
Board of Supervisors



## THE HEAR COMMISSION

The Human Equity, Access, and Relations (HEAR) Commission was created in October 2020 and serves as an advisory body to the City Council. Its purpose is to “advance and advocate for equity, access, diversity, social justice, safety, mutual appreciation, increased cultural competency, positive inter-group relations, and respect for all members of the San Gabriel community.” Positions are open to San Gabriel residents and each of the seven appointed members serves a 2-year staggered terms. The first meeting of the commission was April 28, 2021, and the commission has met monthly since that time. Unlike the 6 other commissions in San Gabriel, the HEAR is required to submit an Annual Work Plan to the City Council for approval.

The racial makeup of San Gabriel has changed dramatically over the last several decades. In the last US census, about 60% of residents are Asian, 27% Hispanic, 10% White and 1% Black. Over 50% of the city’s residents are immigrants.

Over the last 3 years, the commission has recommended and executed a broad range of activities:

- Collaborating with both the Gabrieleno Tongva and Kizh Nation leaders to develop the first City of San Gabriel video in celebration of Native American Heritage Month
- The development and implementation of the HEAR Commission Youth Ambassador program, the first and only city-sponsored civic internship opportunity for high school students
- Extensive work with the Historical Preservation and Cultural Resource Center Commission to create a meaningful land acknowledgement statement
- An extensive list of guest speakers that provided informative presentations at our public meetings. From organizations that focus on housing insecurity, disability rights, digital access and environmental protections to mental health and student special needs services.
- Recommended that the city hold its first mandated city employee Implicit Bias training. It occurred in October 2021 and has become a part of the training for SG employees.
- Recommended that the City Council agendas be translated into Mandarin, Vietnamese and Spanish and posted on the website for each meeting. This was accomplished for the Council and the HEAR Commission and continued for over a year.
- The commission has partnered with LA vs Hate, Stop the Hate and the Asian Youth Center to support their activities in the city

The most visible accomplishment of the commission was the development and implementation of the Mental Wellness Expo. The first expo took place in October 2022 and was very well received. It provided community resources for mental health services, wellness activities and entertainment. We completed the second MWE in October 2023.

Our planned 2024 activities include opening applications and interviews for our next set of Youth Ambassadors, a movie screening of “Dealing with Dad” and panel discussion for the 2024 mental wellness event, and promotion of an LGBTQ+ inclusion and public safety program.

The All Are Welcome program, a LGBTQ safe zone/safe space initiative, was presented to the Council on February 20, 2024.

## **Save the Commission. Respect all community voices.**

The HEAR Commission conducted a community survey in 2021 to understand some of the barriers to community engagement and priorities of our residents that would fall under the advisory capacity of the commission. Mental health, homelessness, discrimination, and LGBTQ+ rights were priority concerns. We have used the results of the community survey to guide the commission's focus over the last 2 years.

### **All Are Welcome**

The commission began work on the All Are Welcome program in April 2023. It is a safe zone/space campaign geared towards identifying public spaces that are inclusive and safe for the LGBTQ+ community and their allies. It was approved by the City Council as part of the 2023 and 2024 Annual Work Plans. At no point over the last year has there been any instruction or request for change from the City Council concerning the All Are Welcome program.

The program was presented to the City Council by staff on Feb 20, 2024 with a budget request. Councilmember Denise Menchaca led the discussion with the most pointed criticisms including stating there was no need for an LGBTQ+ focused public safety program, invoking her Catholic religion to protest the proposed logo, and implied that the initial staff report contained inappropriate verbiage that had to be removed by the City Attorney (untrue). The other 4 councilmembers primarily questioned why a program called "All Are Welcome" would focus protection on one community, the LGBTQ+ community.

At the February 27th Commission meeting, the commissioners expressed their frustrations with the lack of support for a program that had been in development for over a year. Commissioners also expressed criticism of the request by the City Council to make the program "more inclusive" and remove the focus from the LGBTQ+ community. The commissioner's comments were critical, but thoughtful and respectful. As the councilmember who expressed the strongest and most pointed criticisms of the program, Councilmember Menchaca was at the center of many of the comments at the Commission's meeting. The commission's plan was to re-submit the program to the City Council maintaining the focus on LGBTQ protection but changing the name and logo to align with the national Safe Zone project and with additional information and data illustrating the ongoing, crisis levels of violence and discrimination affecting the LGBTQ community and their allies.

At the close of the March 5 City Council meeting, Councilmember Denise Menchaca requested a future agenda item to terminate the HEAR Commission. The HEAR Commission was not provided another opportunity to present the program or advanced warning of Menchaca's plan. We were not notified directly of her actions. The commissioners heard it from community members over the following 48 hours.

### **Respect all community voices. Save the Commission.**

A campaign of support is underway. We are asking for

- in-person attendance and public comments at the March 19<sup>th</sup> City Council meeting. 425 South Mission Dr, San Gabriel at 6:30 pm. Speaker cards must be submitted and comments < 3 minutes
- Public comments to be submitted online by 4pm on March 19<sup>th</sup> under Agenda item #3, "General Public Comment" <https://sangabrielcity.com/publiccomment>

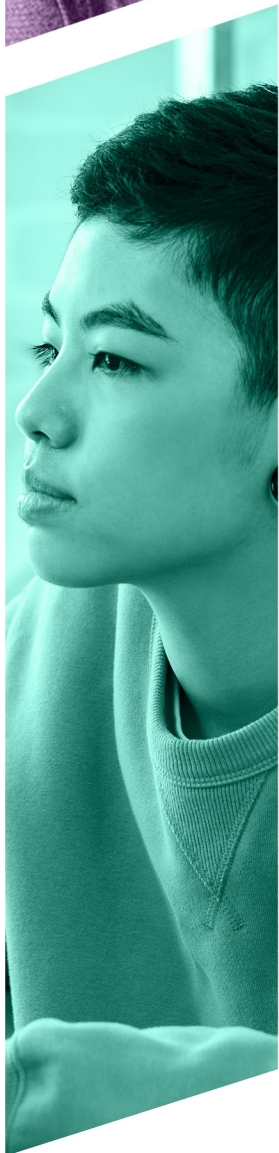
In a city, that claims to have diversity, equity and inclusion, as a priority, there should be ongoing efforts to provide opportunities for residents willing to volunteer their time, talents, and resources to participate in city governance. Destroying a viable and active commission because the members serving on it dared

to question whether the council members had sufficient information to understand the need for a LGBTQ public safety initiative and come to a favorable conclusion, is unprecedented.



# LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS

FY 2022-2025  
STRATEGIC PLAN



# MISSION, VISION, AND VALUES

## 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.

## 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 equitable access and opportunity to meet 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?"

"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



## STRATEGIC PRIORITY 1

### RESPONDING TO EMERGING HUMAN RELATIONS ISSUES & CULTURAL SHIFTS

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, environmental justice (addressing disproportionate impact of environmental hazards), 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.



# 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." 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.





## 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.



## STRATEGIC PRIORITY 3

### DOCUMENTING, PREVENTING, AND RESPONDING TO HATE

We must make sure our leadership and communities understand hate-motivated hostility, including 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. 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. 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. 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."







## 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 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.





## 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

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





## 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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