



COMMISSION ON HUMAN RELATIONS

LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

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February 29, 2024

MEMORANDUM TO THE COMMISSIONERS

FROM: Ilan Davidson, President

SUBJECT: Commission Meeting- Monday, March 4, 2024

Our Commission will meet on Monday, March 4, 2024 from 12:30 p.m.-2:00pm at 510 S. Vermont Ave., 9th Floor, Room B., 9TK11, 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#

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, March 4, 2024.

Siranush Vardanyan

(213) 304-4180



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

AGENDA

MEETING OF THE COMMISSION

Monday, March 4, 2024 – 12:30-2:00 pm

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

Conference Room B on the Terrace Level, 9th Floor

Also via MS Teams Video and Audio Conferencing [213-204 2512,,980587174#](https://teams.microsoft.com/join/213-204-2512-980587174) [Click here to join the meeting](#)

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

- 1. Call to Order and Land Acknowledgment (12:30)**
- 2. Review & Approval of February 5, 2024 Meeting Minutes***
- 3. President's Report (12:33)**
 - 3.1. Spotlight on New Staff: Yvette Baharyans, Training Team*
 - 3.2. San Pedro Community Unity Event in May/June
 - 3.3. Crisis for Unhoused Families
- 4. Executive Director's Report (12:45)**
 - 4.1. Board motion, Commission's suburban policing data report*, Network Against Hate Crime and Sacramento meetings, and Racial Justice Learning Exchange
 - 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. Continuing Mid-Term Review of Progress on Commission's Strategic Plan*
 - 7.2. Commission follow-up on LA vs Hate report
 - 7.3. 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; Ms. Lisa Dabbs, 6528 Greenleaf Ave., Whittier, CA 90601; Mr. Jason Moss, 114A West Lime Avenue, Monrovia, CA.



Los Angeles County Commission on Human Relations

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

[DRAFT] MINUTES
COMMISSION ON HUMAN RELATIONS
Meeting of February 5, 2024
Via Microsoft Teams Video & Audio Conferencing

PRESENT:	Helen L. Chin	Derric Johnson
	Ilan Davidson	Guadalupe Montaña
	Dandy De Paula	Jason Moss
	Azusena Favela	Fredrick Sykes
	Jeanette Ellis-Royston	Gay Yuen
	Isabelle Gunning	
STAFF:	Roland Gilbert	Robin Toma
	Grace Lowenberg	Siranush Vardanyan
	Robert Sowell	
GUEST:	Andria Seo	

- 1. Call to Order and Land Acknowledgment of Indigenous Peoples:** Commission President Ilan Davidson called the meeting to order at 12:34 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.

Emergency Motions: Pres. Davidson proposed the following motions as recommended by deputy county counsel Seo: Finding that an emergency situation impairs public health, safety, or both, which justifies taking action on this non-agenda item due to the state of emergency. Commissioner Gay Yuen made the motion, and Commissioner Fredrick Sykes seconded it. The motion passed unanimously with no abstentions. Also finding that meeting in person would present imminent risks to the health or safety of attendees, due to the state of emergency, it was moved by Commissioner Sykes and seconded by Commissioner Jeanette Ellis-Royston, that the meeting will proceed by teleconference as a non-agenda item. This motion also passed unanimously with no abstentions.

2. **Review & Approval of January 8, 2024 Meeting Minutes:** The motion to approve the minutes of the Commission meeting of January 8, 2024, as presented by Vice-President/Secretary (VP-Sec.) Isabelle Gunning, was made by Commissioner Guadalupe Montañó and seconded by Commissioner Jason Moss. The motion passed unanimously, with abstentions by Commissioners Asuzena Favela and Derric Johnson.

3. **President's Report**

3.1 **Spotlight on a Partner: Andria Seo, Deputy County Counsel:**

President Davidson introduced Deputy County Counsel Andria Seo (Seo approximately pronounced 'Sah'). Ms. Seo shared that she is new with the County and was previously employed at a disability rights nonprofit organization. Ms. Seo shared that she has recently attended several Commission meetings and has been impressed with the important work of the Commission. Executive Director (ED) Robin Toma joined to explain that County Counsel provides legal advice and counsel on a matter of issues that we need help with, such as the Brown Act or developing and reviewing agreements and contracts between the county and vendors.

3.2 **John Anson Ford Awards Event of January 16, 2024:** President Davidson reported that the John Anson Fords Awards event took place on January 16th and thanked everyone for the work that went into that day. He expressed that he believed it went smoothly and was happy to see there were interviews taking place, and media present for the event. Commissioners Yuen, Sykes, De Paula, Chin, and Ellis-Royston also shared their experiences and suggestions regarding the event.

3.3 **Attending LA County Commission on Women's Awards Event on March 18th:** President Davidson began by urging Commissioners to create relationships with the Supervisors in their districts and shared that he was called to a meeting by Supervisor Hahn regarding issues of antisemitism going on in elementary schools in Palos Verdes, and he felt proud to be there and represent the Commission. He noted that it was important to realize that open conversations are available, we can find common ground, and we can serve the community with our knowledge. He noted Sup. Janice Hahn's role in stressing how choosing our words carefully is important as they can be polarizing. President Davidson also shared that on March 18th he will be attending the LA County Commission on Women Awards Event, where several remarkable women will be honored.

4. **Executive Director's Report**

4.1 **Bringing LA vs Hate Care Coordination in house:** ED Toma began his report by sharing that there will be funding through Measure B to help with preventing hate violence through hiring staff. ED Toma explained that hiring for this position would possibly happen in June or July, and there is a memo in the packet in support of additional staffing positions.

4.2 **Communications Update with PIO Tony Cowser:** ED Toma asked Assistant Executive Director (AED) Robert Sowell to report on behalf of PIO Tony Cowell, who is doing jury duty. AED Sowell shared his screen to show a report about the coverage by news media of our John Anson Ford (JAF) Awards. A video clip from the County Channel included all the awardees, words by Pres. Davidson, ED Toma, Supervisors Solis and Horvath, and co-founder of the United Farm Workers with Cesar Chavez, Ms. Dolores Huerta, represented so well by her daughters. Key information from this report

was that there were over 50 mentions of the JAF Awards in the news media and they were overwhelmingly positive mentions, with some that were neutral.

4.3 Our JAF Awards Event and other program and administrative updates: ED Toma thanked PIO Cowser and AED Sowell for the report, noting how unusual it is for the JAF Awards to receive this amount of media coverage, as well as the success of the event. Commissioners remarked about the JAF Awards follow up, including the need for more inclusive coverage by Asian and Armenian language news media, as well as lifting up these awardees and programs to the Supervisors' offices. ED Toma finished his report by mentioning that in addition to Commission staff Fidel Rodriguez being part of a meeting with Supervisor Hahn, Pres. Davidson, and Palos Verdes School District Board Member Dr. Sara Deen, the Human Relations Commission is being asked to be part of several different events, such as Supervisor Mitchell's Racial Justice Learning Exchange program on Disrupting the School To Prison Pipeline, an Interfaith Seder which Sup. Mitchell co-hosted last year; and a Board motion on Black History Month which asks for our participation. Also, ED Toma updated on the move of the Commission offices from the 11th floor to the 15th floor of the building in a couple of weeks hopefully. President Davidson asked if it is possible to get a list from PIO Cowser for a list of the different media outlets that were contacted for the JAF awards, to which ED Toma said we would.

5. Committee Reports

5.1 Transformative Justice Committee: Committee Chair Gunning stated that the Committee met with the community partners who have been doing a study on suburban policing. There were several concerns that were discussed including racial disparities in stops and arrests, the amount of bail being set against African American and Latino individuals, and mental health services.

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 shared that she recently saw a small billboard on the side of a bus for LA vs Hate and was very proud and excited.

5.4 John Anson Ford Awards Committee: Committee Chair Guadalupe Montaña thanked all for attending the John Anson Ford Awards and expressed that it was great to see everyone there in person.

6. Public Comment: No public comments.

7. Action/Discussion Items

7.1 Commission Support for Calif. Ballot Measure ACA 5 Marriage Equality: ED Toma shared that this measure will be on the ballot on the coming [November] election to amend the California Constitution to say that marriage is a fundamental right and to remove the part indicating that it is only between a man and a woman. ED Toma explained that this is the opportunity to ratify or not ratify that the Commission's recommended support for this measure, which ED Toma and Pres. Davidson had to convey to county counsel/CEO because it was due before this Commission meeting. The Commission voted to ratify the Commission's support of the measure, moved by Commissioner Gunning, seconded by Commissioner Montaña. The motion passed unanimously.

- 7.2. Mid-term Review of Progress on Commission’s Strategic Plan:** ED Toma explained that AED Sowell and Staff Roland Gilbert will be presenting on two goals of the Commission’s Strategic Plan Priority One. Staff Gilbert shared that the first goal is to create and implement a process for tracking key indicators and other information to identify emerging human relations issues and relevant cultural shifts. Staff Gilbert shared that he was able to do so using a trend analysis and identified emerging issues. He mentioned the use of Meltwater to determine that the mentions of “white supremacy” in the media grew significantly to over 152,000 in the period analyzed, and 9.5% of them positively referenced the term, 32.6% were neutral, and 57.8% were negative mentions of it. Based on this work, we are starting to implement the second goal.
- 7.3. Commission follow-up on LA vs Hate annual report:** ED Toma explained that there is a motion that is being presented by Supervisor Mitchell that is focused on anti-Black racism. He explained that in recognizing that February is African American History month, in addition to ongoing work to respond to the disproportionality of anti-Black hate crime in the county and community, HRC is looking at the feasibility of developing a campaign to diminish the increasing number of hate incidents and hate crimes reflecting anti-black racism.
- 7.2 New Resource on Fostering Compassionate Dialogue on College Campuses:** ED Toma shared that this is a new resource that was released by a program from Ohio State University’s law school that is called the Divided Communities Project. ED Toma explained that they received input from experts all around the country on how to foster compassionate dialogue on college campuses, and this is something we can share with our partner networks and agencies such as the California Association of Human Relations Organizations (CAHRO). Commissioner Jason Moss suggested that this can also be geared towards school districts in addition to colleges.
- 8. Commissioner Announcements:** Commissioner Yuen and Commissioner Chin wanted to wish everyone a Happy Lunar New Year with a lot of prosperity, good health, and love for the Year of the ‘Wood Dragon,’ noting they had prepared to bring traditional new year treats for all those in person at our meeting but were unable to when our meeting was moved online due to the weather emergency. Commissioner Sykes stated that he sent an email to everyone regarding wealth and affordable housing, and encouraged all to look at it and think about how difficult it is for some of us to own property. Commissioner Ellis-Royston shared that the NAACP to Pomona Valley branch is hosting their Freedom Fund on February 24th at the DoubleTree in Claremont and that she will send the flyer out.
- 9. Adjournment:** ED Toma invited a motion to adjourn the meeting in honor of Civil Rights and Community Leader Alan Nishio. Additionally, Commissioner Montano invited a motion to adjourn in memory of Education professor and mentor Dr. Tatiana Melguizo. Commissioner Ellis-Royston made the motion, and Commissioner Gunning seconded it. The motion passed unanimously with no objections.

Respectfully submitted,

Isabelle Gunning
Commission Vice President-Secretary

It is our delight to introduce you to our newest Human Relations Commission staff member, Yvette Baharyans. Mrs. Baharyans joins our Training Team as a Senior Human Relations Consultant. She brings a wealth of experience in the mental health sector, including serving as a mental health clinician and a community advocate and life coach for persons challenged with substance abuse in her 2-year TV show focused on serving members of Armenian and Persian communities.

As a mental health clinician Mrs. Baharyans has worked as a DMH licensed clinical counselor and supervisor. She has supervised interns in a family and youth services agency in a CalVIP (California Violence Intervention and Prevention Program) funded program, supervised multidimensional family therapy, and advocated to enhance public health and safety through effective violence reduction initiatives. Her work has included implementing programs to reduce gang activities and high-risk behaviors among high school students in Pasadena, Glendale, and Burbank. As a supervisor she has developed her team members' knowledge and skills in behavioral therapy with cultural competence.

Mrs. Baharyans is eager to invest in our agency's work her 15 years of experience in mental health and community advocacy in which she has successfully merged Cognitive Behavioral Therapy techniques with cultural humility to provide practical tools for individuals to better understand different cultures. She expresses honor and excitement in collaborating with her new colleagues in support of an egoless, nonjudgmental environment that respects diverse values and fosters cultural competence to contribute to a better future for society at large.



For Agenda Item 4.1 part 1

CALIFORNIA

Disproportionate arrest levels for Black and Latino populations in suburban L.A. County



A new report analyzed arrest data for Glendale, Pasadena and South Pasadena and found racial disparities. (Genaro Molina / Los Angeles Times)



BY NOAH GOLDBERG
STAFF WRITER | FOLLOW

FEB. 14, 2024 3 AM PT

Black and Latino populations in three of L.A. County's northeast cities were disproportionately subject to arrest by suburban police departments, a new report by

the county Commission on Human Relations found.

The report analyzed arrest data from 2010 to 2020 from the Glendale, Pasadena and South Pasadena police departments and found large disparities between the rates of arrest for Black and Latino populations versus those of their white and Asian counterparts.

While the Los Angeles Police Department comes under constant scrutiny, departments in the county's smaller cities are not watched as closely. The report cited as its *raison d'être* the dearth of public information on police conduct and arrests in small cities and suburban areas.

“Policing in suburban areas is very important. A larger number of people are killed by suburban police officers than urban police officers, but it's much harder to get info on what's happening in suburbs, because police have fewer resources in suburbs, and they tend to get less scrutiny than big-city departments,” said Jorgen Harris, an assistant professor of economics at Occidental College and co-author of the report.



BOOKS

Pasadena's historic Vroman's bookstore up for sale, along with Book Soup

Jan. 18, 2024

The South Pasadena Police Department did not immediately respond to a request for comment, but officials from Glendale and Pasadena suggested that the numbers may have been swayed by the arrest of nonresidents from nearby communities.

One key takeaway, according to Harris, is that while arrests over the last decade have dropped substantially in Los Angeles, the same cannot be said for many smaller cities.

Arrests per thousand residents fell steeply over the past 10 years in South Pasadena, but in Glendale and Pasadena, the number stayed roughly even until the pandemic, when it

dropped. Still, Glendale and Pasadena are arresting residents at a much higher rate than Los Angeles and South Pasadena.

“Our understanding of this wasn’t that Glendale and Pasadena have higher amounts of crime than L.A. It’s likely a set of decisions made by police departments about how to respond to crimes that could or could not result in an arrest,” Harris said.

The study found that Latinos made up the largest share of arrests in all three cities — as well as in the city of Los Angeles. This was especially stark in South Pasadena, where Latinos make up less than 20% of the population but accounted for more than 50% of arrests.

In Los Angeles, meanwhile, Latinos make up nearly 50% of the population and accounted for about the same percentage of arrests.



CALIFORNIA

A San Diego high schooler threatened a shooting. Cops found explosives, ghost guns at teen’s home

Jan. 30, 2024

Harris noted that the South Pasadena Police Department does not identify in arrest records whether a person is Latino; it does track white, Black, Asian and “other.” Harris and co-author Seva Rodnyansky compared surnames of those arrested in the city with census data in an effort to determine whether they were Latino.

The disproportionate rate of arrests for Latinos, combined with the fact that the city is not tracking numbers for the group, concerned Harris.

“There’s a very large disparity there, much larger than any of the other cities. That’s a disparity that needs to be measured in order to be understood,” he said.

One reason for the disparity could be that members of large Latino communities near South Pasadena are arrested while driving through the city, Harris conjectured.



WORLD & NATION

Connection between police violence and Black Americans' health documented in 2 studies

Feb. 5, 2024

In all four cities, Black people made up a higher percentage of those arrested than of the total population, according to the report. Black residents make up less than 10% of L.A. and Pasadena but accounted for more than 20% of arrests.

On top of the higher arrest rates, Black people were more likely to have a higher cash bail set in their cases, according to the report.

ADVERTISEMENT

The data for Pasadena showed that bail was set in a similar percentage of cases for all racial and ethnic groups, but the amount varied widely. The median bail for Asians in Pasadena was \$5,000; for white people and Latinos, \$15,000; and for Black people, \$26,000.

In Glendale, the bail disparities were less significant, and Asians had median amounts set at similar levels to Black people.

The report did not provide bail data for South Pasadena.

The report noted that differences in bail amounts could reflect criminal history or specific circumstances of a case and are not necessarily reflective of a judicial decision based on the race of the defendant.

“These differences in bail awards by race could reflect differences in the characteristics of arrestees by race in the number and severity of prior offenses or other characteristics seen by judges and prosecutors, or could reflect implicit or explicit racial bias in the setting of bail,” the researchers wrote.

The report ruffled the feathers of the Glendale and Pasadena police departments, which noted that a large percentage of those arrested are “transitory,” coming from Los Angeles County but not necessarily from within the cities.

CALIFORNIA

ACLU Takes Case of Latinos Arrested at Church

Jan. 31, 1990

The Glendale Police Department said it appreciated the commission’s efforts in conducting the analysis and recognizes “the importance of transparency and accountability in law enforcement practices.”

But the department cited numerous issues with the study, including the fact that it was not consulted.

Glendale’s police department said that its arrests closely mirror demographic data for the county.

“It is imperative to note that over half of the arrests made in Glendale involve nonresidents, underscoring the importance of considering regional dynamics when

interpreting arrest statistics,” the department wrote in response to the report.

The Pasadena Police Department noted a similar phenomenon, saying the report did not account for “the increased transitory population” in the city during the daytime and during events that lead to greater numbers of arrests of nonresidents.

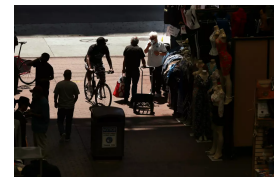
Helen Tran of Care First South Pasadena said the public safety activist group sent a report with similar data to the city’s police department in 2022. South Pasadena did not give a meaningful response to the data at the time, she said.

“We want the city to actually take action on the data, not just sit there and have data to look at,” Tran said.

MORE TO READ

Los Angeles County demographic changes: What you need to know about new 2022 U.S. Census data

Dec. 8, 2023



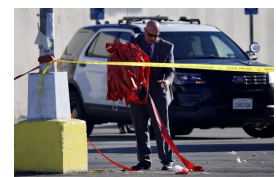
L.A. County says hate crimes surged in 2022, with nearly 75% of them violent

Nov. 29, 2023



Crime is down, but fear is up: Why is L.A. still perceived as dangerous?

Oct. 12, 2023



Noah Goldberg

Noah Goldberg covers breaking news for the Los Angeles Times. He worked previously in New York City as the Brooklyn courts reporter for the New York Daily News, covering major criminal trials as well as working on enterprise stories. Before that, he was the criminal justice reporter for the Brooklyn Eagle.

Media Advisory: Network Against Hate Crime Hybrid Meeting

County of Los Angeles, California sent this bulletin at 02/05/2024 08:50 AM PST

[View as a webpage](#) / [Share](#)



COUNTY OF LOS ANGELES
COMMISSION ON HUMAN RELATIONS

FOR IMMEDIATE RELEASE
February 5, 2024

Media Advisory

NETWORK AGAINST HATE CRIME QUARTERLY MEETING

ATTEND IN PERSON OR VIA TEAMS

The LA County Human Relations Commission recently released its 2022 Hate Crime Report which documented an 18% increase the previous year from 790 to 929. This is the second-highest number in more than 20 years. Commission Executive Director Robin Toma will provide a summary of the highlights of the study.

Attendees can attend in person or online via the Teams platform. If you plan to participate remotely, please allow an extra five minutes to join the meeting via Teams.

When:

Wednesday, February 7, 2024
10:00– 11:30 a.m.

Where:

510 South Vermont Avenue
Terrace Level Press Room
Los Angeles, CA 90020

Who:

- Professor [Brian Levin](#) on Rising Hate in America's Ten Largest Cities.
- [Ron Wakabayashi](#), Former DOJ Regional Director of Community Relations Service (CRS). *Managing Conflict Related to the War in the Middle East: A Guide for U.S. College Campuses*.

What:

Cal State University Releases Study on Hate and Extremism

Cal State University San Bernardino's Center on the Study of Hate and Extremism is releasing a new report that documents an alarming upsurge in hate crimes in the ten largest U.S. cities, largely driven by anti-Semitism.

Managing Conflict Related to the War in the Middle East: A Guide for U.S. College Campuses

For the past few months, colleges across the U.S. have been rocked by protests, online debates, and some hate crimes as students and professors voice their opinions about the violence in Israel and Gaza. The controversy has sparked serious questions for policymakers, such as, "When does free speech become hate speech?" The Ohio State University Moritz College of Law has produced a new guide, "LEADING A DIVIDED CAMPUS: Ideas and Illustrations," which offers suggestions for administrators who are struggling to balance the free exchange of ideas on their campuses with maintaining safety and civility. Ron Wakabayashi, who retired from the U.S. DOJ's Community Relations Service in 2020, was one of the subject matter experts who provided input to the publication. He will discuss the current climate on college campuses and the guide's

primary recommendations for educators.

Please RSVP to Gustavo Partida, at GPartida@hrc.lacounty.gov. Attendees can attend in person or online via the Teams platform. Please allow for an extra five minutes if you plan 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#](tel:+12132042512856962781) United States, Los Angeles

Phone Conference ID: 856 962 781#

Media Contact:

Antonio Cowser, Public Information Officer

Acowser@hrc.lacounty.gov

Cell: (213) 440-2945

###



(213) 738-2788



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LA County Supervisor Holly J. Mitchell
LA County Supervisor Holly J. Mitchell
New Tab

mitchell.lacounty.gov/rjle-march-16/

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HOLLY J. MITCHELL
LOS ANGELES COUNTY SUPERVISOR • 2ND DISTRICT

ABOUT 2ND DISTRICT BOARD MEETINGS INITIATIVES SERVICES RESOURCES NEWS CONTACT

Dismantling the School to Prison Pipeline

Saturday, March 16 | 9:30 am - 12:30 pm

Community Reentry Center: Developing Opportunities and Offering Reentry Solutions (D.O.O.R.S)
3965 S. Vermont Ave., 3rd floor, Los Angeles, CA 90037

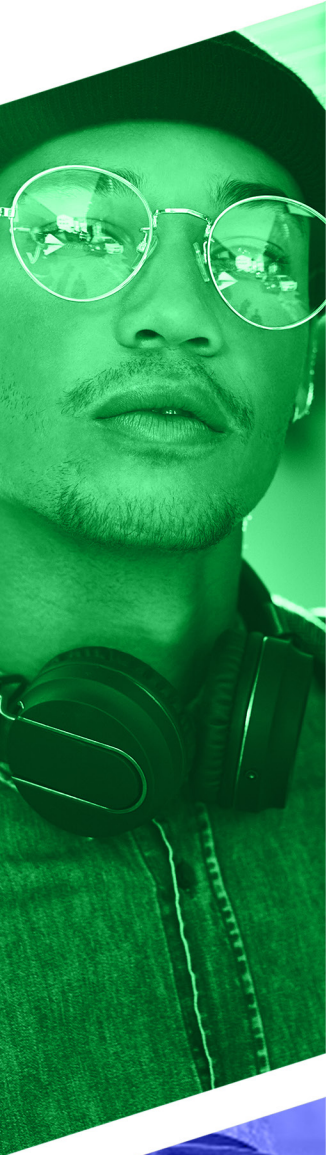
Join the Office of Supervisor Holly J. Mitchell along with Los Angeles County departments, community stakeholders, and youth for a panel and community discussion on dismantling the school-to-prison-pipeline.

Join the Office of Supervisor Holly J. Mitchell along with Los Angeles County departments, community stakeholders, and youth for a panel and community discussion on dismantling the school-to-prison-pipeline.

Type here to search 62°F Sunny 11:07 AM 2/28/2024

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.

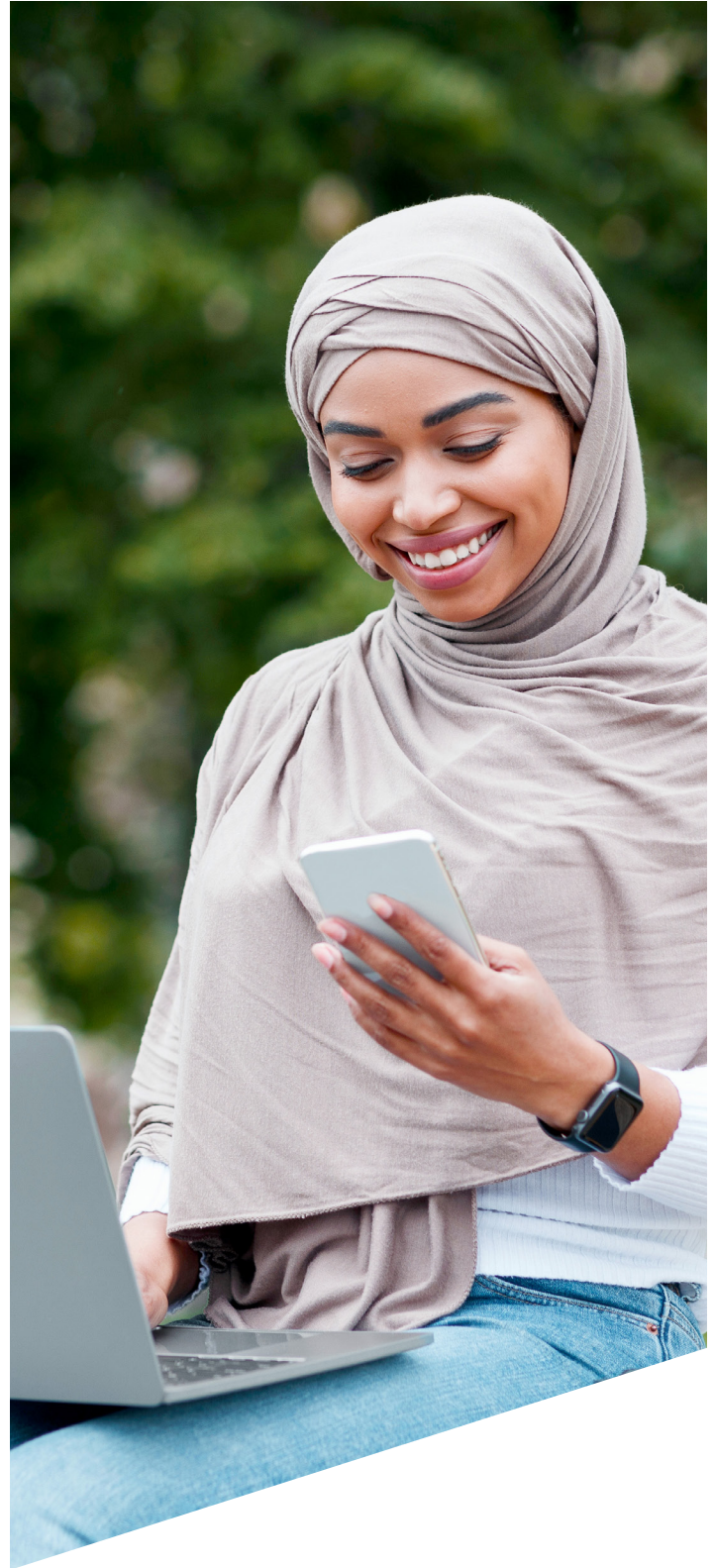
GOAL 4

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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Strategic Priority: Transformative Justice

“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 build on our seminal report, *Redefining Policing with Our Community*, to break the cycle of incarceration by addressing root causes of violence in LA County and investing in communities suffering from violence, 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, 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, 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, and must invest in building community safety strategies that center trauma-informed and harm-reduction approaches in crisis management and conflict resolution.” (FY 2022-2025 Strategic Plan p. 6)



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 1

Los Angeles County Sheriff's Department	Start	End	Group	Status
Supported Passing of Measure A - Sheriff Accountability	2022	2022	Inequity	Completed
LA vs. Hate Victim Information Cards & Training	2022	2022	Fairness	Completed

Long Beach Police Department	Start	End	Group	Status
LA vs. Hate Victim Information Cards & Training	2023	2023	Fairness	Completed
Established/Facilitate LBPD Community Advisory Committee	2021		Fairness	Ongoing
CAC Review/Feedback on Following Policies: Community Services Assistant, Social Media, Response to Mental Health Crisis, Facial Recognition, Automated License Plate Readers, Internal Affairs, Grooming, Early Intervention Program, Use of Force, Overt Camera System, Search Warrants, Transgender Inmate, Tattoo, Police Service Dog, Body Worn Camera, Unmanned Aircraft, & Vehicle Pursuits	2021		Fairness	Ongoing

Torrance Police Department	Start	End	Group	Status
Procedural Justice & Reconciliation Training	2023		Fairness	Ongoing
Developing an Acknowledgement of Harm	2023		Inequity	Ongoing

Lancaster Police Department	Start	End	Group	Status
Developing an Incident Review Process	2024		Housing	Pending



Goal 2

Organization Name	SD	Initial Consultation	Consultation End	Notes
CAT 911 SFV	3	2021	Ongoing	Community Safety; Alternatives to 911; Participatory Budgeting
City of Long Beach	4	2021	Ongoing	CCR - Office of Equity & Health Dept., Fire Dept., Police Dept., Dispatch
My Tribe Rise	5	2021	Ongoing	Community Safety; Community Intervention
Care First South Pasadena	5	2021	Ongoing	Police Accountability & Transparency; Sundown Town City Council Resolution
Flintridge Center	5	2022	Ongoing	Community Safety; Community Intervention
Occidental College	1	2022	Ongoing	Suburban Police Department Data Analysis Report
Dena United	5	2022	Ongoing	Community Safety; Community Intervention
Cancel the Contract AV	5	2023	Ongoing	Sheriff Accountability & Transparency; Lancaster PD
Dublab	4	2023	Ongoing	Community Healing; Care First Community Investment (Y3) - Pending
JANM	1	2023	Ongoing	Transgenerational Healing; Japanese-American Internment
Santa Anita Racetrack	5	2023	Ongoing	Transgenerational Healing; Japanese-American Internment
AV Partners for Health	5	2023	Ongoing	Community Healing; Family Support (Justice-Involved); Hilton Foundation Planning Grant
United States DOJ CRS	---	2023	Ongoing	Human Relations Convening
CA Civil Rights CCR	---	2023	Ongoing	Human Relations Convening
LA City Civil Rights Department	1	2023	Ongoing	Human Relations Convening
Jacob's Ladder Community Fellowship Church	2	2023	Ongoing	Credible Messenger; Community Intervention; Care First Community Investment (Y3) - Pending
First AME Zion Church LA	2	2023	Ongoing	Credible Messenger; Community Intervention; Care First Community Investment (Y3) - Pending
H.E.L.P.E.R. Foundation	5	2023	Ongoing	Credible Messenger; Community Intervention; Care First Community Investment (Y2)
The Community Action League	5	2023	Ongoing	Community Safety; Community Intervention; Care First Community Investment (Y3) - Pending
Word of Life Outreach Ministries	5	2023	Ongoing	Community Safety; Community Intervention; Care First Community Investment (Y2/Y3) - Pending
AV Ministry Coalition	5	2023	Ongoing	Community Healing; Family Support (Justice-Involved)
Greater United Faith Apostolic Church	4	2023	Ongoing	Youth Violence Intervention; Care First Community Investment (Y2)
D.O.O.R.S. Reentry Center (JCOD)	5	2023	Ongoing	Re-Entry; Community Intervention
Olive Support Services	5	2023	Ongoing	Re-Entry; Community Intervention; Care First Community Investment (Y2)
Peoples AME Zion Church	5	2023	Ongoing	Community Safety; Community Healing
WOW Flower	5	2023	Ongoing	Sheriff Accountability & Transparency
AB Live Well	---	2024	Ongoing	Credible Messenger; Community Intervention
Sycamores	3	2024	Ongoing	Community Safety; Community Intervention
The Love We Don't See	2	2024	Ongoing	Sheriff Accountability & Transparency
Living Faith Cathedral	5	2024	Ongoing	Community Safety; Community Healing; Community Intervention
SoCal Grantmakers - Equity, Arts & Culture Team	1	2024	Ongoing	Transgenerational Healing; Community Capacity-Building
Pasadena Human Relations Commission	5	2024	Ongoing	Police Accountability & Transparency; Human Relations Convening



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.

Increase Calculator	
Percentage Increase	10%
Previous Year Total	27
Current Year Goal	30

2022 Total	11
2023 Total	27
2024 Total	32

