



COMMISSION ON HUMAN RELATIONS

LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

September 25, 2023

MEMORANDUM TO THE COMMISSIONERS

FROM: Ilan Davidson, President

SUBJECT: Commission Meeting- Monday, October 2, 2023

Our Commission will meet on Monday, October 2, 2023 from 12:30 p.m.-2:00pm at 510 S. Vermont Ave., 9th Floor, #TK08, Rm B., Los Angeles, California.

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)
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, October 2nd.

Síranush Vardanyan

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Vice President/Secretary

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Fredrick Sykes
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Lisa Michelle Dabbs
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Azusena Favela
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Guadalupe G. Montañó, Ed.D
Jason Moss
Jeanette EllisRoyston
Gay Q. Yuen, Ph.D.

Honorary Member
Philip R. Valera

Human Relations Staff
Robin S. Toma, Esq.
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Robert Sowell
Assistant Executive Director

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Pierre Arreola
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Salvador Avila
Anthony Cowser
Roland Gilbert
Oscar Hernandez
April Johnson
Monica Lomeli
Josh Parr
Gustavo Partida
Yadira Pineda
Fidel Rodriguez
Paul Smith
Terri Villa-McDowell
Marshall Wong

Administrative Staff

Grace Löwenberg
Síranush 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, October 2, 2023 – 12:30-2:00 pm
LA County Vermont Corridor Building - 510 S. Vermont Ave.
Los Angeles, CA 90020 - Conf. Rm. B on the Terrace Level, 9th 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 September 11, 2023 Meeting Minutes***
- 3. President's Report (12:33)**
 - 3.1. Spotlight on New Commissioner: Mr. Jason Moss, MSW, MAJCS
 - 3.2. Supervisors' Receptions for Commissioners
 - 3.3. CCEJ Building Bridges Award to LA vs Hate* – September 27th
- 4. Executive Director's Report (12:45)**
 - 4.1. Invitation to speak at 'LA for All' event with Mayor Karen Bass
 - 4.2. LA vs Hate Summer of Solidarity Mural in San Gabriel Valley- Sept. 30th*
 - 4.3. Other Program and Administrative Updates (NAHC meeting*, LASD HC Summit*)
- 4 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)
 - 5.4 John Anson Ford Awards Committee (Montaño)
- 6. Public Comment (3 minutes per person) (1:05)**
- 7. Action/Discussion Items (1:10)**
 - 7.1 John Anson Ford Awards Nominations*
 - 7.2 Board action on Supporting Gender Affirming Health Care*
 - 7.3 Preparations for United Against Hate Week – November 12-18*
 - 7.4 Board action on Olympics and Paralympic Games 2028*
 - 7.5 HRC offices' location update
- 8. Commissioner Announcements (2 minutes per Commissioner) (1:55)**
- 9. Adjournment in memory of Lilibeth Navarro, Disability Advocate (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 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) 738-2788 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 conference telephone communication from the following locations: Dandy De Paula- 21815 Pioneer Blvd., Hawaiian Gardens, CA 90716; Preeti Kulkarni - 3419 Federal Avenue, Los Angeles, CA 90066



Los Angeles County Commission on Human Relations

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

[STAFF DRAFT] MINUTES
COMMISSION ON HUMAN RELATIONS

Meeting of September 11, 2023

In Person at 510 S. Vermont Ave., Terrace Level (9th floor), Conference Room A, Los Angeles, CA 90020
and via Microsoft Teams Video & Audio Conferencing

PRESENT: Helen L. Chin
Lisa Dabbs*
Dandy De Paula*
Jeanette Ellis-Royston
Azusena Favela
Isabelle Gunning

Derric Johnson
Kevork Keushkerian
Preeti Kulkarni*
Guadalupe Montaña
Fredrick Sykes
Gay Yuen

STAFF: Pierre Arreola
Tony Cowser
Grace Lowenberg

Robert Sowell
Robin Toma
Siranush Vardanyan

GUEST: Sandy Greenstein

(*) Indicates Commissioners who participated via Teams video conferencing and provided their location address timely to include on the posted agenda.

- 1. Call to Order and Land Acknowledgment of Indigenous Peoples:** Commission Vice-President Secretary Isabelle Gunning (asked by Commission President Ilan Davidson who was unable to participate) called the meeting to order at 11:38 p.m. with a quorum in attendance. She 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.

2. **Review & Approval of August 7, 2023 Meeting Minutes:** The motion to approve the minutes of the Commission meeting of August 7, 2023, as presented by Vice-President/Secretary (VP-Sec.) Isabelle Gunning, was made by Commissioner Fredrick Sykes, seconded by Commissioner Derric Johnson. The motion passed with no opposition or abstentions.

3. **President's Report**

Spotlight on a Commission Staff: Tony Cowser, Public Information Officer: VP-Sec. Gunning introduced new staff, Public Information Officer, Tony Cowser. PIO Cowser began by sharing that he has over 15 years of experience creating data-driven multicultural digital marketing strategies. His experience includes tailored marketing campaign across digital platforms, printed materials, e-commerce, and social media platforms. PIO Cowser explained that the bulk of his career was as the head of advertising for a company called Tier1 advertising, doing paid advertising, content strategy, brand strategy, and competitive analysis. PIO Cowser highlighted working with underserved black and brown communities to get government funding for disaster relief, clean drinking water, internet, and better infrastructure.

PIO Cowser shared his screen to display a power point presentation regarding the Communications Plan for the Human Relations Commission. He provided a recap of the Strategic Priority 4 Goals which are:

- 1) Develop and implement systems and procedures to address priority requests, for the purpose of improving LA County's HRC's response to requests for assistance from all constituents including the BOS, CEO Commissioners, Department executives, partners, and other stakeholders.
- 2) Increase the scope of frequency of communications with partners, constituents, and stakeholders to increase engagement and expand our reach.
- 3) Establish metrics to track responses from LA County Board Offices and other stakeholders to better communicate with the Commission and staff.

PIO Cowser addressed how Goals 1, 2, and 3 are being accomplished to achieve better communication with all constituents and the Board of Supervisors, addressed how better metrics and tracking will be achieved by using our new media monitoring service, Meltwater. PIO Cowser also presented a new media strategy that included Public Service Announcements (PSAs,) Cable Television, and streaming services to further our reach. Lastly, he discussed retooling the HRC website to make it more public-centric, and integrate social media channels into our Kontent.ai platform. VP-Sec. Gunning thanked PIO Cowser for the information and his presentation.

- 3.1 **Attending Supervisor's Reception for Commissioners:** VP-Sec. Gunning noted that this was a report to be given by Commission President Ilan Davidson, who could not be at this meeting, and asked Executive Director Robin Toma to explain. There was a brief discussion among commissioners to clarify and share their supervisors' receptions for their commissioners.

4. **Executive Director's Report**

4.1 Human Rights Highlights IAOHRA Conference Aug. 13-17, 2023

ED Toma began by sharing that the largest LA County delegation was sent to the International Association of Official Human Rights Agencies (IAOHRA) annual conference this year, and it seemed to be a very positive experience for attendees, as evidenced by the desire expressed by many to attend future conferences. ED Toma noted that it cannot be expected as it was a significant expenditure and depended on available budget. ED Toma shared a few highlights which included the attendance of Congressman Clyburn, who is one of the former presidents, as well as Leon Russell, the NAACP National Chairperson; Jim Stowe, the conference co-chair and leader, past president; Jean Kelleher of Alexandria (VA) and current IAOHRA President Dr. Alisa Warren, head of Missouri's Human Rights Commission. Additionally, he stated that he enjoyed the powerful speech by Dr. Whitehead about paying attention to what is happening with the exclusion of ethnic studies curriculum in schools. ED Toma asked Assistant Executive Director (AED) Robert Sowell to share about the breakout sessions he led. AED Sowell explained that there were two sessions, one on cultivating organizational culture to advance equity, and the other on managing of the influence of bias. Commissioners Ellis-Royston, Keushkerian, and Yuen shared their experiences from the conference as well. Commissioner Yuen also shared that she enjoyed the conference, and the way AED Sowell kept everyone engaged in his sessions. She recommended looking at themes and their impact across groups. For example, regarding property like Bruce's Beach that was wrongfully taken away, to also look at similar cases against other minority groups. PIO Cowser shared that the one thing that stood out to him was about racism beyond Black and White, and about the API (Asian Pacific Islander) experience portrayal as the model immigrant or people of color; and about the problems that Artificial Intelligence (AI) will cause.

4.2 Key Program and Administrative Updates

ED Toma reported that LA vs Hate's United Against Hate Week is beginning to gear up and will be held in November. He explained this as an opportunity for the Human Relation Commission to energize and motivate all partners to take action. ED Toma shared that discussions are happening about how to be strategic with this and asked that Commissioners mark it in their calendars for November 12-18th.

ED Toma noted that the unveiling of LAVsHate's Black community mural at the County's Willowbrook Senior Center in South LA is being planned for October 14th. The head of the County Department of Aging and Disabilities, Laura Trejo, who oversees that center, is to be there with us, as well as Supervisor Holly Mitchell.

On administrative updates, ED Toma reported that at this time, there has been no definite decision regarding locations to which the HRC offices would be moved. However, the long-term plan is to move into the building to the south of our current building, called Vermont Corridor 2, which is to eventually be refurbished similar to the current building we are in.

Lastly, ED Toma added that we are close to filling a vacancy for the senior staff position vacated when April Johnson was promoted to the head of the training team.

4.3 CCEJ Humanitarian Awards September 27, 2023

ED Toma reminded that LA vs Hate is being honored by the California Conference for Equality and Justice (CCEJ) with their Building Bridges Award at their Humanitarian Awards event, coming up on September 27th at 11 a.m. in Long Beach. Pres. Davidson is planning to be there to represent

Commissioners, and our Commission's LAVsHate team leader Terri Villa-McDowell cannot attend as she is on medical leave.

5. Committee Reports

5.1 Transformative Justice Committee: Committee Chair Isabelle Gunning shared that during the last meeting, most of the conversations were about the initial debrief from the visits to the various jails. Most recently, there was a visit back to Twin Towers, and North and South Pitchess. One of the things highlighted was the shortage of personnel, but they do have less inmates. It is not just understaffing of custody deputies, but also personnel for mental health problems. She noted that it is important to talk about the vision the Board of Supervisors has, and to articulate it in order to know how to reach the goals, and also to understand how the committee can assist and add to the vision. Chair Gunning added that the other issue is solitary confinement, which are called 'discipline rooms' by jail staff. Commission manager Pierre Arreola shared that the Men's Central Jail is open for Commissioners to attend as well on October 17 or 24th, and he noted October 5th is the Sheriff-Community Relations conference the Commission is helping to do in conjunction with the County Civilian Oversight Commission.

5.2 Policy and Advocacy (Legislation) Committee: At Chair Guadalupe Montaña's request, ED Toma shared his screen to show the California legislative bills related to addressing hate that the Committee reviewed at its meeting, and he explained the recommendations from the Committee for each of the bills: for AB 449 and SB 403, the Committee recommends that the Commission urge County support. For bill AB 1079, staff will be looking into the bill to determine what additions or changes need to be made to be in support of the bill. Commissioner Montaña stated she will share the website address with Commissioners so that the current status of the bills can be automatically sent by the website via email. A motion was invited by VP Sec. Gunning to suggest the Board to support bills AB 449 and SB 403, and for bills AB1079 and AB 443 to be looked into more in-depth for conditional support. The motion was moved by Commissioner Ellis-Royston and seconded by Commissioner Fredrick Sykes. The motion passed unanimously.

5.3 LA vs Hate Committee: This item was tabled.

5.4 John Anson Ford Awards Committee: Committee Chair Guadalupe Montaña announced that the date for the John Anson Fords (JAF) Awards ceremony has been set for January 16, 2024. Committee Chair Montaña had asked for nominations to be submitted no later than August 31st via email, but they can still be submitted, and reminded Commissioners to look in their meeting packets for the email address for submittal.

Lastly, Committee Chair Montaña noted that there is no representation from the Second Supervisorial District on the JAF committee, and Commissioner Helen Chin volunteered to join.

6. Public Comment: Sandy Greenstein, Chair of the Pasadena Human Relations Commission, thanked the Commission for having her part of both the Transformative Justice Committee meeting and the Commission meeting, stating that she has gotten ideas on how the City of Pasadena can help.

7. Action/Discussion Items

- 7.1 John Anson Ford Awards Committee Membership and Timeline:** As previously discussed in item 5.4. above, a motion was made by Commissioner Montañó to add Commissioner Chin as a committee member, seconded by Commissioner Gunning. The motion passed unanimously.
- 7.2 Hate Crime-Related State Legislation:** Previously discussed above during item 5.2., with any remaining discussion tabled without objection.
- 7.3 Report Back on IAOHRA Conference:** Previously discussed during item 4.1. above, with any remaining discussion tabled without objection.
- 7.4 Board action on Supporting Gender Affirming Health Care:** Tabled without objection due to lack of time.
- 7.5 Board action on Olympics and Paralympic Games 2028:** Tabled without objection due to lack of time.
- 7.6 HRC Offices' location update:** Previously discussed in item 4.2.
- 8. Commissioner Announcements:** No Commissioner announcements.
- 9. Adjournment:** VP-Sec. Gunning invited a motion to adjourn the meeting in memory of Laura Ann Carleton, recently murdered in Southern California for being a LGBTQ ally. Commissioner Ellis-Royston recommended to also adjourn in memory of the victims from the September 11th (2001) attacks and the ones affected. The motion was made by Commissioner Ellis-Royston, seconded by Commissioner Favela, and passed unanimously.

Respectfully submitted,

Isabelle Gunning
Commission Vice President-Secretary

FOR AGENDA ITEM 2.3

The screenshot shows a web browser displaying the CCEJ website at ccej.org/humanitarian. The page features a navigation menu with links for Home, About CCEJ, What We Do, Events & Trainings, Get Involved, Support CCEJ, and Contact. There are also social media icons for Facebook, Instagram, LinkedIn, and YouTube, and a blue 'Donate' button. The main heading is 'Meet Our Honorees'. Below this, four honorees are listed:

- Dr. Keith Curry**: HUMANITARIAN AWARD. Includes a 'Read Bio' button.
- Rabbi Howard Laibson**: HUMANITARIAN AWARD. Includes a 'Read Bio' button.
- Valerie Dickson**: GENE LENTZNER HUMAN RELATIONS AWARD. Includes a 'Read Bio' button.
- LA vs. Hate**: BUILDING BRIDGES AWARD. Includes a 'Read Bio' button.

The browser's taskbar at the bottom shows the Windows search bar, various application icons, a temperature of 71°F, and the date/time: 4:27 PM, 9/28/2023.



LA versus Hate Summer of Solidarity
Mural in District 1, El Monte, CA

About LA vs Hate

[LA vs Hate](#) is a community-centered system designed to support all residents and communities targeted for hate acts of all kinds in Los Angeles County. Led by the LA County Commission on Human Relations, LA vs Hate works with community partners from all five Board of Supervisors' Districts, representing a diverse coalition of voices committed to prevent and respond to hate. The Summer of Solidarity is an initiative to create a mural in each of the five supervisor districts, celebrating and empowering Los Angeles' diverse communities.

The Summer of Solidarity Mural Process

This is a brief summary of the Summer of Solidarity Mural Process:

- Concepts Developed in Community Workshops
- Artist Creates Mural Maquette based on Community Concepts
- Mural Maquette is Presented to Workshop Participants and Local Partners
- Community Provides Feedback and Mural Maquette is Finalized
- Mural Production and Installation

Mural Description

"Come Walk with Me" by Kiara Aileen Machado is a journey through the El Monte community that is inspired by past and present stories of culture, unity, and pride. The mural is shaped by a key metaphor that emerged from community workshops: "The unity and affection of El Monte is like the sweetness of pan dulce and the warmth of tamales from Valley Mall." On the left of the artwork, large pan dulce as well as both corn and banana leaf wrapped tamales sweep upwards to represent the Mexican and Central American communities that call El Monte home. Behind them is a children's playground that emerges from the dress of two older women exchanging a hug, a symbol of comfort and reassurance. They are surrounded by fruiting flowers that are tied to the agricultural history of the region; walnut flowers, blueberry flowers, strawberry flowers, and more. In the center of the mural, a rainbow pop up tent representing farmers market vendors becomes the dress of a drag queen performer. Ice cold cocos and bionicos are being served in the foreground of the mural. In the background, we see a procession of people holding signs that evoke the memory of El Monte's unity against hate. The procession leads the viewer into a glowing and hopeful future on the horizon. On the right, a young couple arrives at Valley Mall from a Metro bus that is emerging from a historic photo of the area. Recognizable storefronts emerge behind the line of palm trees. In front of them are Latine and Asian American Pacific Islander (AAPI) *comadres* embracing and enjoying the mercado.



- | | |
|--|--|
| 1. Valley Mall and Public Transit | 6. Mexican & Central American Tamales, Children's Playground |
| 2. Diverse Young Couple Enjoying Valley Mall Small Businesses | 7. Care, Welcoming, and Support in El Monte |
| 3. Comadres and Diverse Friendships, Latine & AAPI Community | 8. Queer Performer in a Rainbow Gown |
| 4. Rainbow Pop Up Tents, Farmers Market Vendor, Strip Mall Culture | 9. A Procession into a Bright Future for El Monte |
| 5. Pan Dulces and Pastries of Latine and AAPI Community | |

Note: The maquette is an approximation of the final artwork and some elements may be photo composited for compositional clarity. The final mural will be painted and integrated aesthetically by the artist.

CLIENT: LA VERSUS HATE
 PROJECT: EL MONTE SUMMER OF SOLIDARITY / ARTIST: KARLA MARCHADO
 ADDRESS: 10801 VALLEY MALL, EL MONTE, CA 91731
 DATE: 9-2-2023
 Scale: 1 in : 24 in

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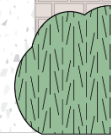
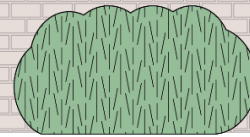
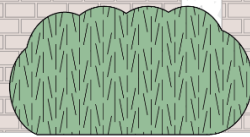
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157 1/4"

318"

42"



CLIENT: LA VERDE MITE
PROJECT: EL MONTE SUMMER OF SOLIDARITY / ARTIST: KARLA MACHADO
ADDRESS: TOBEY VALLEY MALL, EL MONTE, CA 91731
DATE: 6-6-2023
Scale: 1 in : 24 in

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County of Los Angeles
COMMISSION ON HUMAN RELATIONS

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Monica Lomeli, Ph.D.
Terri Villa McDowell
Marshall Wong
Managers
- Robert Sowell
Assistant Executive Director
- Robin S. Toma, Esq.
Executive Director

**SAVE THE DATE
 NETWORK AGAINST HATE CRIME
 QUARTERLY MEETING
 SEPTEMBER 28, 1:30 – 3:00 P.M.
 510 S. VERMONT AVENUE, TERRACE LEVEL PRESS ROOM
 OR VIA TEAMS**

This will be our second hybrid meeting. Attendees have the option of attending in person at our building on Vermont Avenue or online via the Teams platform. If you plan to participate remotely, please allow an extra five minutes to join the meeting.

Stop AAPI Hate Study Released

A new national survey commissioned by Stop AAPI Hate found a staggering half of all Asian American (AA) and Pacific Islander (PI) respondents said they had experienced discrimination – in other words, had their civil rights violated. Since COVID-19, more than 11,000 hate incidents have been documented by Stop AAPI Hate, which tracks and responds to acts of hate against AA and PI communities. Candace Cho, co-author of the report and managing director of policy and counsel at the AAPI Equity Alliance will discuss the study's findings and recommendations for combating anti-AAPI hatred.

Just Announced:

Jacksonville, FL Sheriff T.K. Waters to Discuss Racially-Motivated Shooting Killing 3 Black People at Dollar General Store in Florida

Please RSVP to Siranush Vardanyan at svardanyan@hrc.lacounty.gov. We encourage you to allow an extra five minutes to join via Teams.

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: 216 182 716 28

Passcode: whmH36

[Download Teams](#) | [Join on the web](#)

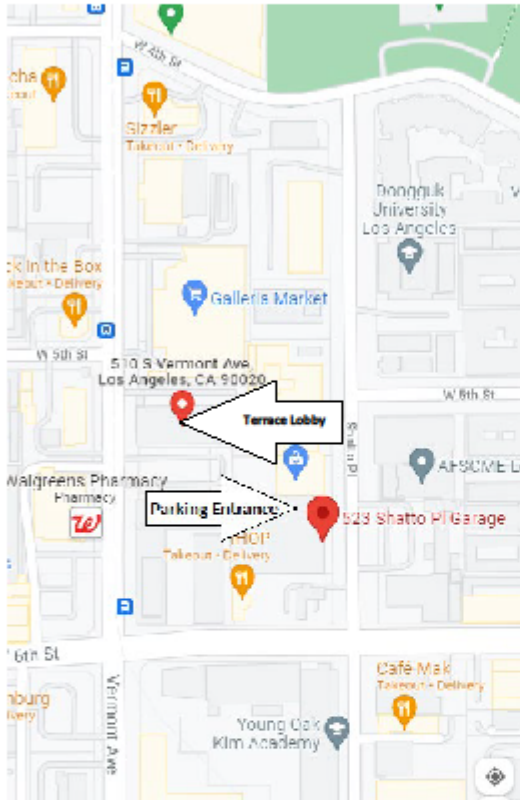
Or call in (audio only)

+1 213-204-2512,,856962781# United States, Los Angeles

Phone Conference ID: 856 962 781#



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Parking Structure Entrance



PARKING INSTRUCTIONS

Free visitor 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 the Terrace (T) Level lobby. 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.

ARRIVING BY PUBLIC TRANSPORTATION

Building entrance is located on the South Vermont Avenue Street level. Upon arrival, present your photo ID to the Security Desk. *You will not be permitted to enter the building if you do not have a photo ID.* Take the elevator to the 9th floor, TERRACE LEVEL (T).



Los Angeles County
Sheriff's Department

HATE CRIMES SUMMIT

Thursday, September 21, 2023 | 8:30am - 1:00pm
The California Endowment
1000 North Alameda Street
Los Angeles, CA 90012

About the Hate Crimes Summit

The summit will feature guest presentations by subject matter experts from the United States Attorney's Office, Federal Bureau of Investigation, California Department of Justice, and Los Angeles County District Attorney's Office. Discussion topics include hate incident and hate crime investigations, trauma informed approaches to investigating hate crimes/hate incidents and working with victims, as well as resources available to victims of hate acts. There will also be a facilitated group discussion between community stakeholders and law enforcement on better enhancing the response to hate incidents and hate crimes investigations.

Los Angeles County Sheriff's
Department 2023 Hate Crimes
Summit Event Registration



Due to limited capacity, the hate crimes summit will be open only to Los Angeles County Sheriff's Department Hate Crime Coordinators, investigative analysts, invited federal law enforcement officials, local government officials, legal service providers, victim advocacy organizations, and community based organizations that work to advance civil rights and anti-hate/bias initiatives.

For questions about the event, please contact:

Detective Jan Wong
Los Angeles County Sheriff's Department - Hate Crimes Coordinator
jtwong@lasd.org

David Cons, Law Enforcement Liaison
Los Angeles County Sheriff's Department
dmcons@lasd.org



October xx, 2023

Los Angeles County Board of Supervisors

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First District

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Fifth District

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Director

Hal F. Yee, Jr., M.D., Ph.D.
Chief Deputy Director, Clinical Affairs

Nina J. Park, M.D.
Chief Deputy Director, Population Health

Elizabeth M. Jacobi, J.D.
Administrative Deputy

TO: Supervisor Janice K. Hahn, Chair
Supervisor Hilda L. Solis
Supervisor Holly J. Mitchell
Supervisor Lindsey P. Horvath
Supervisor Kathryn Barger

FROM: Christina R. Ghaly, M.D.
Director

SUBJECT: **CARE WITH PRIDE: SUPPORTING GENDER AFFIRMING CARE, MENTAL HEALTH SERVICES AND CARE MANAGEMENT FOR LGBTQ+ RESIDENTS, INCLUDING TRANSGENDER, GENDER NON-CONFORMING AND INTERSEX (TGI) PEOPLE (ITEM NO. 28 FROM THE JUNE 6, 2023 BOARD MEETING)**

On June 6, 2023, the Board of Supervisors (Board), instructed the Department of Health Services (DHS), Department of Mental Health (DMH), Department of Children and Family Services (DCFS), Department of Public Health (DPH), and the Chief Executive Office Anti-Racism, Diversity, and Inclusion Initiative (ARDI), in collaboration with the Los Angeles County Commission on Human Relations, to report back in 90 days on the progress of the Gender Health Program (GHP) and include:

- a. Data and reporting issues;
- b. The status of clinical standards of the GHP;
- c. Feasibility of developing and offering educational webinars in gender-affirming care to DHS, DMH, DPH, and DCFS front-line workforce members;
- d. Considerations for clinical and administrative staff needed to ensure the continued success of the program as it grows to serve more residents;
- e. Develop a communications and outreach strategy, including the use of traditional and local media, social media, community-based organizations, and community partners, to raise awareness to the community of the GHP; and
- f. A plan to create a public-facing County website offering resources and referral links to gender-affirming healthcare services within County departments, including recommendations on the location of the website to maximize access for this target population. This should include a plan for creating and maintaining the website with an identified website owner for creation and maintenance to continue elevating this patient service.

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Data and Reporting

The departments' progress is outlined below to enhance its current data and reporting for LGBTQ+ and TGI patients/clients to inform healthcare programming decisions.

DHS

The DHS GHP efforts and focus to date has centered around developing and improving clinical care for DHS patients as it happens in the exam room and during office appointments. Now, with an established clinic logistics and a growing patient panel, the GHP is in the process of developing a GHP Dashboard that will permit both case management as well as identifying the larger panel trends of GHP's population including patient numbers, referrals in and out of the GHP, wait times, and other important metrics. Through improved data tracking, the GHP Dashboard will better allow DHS to understand the strengths of the GHP as well as identify areas that need continued growth or support. Data from the GHP Dashboard will guide the allocation of resources, expansion of clinical sites, and engagement with other departments and organizations providing services to those receiving care at the GHP.

DMH

DMH began collecting SOGI data within IBHIS, the department's Electronic Health Record (EHR) system, on June 16, 2023. Expanded SOGI data categories now include gender identity, sex at birth, and sexual orientation. Additionally, clients' personal gender pronouns may now be entered and displayed within the banner bar at the top of the client's chart.

Prior to the most recent update, IBHIS did not collect any information on sexual orientation; further, the gender data category was limited to the options of Male, Female, Transgender (MTF), Transgender (FTM), and Unknown. The two transgender data categories were for internal use only. As a result, this data would not automatically translate into external healthcare communications such as lab orders or prescriptions. This also restricted DMH's ability to effectively crosswalk any departmental data with other informatics systems used by other LA County departments.

DMH's ARDI Division, in collaboration with the DMH Quality, Outcomes, and Training Division (QOTD) and the LGBTQIA2-S Champion Network will continue to amplify the importance of collecting and entering expanded SOGI data into IBHIS. By doing so, DMH will have increased capacity to effectively monitor outcomes and disparities data among transgender, gender diverse, and intersex (TGI) consumers.

DCFS

On July 19, 2022, DCFS unveiled its new SOGI Dashboard, which provides real-time aggregated data that is readily available for all DCFS staff and informs them of how youth with open DCFS cases identify as it relates to their sexual orientation, gender identity, and sex assigned at birth. The dashboard can be accessed at any given moment, giving DCFS staff the ability to track their office progress and provide a snapshot of the number of youth and young people who identify as LGBTQ+.

As of July 5, 2023, there are 536 LGBTQ+ youth and 145 Transgender or Gender Queer youth who have open child welfare cases. It should be noted that there are ~~additional~~ additional youth

and young adults who have a sexual orientation and gender identity that are “not listed” or “unsure” about their SOGI.

DPH

DPH has been collecting sexual orientation and gender identity (SOGI) data for clinic service clients since 2012. DPH is currently conducting a quality assurance and quality improvement project to ensure that this information is consistently being collected across all our health centers. Additionally, our Office of Health Assessment and Evaluation is meeting with the DPH program leads to determine the ease of implementing DPH’s SOGI Standard of Practice, any barriers incurred, and the support needed.

Clinical Standards of the GHP

Provided below is an overview of the department's efforts to improve its existing data collection and reporting methods for LGBTQ+ and transgender, gender-inclusive patients/clients, aiming to better inform decisions related to healthcare programming.

DHS

The GHP at DHS follows the current standards of care for providing medical gender-affirming care to minors and adults as laid out by the World Professional Association for Transgender Health’s (WPATH) most updated guidelines, the Standards of Care 8 (SOC 8) released in September 2022. Additionally, the GHP also advocates for and expects partnering services, such as surgical teams, at DHS to be in alignment with these standards and provide support for DHS services outside the GHP to shift workflows to ensure alignment with WPATH SOC 8.

The GHP has supported the update of DHS-wide clinical Expected Practices (EPs) for the medical care of transgender, nonbinary, and intersex DHS patients to reflect the updates in clinical standards of care presented in the WPATH SOC 8. The EPs have been updated and are expected to be available to DHS medical providers by the end of 2023.

DMH

DMH published a [Sexual and Gender Diversity Clinical Practice Parameter](#) in April 2022. This parameter is public-facing and applies to DMH’s directly operated and contracted programs. The parameter describes best practices within mental health settings related to gender diversity and gender affirmation, in addition to defining affirming behavioral health practices for LGBTQIA2-S community members more broadly.

In the Fall of 2022, DMH established its LGBTQIA2-S Champion Network. This is a group of DMH employees, (including clinical and administrative staff), who have expertise, passion, and motivation to provide and promote gender affirming services for LGBTQIA2-S community members. The LGBTQIA2-S Champion Network serves as a public-facing entity to receive referrals from the community and other departments; it also serves as an internal-facing resource network for other DMH employees who may seek consultation or other expertise in LGBTQIA2-S affirming practice.

Although the GHP is a DHS-led entity within LA County’s system of care, DMH has served as a key partner when linkage to mental health services (MHS) is warranted. This has primarily occurred through DHS referrals to DMH Gender Affirming Treatment Advocates. Gender Affirming Treatment Advocates are DMH clinical providers, (within and outside of the

LGBTQIA2-S Champion Network), who have received specialized training in conducting psychosocial assessments and writing support/referral letters for clients who are pursuing gender affirming medical care; this process is delineated under the WPATH's Standards of Care (SOC), which insurers use to establish coverage parameters for gender affirming treatment. This key DHS/DMH collaborative relationship has reduced barriers in locating qualified mental health providers to provide this necessary service for TGI DHS patients to access medically necessary gender-affirming treatment.

It is worth noting that best practices outlined within the WPATH SOC communicate the importance of multidisciplinary teams when providing gender affirming treatment for TGI community members, including primary care and mental health providers in addition to specialty disciplines (e.g., endocrinology, surgery) that may be involved in a patient's gender affirming treatment plan. Currently, there is no infrastructure in place that facilitates meaningful DMH involvement in multidisciplinary teams for GHP patients. When GHP patients are referred for ongoing MHS beyond a psychosocial assessment and referral/support letter, they are often referred to a DMH directly operated outpatient program and ideally connected with a member of the DMH LGBTQIA2-S Champion Network. Because DHS and DMH use different EHR systems and operate at separate locations, MHS and gender-affirming medical care are delivered in silos rather than as part of an integrated care model. Hence, mental/behavioral health concerns that may arise in relation to gender-affirming medical care provisions, (e.g., psychiatric, or trauma-related symptoms that may disrupt perioperative care), may not be adequately identified or addressed, posing further systemic challenges for providers and patients alike.

DCFS

All youth or young people with an open DCFS child-welfare case and placed in out-of-home care receive a medical examination at one of DHS' Medical Hubs in LA County. Youth who self-identify as LGBTQ+ are referred to DHS' GHP to ensure youth or young people have access to the most up to date healthcare services.

DPH

As DPH does not provide full-scope primary care services, our clinic team will work closely with the other agencies to ensure timely referrals are made to the gender health program for patients seeking gender-affirming care services. The DPH Center for Health Equity is currently in the process of finalizing a landscape analysis of DPH programs and services that support the LGBTQIA+ community. Once this is final the Center for Health Equity will be convening an internal committee to support the development of guidance on a standard practice for implementing more inclusive practices leveraging the work of DPH programs like the Division of HIV and STD programs and Substance Abuse and Prevention Control as well as our county partners.

Developing and Offering Educational Webinars about Gender Affirming Care

Detailed below are the department's strategies for creating educational webinars focused on gender-affirming care, aimed at educating its workforce about gender-affirming services and the proper procedures for patient/client referrals.

DHS

DHS will create a new category of learning activities available to all DHS employees through its internal system. These will be accessible via recorded trainings and will link to external resources for further education regarding TGI (transgender, gender non-conforming, and intersex) people and specific education regarding creating gender-affirming, safe access to all medical services at DHS. To date, the following learning sessions have occurred and are referenced below:

2021

- Gender Affirmation in the Pediatric Outpatient Setting
- Grand Rounds at Olive View Medical Center
- Gender Affirmation in the Outpatient Setting
- Grand Rounds at Mid Valley Comprehensive Health Center 2021
- Health Needs of LGBTQ+ Youth” LAC+USC Pediatrics, Los Angeles, CA
- Gender Affirmation in a Healthcare Setting” All Staff Meeting, Hubert Humphrey Comprehensive Health Center
- Gender Affirmation in the Pediatric Primary Care Setting” Pediatric Staff Meeting, Claude Hudson Comprehensive Health Center
- Gender Affirmation in the Adult Primary Care Setting” Adult Medicine All Staff Meeting, Claude Hudson Comprehensive Health Center
- Understanding Screening and Unique Factors Regarding ACEs in LGBTQ+ Populations” ACEs-LA
- Gender Affirmation in the Outpatient Setting” All Staff Meeting, San Gabriel Valley Health Centers
- General Information Regarding Care for Transgender and Gender Diverse Patients” PCMH Staff Meeting, High Desert Regional Health Center

2022

- Care of Transgender and Gender Diverse Patients in a Primary Care Setting-Primary Care Provider Meeting, High Desert Regional Health Center
- Hormones for Gender Affirmation- Grand Rounds, Hubert Humphrey Comprehensive Health Center

2023 Upcoming Webinars Available to DHS-Wide

- 10/18/2023: Changing language to create affirming experiences for transgender, nonbinary and gender diverse patients in the medical setting
- 11/13/2023: What is 'Gender Affirming Medical Care' for Youth?
- 11/13/2023: Overview of Medical Gender Affirming Options for Transgender, Nonbinary and Gender Diverse Patients at LA County Department of Health Services

DMH

DMH has created and published three (3) asynchronous web-based trainings for employees at directly-operated and contracted programs: [Sexual Orientation and Gender Identity \(SOGI\) – Concepts and Terminology](#), [How to Ask About SOGI](#), and [Pronouns and Why They Matter](#). These trainings are housed within Cornerstone Learning Link (for DMH employees) as well as on Granicus for those accessing the trainings outside of LA County systems. An ad hoc subcommittee within the LACDMH LGBTQIA2-S Champion Network is currently developing a series of additional web-based trainings focused on gender inclusive/affirming practices within mental/behavioral health settings.

The DMH+UCLA Wellbeing for LA Learning Center, which is a partnership between DMH and UCLA, has published numerous webinars that focus on [LGBTQIA2-S affirming care](#), as well as [TGI/gender affirming healthcare](#) more specifically. These webinars are readily available at no cost for any service provider in LA County and beyond. The DMH ARDI Division has frequently promoted these web-based training assets within the department and with contracted agencies and community partners.

DCFS

As mentioned in the department's initial response to the Board dated July 22, 2021, entitled, *"Tailoring Services and Programs for LGBTQ+ Foster Youth"*, DCFS successfully launched the LGBTQ+ Toolkit Training. The LGBTQ+ Toolkit Training consists of various tools and resources around topics related to starting a conversation about SOGI/Expression (SOGIE), outcomes for youth experiencing rejection or affirmation, connecting youth to affirming resources and instructions for collecting SOGIE data.

The LGBTQ+ Champions play an integral role in promoting the LGBTQ+ Toolkit Training and engaging regional offices and programs around better understanding and meeting the needs of LGBTQ+ youth and young people. The LGBTQ+ Program has continued to leverage the LGBTQ+ Champions as subject matter experts to provide the LGBTQ+ Toolkit Training, coaching staff working directly with youth to effectively serve LGBTQ+ youth, encouraging the collection of LGBTQ+ data (e.g., SOGIE data) and providing feedback on the newly formed LGBTQ+ Tailored Services to Youth Program.

In March 2022, DCFS successfully launched a new pathway to the services for LGBTQ+ youth and young adults to further improve our collaborative efforts in this area so that we can create safe spaces, educate staff around affirming practices and improve access to affirming services and resources. LGBTQ+ youth have the option of participating in the program, which offers an array of services through our collaboration and partnership with the LA LGBT Center, Penny Lane Centers, The Help Group, and the Long Beach LGBTQ Center.

After being referred, these participating agencies complete a comprehensive intake assessment of the referred youth to offer, link and connect them to needed services, including gender-affirming health and medical care through the GHP or other affirming agencies and partners. With a formalized pathway to services now in place, DCFS will continue to explore additional opportunities to enhance access points for LGBTQ+ youth and young adults in the child welfare system.

It is equally important to mention, the department continues to offer and support ongoing staff development and training opportunities in this area. DCFS will continue to monitor, track, and

adapt accordingly to ensure staff training remains a top priority and is effective and has the desired impact department-wide, as well as explore other educational/training opportunities/environments (e.g., webinars and Microsoft Teams) in this area.

DPH

The DPH Center for Health Equity has launched an Equity Learning Series for the Public Health workforce and will be looking to include sessions related to supporting LGBTQIA+ residents. DPH will work with its LA County partners to leverage any educational sessions they are currently using.

Administrative and Clinical Staff for GHP

Below is the departments' progress in structuring its workforce to adequately meet the healthcare needs of its patients/clients.

DHS

To date DHS has added the following positions to the GHP to ensure the needs of those seeking gender-affirming health services are properly cared for:

- Program Manager/Staff Analyst (0.5-1 FTE/DHS)
- Physician (1 FTE/DHS)

Recruitment for nursing, administrative, and social work GHP positions is currently underway. DHS will continue to expand the GHP's administrative and clinical staff based on recommendations from the Gender Health Program Workgroup and data from the GHP Dashboard, which is in development.

DMH

DMH recognizes that the WPATH SOC, in addition to observations and feedback by providers and clients, advocate for the effective and sustainable provision of integrated healthcare services by multidisciplinary teams within the GHP. Using the existing model of the Medical Hubs, (in which children involved with the child welfare system can receive DCFS, DMH, and DHS services at a single location), DMH is interested in meaningfully investing in providing co-located services onsite where patients are receiving GHP services. This team of DMH providers may travel between GHP sites and participate in multidisciplinary service provision and consultation. This will substantially reduce barriers for GHP patients that arise when they need to travel to multiple locations – often at a great distance, given the size of LA County – to receive necessary services. Further, this will enhance communication and consultation between disciplines and departments, which will improve healthcare outcomes. DMH will explore through the budget process and in coordination with the County Executive Office (CEO) and Department of Human Resources (DHR) an appropriate staffing request.

DCFS

All youth or young people with an open DCFS child-welfare case and placed in out of home care, receive a medical examination at one of the DHS Medical Hubs throughout LA County. Youth who self-identify as LGBTQ+ are referred to DHS' Gender Health Program.

DPH

DPH will work closely with the GHP collaborative departments to ensure that staff in the DPH Clinic Services division are aware of the breadth of services provided by the GHP. We will rely on our existing staffing model, which is comprised of medical directors, nurse managers, supervising clinic nurses, clinic nurses, clinic providers, and business office staff. All team members will be trained about the GHP to ensure that they can both educate and appropriately refer clients.

Communication and Outreach Strategy

Outlined below are the departments' communication and outreach strategy to promote the GHP's services to those seeking gender-affirming care.

DHS

DHS has developed a comprehensive communications and outreach strategy aimed at targeting its patient population and broader community stakeholders. The communications strategy will leverage various communication channels and partnerships to effectively raise awareness and provide information about gender-affirming healthcare services to interested new, incoming patients; strategy is outlined below:

Traditional and Local Earned Media: DHS will engage with traditional and local media outlets, such as newspapers, radio stations, and television networks, to promote stories and information about the GHP. Press releases, and proactive story pitching will be utilized to reach a wider audience which can help amplify our services.

Social Media: DHS social media platforms, including Instagram, Twitter, and Facebook, will be utilized to reach our target audience. DHS will include GHP content, including articles, success stories, and updates.

Community-Based Organizations and Partnerships: DHS recognize the importance of collaborating with community-based organizations and partners to effectively reach and serve the target population. DHS will utilize its existing partnerships with local LGBTQ+ organizations, healthcare providers, and advocacy groups to disseminate information about the GHP. Additionally, DHS will leverage the Pulse Newsletter, with 16,886 community subscribers to further promote information about the GHP.

Patient Communications: DHS will leverage existing patient communication channels to provide information about the GHP, upcoming events, and resources. This includes sending updates and announcements to our patient subscriber base, which includes 102,299 English patient email subscribers and 41,202 Spanish patient email subscribers.

DHS Website: The DHS website, will serve as a platform to showcase the Gender Health Program to interested patients. DHS will create a dedicated section within the website that

provides easy access to information and resources including a direct link to the centralized LA County GHP website once available.

Communication Channels for Workforce: DHS will leverage the Workforce Weekly, with 22,415 subscribers, to keep staff updated about the GHP. Workforce members are key to helping disseminate information to patients. Workforce communications will also include training opportunities, policy changes, and success stories.

By implementing this comprehensive communications and outreach strategy, DHS will raise awareness of the GHP, increase access to gender-affirming healthcare services, and promote inclusivity and support for our patient community. DHS will launch its communications strategy by the Spring of 2024.

DMH

DMH recently hired a new Communications Director, who works with the department's Public Information Office (PIO) to outline communication strategies within and outside of the department. The DMH ARDI Division has been collaborating with the PIO to expand DMH's [LGBTQ+ Resources](#) webpage, which will include information and links directing visitors to the GHP. The DMH ARDI Division has also created a brochure describing the department's LGBTQIA2-S services, including information about the LGBTQIA2-S Champion Network and the Gender Affirming Treatment Advocates. This brochure has been sent to each of the DMH Service Area Leadership Teams (SALTs) and Health Neighborhoods for distribution; copies of the brochure were also distributed at multiple Pride Month events where DMH was present, including, but not limited to, Los Angeles Pride and Compton Pride.

DMH hosts a monthly LGBTQ+ Clinical Consultation Team meeting, which is open to clinical providers within and outside of DMH, to facilitate collective capacity-building in providing affirming mental/behavioral health services for LGBTQ+ and TGI communities. Gender affirming care is frequently discussed in these meetings, and the GHP will continue to be amplified when indicated. DMH's LGBTQIA2-S Underserved Cultural Community (UsCC) subcommittee also holds monthly meetings, which includes DMH employees as well as community stakeholders and employees from other LA County departments. These regular meetings serve as another space to inform LA County employees and community partners about GHP programming and available services. DMH's ARDI Division will continue collaborating with the PIO to further amplify our department's LGBTQIA2-S gender-affirming services, in addition to the GHP more specifically, through social media and other avenues of communication.

DCFS

DCFS uses its digital and social media channels to promote gender health programs to internal and external audiences, including social workers, youth in foster care and resource parents. The department's communications strategies and tactics include, but is not limited to, digital and social media outreach by way of owned channels such as GovDelivery (e.g., email marketing platform), the DCFS website, Facebook and Twitter profiles.

It is also noteworthy to mention, DCFS' public facing website has a section for LGBTQ+ youth and young people, which includes information about available services and resources. The website provides information about the Alexis Project by stating that the program is

“Operating out of the LA General Medical Center, the Alexis Project is a place where LGBTQ+ youth can access specialized medical and mental health staff who understand their needs. Their services include gender affirming healthcare, mental health services, surgical services and legal services.” The site also provides contact information for gender affirming health and medical care and can be found here, <https://dcfs.lacounty.gov/youth/lgbtq-youth/>.

Additionally, to help promote the visibility and expansion of the program, the LGBTQ+ Program has presented to the following entities/stakeholders:

- DCFS regional offices
- Los Angeles County Office of Education – Foster Care Liaisons
- Children’s Law Center – LGBTQ+ Committee
- DCFS Resource Family Support & Permanency Division
- End Abuse Long Beach
- Youth Services Network, Long Beach
- Prevention and Aftercare Stakeholder Meeting
- Family Preservation Roundtable
- Foster Family Agency and Short-Term Residential Therapeutic Program Forum
- DCFS Dependency Court

DPH

The DPH clinic team is currently meeting with the department’s Office of Communications to develop strategies to promote all services including those that serve the LGBTQIA+ community. The Center for Health Equity will be researching and presenting a plan to the department’s Office of Communication and program leads on best practices for lifting up services and reaching the LGBTQIA+ community.

ARDI

On July 11, 2023, ARDI hosted a Transgender, Gender-Nonconforming, and Intersex (TGI) Community Town Hall in collaboration with transgender-led organizations DHS and DPH to provide an overview of, and solicit feedback on, several Board directives in the motion, “Addressing the Inequities Facing Transgender, Gender Non-Conforming, and Intersex People.” Nearly 100 participants attended the Community Town Hall in person and more than 100 participants joined on Zoom during the hybrid event. The departments of Aging and Disabilities, Health Services, and Mental Health representatives were also present to provide more information about LA County services targeting lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual and/or two-spirit (LGBTQIA2-s) residents.

Topics of discussion during the event included how LA County can:

- Ensure TGI communities are aware of and can access County services, including programs funded by the American Rescue Plan Act;
- Provide more culturally relevant outreach strategies to reach TGI communities; and
- Tailor its American Rescue Plan Public Portal and Equity Explorer Mapping tool to meet the needs of TGI communities.

Information collected from the event was synthesized and shared during an August 2023 meeting with collaborating Departments named in the “Addressing the Inequities Facing

Transgender, Gender Non-Conforming, and Intersex People” motion. ARDI also collaborated with the Internal Services Department (ISD) to incorporate community recommendations on the American Rescue Plan (ARP) public portal, including the ARP Dashboard and ARP Project Viewer. Next steps include creating a dedicated page on ARDI’s website to showcase related work and progress on motion directives and completing a landscape analysis of relevant departments to identify critical gaps and opportunities for providing culturally responsive programs and services to TGI individuals. The landscape analysis assesses: 1) data collection and reporting practices on sexual orientation and gender identity/expression; 2) systems and policies that may affect service delivery; and 3) accessibility of services for TGI communities.

LA County Gender Affirming Healthcare Services Website

The departments recommend that the LA County Gender Affirming Healthcare Services website, which will offer information and resources about gender-affirming healthcare services in LA County departments, should be integrated into the newly established LA County LGBTQ+ Commission and its relevant website upon its launch. The commission’s website can be utilized as a one-stop destination for residents seeking LGBTQ+ support services, and it would be of benefit to include information on the departments’ gender-affirming healthcare services.

If you have any questions, you may contact me, or your staff may contact Dr. Shannon Thyne, Director of Pediatrics, by email at sthyne@dhs.lacounty.gov.

c: Chief Executive Office
County Counsel
Executive Office, Board of Supervisors

FOR AGENDA ITEM 7.3

Join us at a Summer of Solidarity event!

Select Language

LA vs HATE Home Report Hate About Programs News Resources

LA vs Hate United Against Hate Week was created in 2017 in direct response to the rise in hate crimes and bias incidents that pose a dangerous threat to the safety and civility of our neighborhoods. Each year in November, this week of action is designed to **raise awareness about the dangers of hate and the need for respect and civil discourse among all county residents and students.**

Every United Against Hate Week, we see communities across LA County and California take action and join this movement by **planning webinars, social media events, screenings, art projects, community dialogues, meditation gatherings and more to increase engagement and support efforts to stand up to hate.** United Against Hate Week is open to all participants and we encourage you to be involved in any way that you can. If you or your organization is interested in participating please reach out via email at info@lavshate.org.

Check out our blog post on [United Against Hate Week 2022](#) to learn more about our impact, partnerships, and how we engaged the community.

Access The United Against Hate Week Website

Type here to search 71°F 5:12 PM 9/28/2023

FOR OCT 2ND 2023 COMMISSION MEETING AGENDA

PROPOSED PROJECTS FOR 2026 WORLD CUP/2028 OLYMPICS IN LA

HUMAN RELATIONS COMMISSION

The County Human Relations Commission proposes to focus efforts on three strategies for the upcoming global sporting events, which has the potential to produce powerful lasting change for our work to end hate, advance equity and promote peace in our communities.

Strategy 1: Ensuring A Safe and Inclusive Environment for Diverse Visitors

Our databases on hate crimes and incidents enable us to equitably allocate the HRC’s existing LA vs Hate program resources (www.LAvsHate.org) to areas needing attention. Combined with knowledge of where people from all over the world will be in our county given the upcoming world sporting events (and to introduce them to less visited communities to support equitable development), HRC can boost strong public tone-setting LA vs Hate/Report Hate messaging, [murals](#) (click on preceding link to see recent Black/Latine Unity Under the Sun mural) and leave a legacy of community empowerment for an equitable, diverse and inclusive county of intergroup solidarity that can deter targeting of vulnerable people, for and beyond the Olympics. Potential collaboration would build upon existing partnerships with ARDI, DAC, Parks and Recreation, Library, and many other county, city, and community agencies, including professional sports teams and school districts.

Ongoing: \$265,000 (for 2 Senior HRC staff or contractor)
One-Time: \$875,000 for 25 visual LA vs Hate messaging art of unity with diversity/report hate in key sites of high visibility around the county, and for supporting collateral (t-shirts, caps, stickers, mural postcards, etc.) Art and messaging will go through a community engagement process which will strengthen local intergroup partnerships and coalitions to prevent and respond to hate, which has been utilized for LAvsHate’s Summer of Solidarity community murals.
Total Ongoing Cost: \$265,000

Strategy 2: Elevating and Investing in Disadvantaged Areas via Making Visible Lesser Known Neighborhoods and their Community and Social Justice History

Lift up and invest in our neighborhoods and communities off the beaten LA touristy sites by developing insightful community history and social justice content (incl. guide to nearby public and private landmarks and murals), as well as more history and stories of highly toured sites. This would make this intriguing history easily accessible using geotags appearing in popular map apps. The process and outcome will strengthen community identity, empowerment, and development via gathering and sharing neighborhood history and people via audio tours and links to more information. Partnership with community members and researchers via our networks of nonprofit organizations and county agencies like ARDI, Library, and cities, as well as radio stations and tech companies that can include our geotags, will illuminate our diverse and overlooked communities with celebrity voices and historical audio clips (i.e., apple and google maps). The educational impact will increase intergroup understanding and empathy, and reduce fear, discrimination, conflict and hate experienced by lesser known and understood communities often targeted by hate.

Ongoing: \$185,000 (1 HRC Project Coordinator) and IT licensing and other costs
One-Time: \$490,000 for research into community history, for community voices from all regions of the county, tech consultants, and development of audio casts for the many lesser known neighborhoods and their stories of LA county that will draw tourism (not just from outside LA County, but from within).
Total Ongoing Cost: \$185,000

Strategy 3: Advancing Basic Human Rights and Equity in Our County

Our county priority on anti-racism, diversity and inclusion, as well as on eliminating homelessness, should be evident to visitors and to residents of LA County when the Olympic Games are held in LA and millions from around the world view our communities. The Commission’s strategic priorities include emerging issues and facilitating community engagement that highlights success stories in these arenas would demonstrate the County’s commitment, progress and innovation to end hate, to meet basic human needs, and to address racial, environmental and other glaring inequities. International human

rights treaties and principles refer to [the right of children to play \(vs. child labor\)](#), along with non-discrimination treaties (ICERD), the basis for the concept of “Play Equity,” which we can advance via community listening sessions and follow up actions in collaboration with internal/external partners, such as LA84’s Play Equity Fund and The Alliance (of pro sports teams in LA). Through initiatives that link our strategic priorities to the equity planning of county departments and community partners, the objective is to accelerate efforts to eliminate the most critical and obvious human rights crises, uplift disadvantaged children and communities, and to highlight successes and promising practices to inspire increased participation to bring about needed changes.

Ongoing: \$195,000 (for 1 Senior HRC staff or contractor and supporting funds)
One-Time: \$500,000 for funding community partners and facilitating community engagement which provide resources to community for change efforts, identify key goals and achievements via community-government partnerships that showcase where milestones in equity, human rights and justice have been reached. Potential partnerships with ARDI, county departments and cities, nonprofits and foundations.
Total Ongoing Cost: \$195,000