



COMMISSION ON HUMAN RELATIONS
LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

July 31, 2024

**Human Relations
Commissioners**

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Vice President/Secretary

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Fredrick Sykes
Kevork Keushkerian
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Guadalupe G. Montaño, Ed.D
Jason Moss
Jeanette Ellis-Royston
Gay Q. Yuen, Ph.D.

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Philip R. Valera

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Robert Sowell
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Fifth District

Edward Yen

Chief Executive Officer

MEMORANDUM TO THE COMMISSIONERS

FROM: Helen Chin, President

SUBJECT: Commission Meeting- Monday, August 5, 2024

Our Commission will meet on Monday, August 5, 2024 from 12:30 p.m.-2:00pm at 510 S. Vermont Ave., 9th Floor, Press Room, NK02, Los Angeles, California 90020.

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

Phone Conference ID: 980 587 174#

Please Post Agenda in your location.

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

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

If you are unable to join the meeting, please call me at (213) 304-4180 no later than 9:00 a.m., Monday, August 5, 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, August 5, 2024 – 12:30-2:00 pm

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

Conference Room 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 July 1, 2024 Meeting Minutes***
- 3. President's Report (12:33)**
 - 3.1. Partner Spotlight: Ms. Sunitha Menon, new ED of County LGBTQ+ Commission*
 - 3.2. Upcoming Delegation to IAOHRA Conference*
- 4. Executive Director's Report (12:45)**
 - 4.1. The Carter Center and UN High Commissioner for Human Rights (UNHCHR)*
 - 4.2. Announcement of LA vs Hate's Unity Coalition*
 - 4.3. Communications Update - PIO Tony Cowser
 - 4.4. 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. Creation of Ad Hoc Committee for Five Year Strategic Plan*
 - 7.2. Committees for FY 2024-25*
 - 7.3. Collaboration with County Office of Anti-Racism, Diversity and Inclusion (ARDI)
 - 7.4. Establishing a Human Rights Education/Culture committee
- 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: Ilan Davidson, 1435 W. 7th St., San Pedro, CA 90732; Dandy De Paula, 21815 Juan Avenue, Hawaiian Gardens, CA 90716; Kevork Keushkerian, 1115 Valley View Avenue, Pasadena, CA 91107; Jason Moss, 114A West Lime Avenue, Monrovia, CA 91016.



Los Angeles County Commission on Human Relations

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

[PROPOSED] MINUTES
COMMISSION ON HUMAN RELATIONS
Meeting of July 1, 2024
Via Microsoft Teams Video & Audio Conferencing

PRESENT: Helen L. Chin
Dandy De Paula*
Jeanette Ellis-Royston
Isabelle Gunning
Kevork Keushkerian*
Preeti Kulkarni
Guadalupe Montaña
Jason Moss*
Fredrick Sykes
Gay Yuen

STAFF: Tony Cowser
Jacqueline Gordon
Robert Sowell
Robin Toma
Siranush Vardanyan

- 1. Call to Order and Land Acknowledgment of Indigenous Peoples:** Commission President Helen Chin called the meeting to order at 12:38 p.m. with a quorum in attendance. President Chin began by reading in full the L.A. County Land Acknowledgment – which can be found at the following link: [Land Acknowledgment – COUNTY OF LOS ANGELES \(lacounty.gov\)](#) -and recognizes the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples as original inhabitants of these lands, honoring and paying respect to their elders and descendants; acknowledging that settler colonization resulted in land seizure, disease, subjugation, slavery, relocation, broken promises, genocide, and multi-generational trauma; reminding us of 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.
- 2. Review & Approval of June 3, 2024 Meeting Minutes:** The motion to approve the minutes of the Commission meeting of June 3, 2024, as presented by Vice-President/Secretary (VP-Sec.) Isabelle Gunning, Commissioner Yuen stated that on item 7, she was not the committee chair, but was a member who was asked to read the nominees. Staff Siranush Vardanyan stated that the header and footer also needs to be corrected to indicate June rather than May. The motion was made to approve the minutes with the proposed changes by Commissioner Preeti Kulkarni and seconded by Commissioner Yuen. Motion was approved with abstentions by Commissioners Montaña and Favela.

3. President's Report

* This commissioner, and others marked by an asterisk, attended the meeting via internet video (MS Teams link), providing their location address to be included on the posted agenda, in compliance with applicable open meeting laws and policies.

3.1 Spotlight on Community Partner: Ms. Sunitha Menon, new Executive Director of County LGBTQ+ Commission:

President Chin shared that Ms. Sunitha Menon, the Executive Director of the new LA County LGBTQ+ Commission, is not able to join this month, but ED Toma is in contact with her and she will be joining us next month.

3.2. Inaugural Message from New Commission President: Commission President Helen Chin presented her inaugural message. President Helen Chin thanked everyone for their support and reiterated the importance of the work of the Commission. She remarked on the historical significance of the moment and emphasized how the Commission is meeting the moment, while also laying the groundwork for a vision of the future, and to consider what that we want to leave behind for future descendants and for our planet. She asked the commission to consider how they are taking care of themselves, while they're taking care of community. She ended her message by reading a passage from "What it Takes to Heal", by Prentis Hemphill, speaking to how love undergirds justice and what it means to heal in community.

3.3 The Carter Center and UN High Commissioner for Human Rights (UN OHCHR): President Chin was able to sit in on several meetings throughout the full day with ED Toma and the delegation. President Chin shared that it was heartening for her to hear about how human rights work is being done and the need to create a human rights culture.

4 Executive Director's Report

4.1. The Carter Center and UN High Commissioner for Human Rights (UN OHCHR): ED Toma began his report about The Carter Center's partnership with the UN Office of the High Commissioner for Human Rights, and their goal of bringing the international human rights culture to this country. He noted that when we think about human rights, most people think of what's happening outside of the United States, not what's happening inside of the U.S. He cited one highlight was meeting with the Deputy Director of International Events in Mayor Karen Bass's office, Kenneth Ahn, who is interested in the human rights aspect of planning for the Olympics in Los Angeles in 2028. ED Toma pointed out that the City of LA is the lead in the Olympics. Assistant Executive Director (AED) Robert Sowell joined to share that the question was asked about how they can assist in the work of the Commission and that there needs to be a focus on how to develop a way that support can be received. Lastly, ED Toma informed Commissioners that he will be attending meetings at the Carter Center in July on this topic.

4.2. Bringing Human Rights Home Symposium- June 20th: ED Toma shared that he spoke on the third of three panels at Fordham University Law School in New York City on June 20th about the prism of reparative justice. Executive Director (ED) Robin Toma was asked to attend to speak about our work and how it related to reparative justice- the idea that we are helping to heal individuals and society from past harms. He mentioned LA vs. Hate's power to begin healing simply by recognizing and assisting those experiencing the many acts of hate that may not be actionable by law enforcement but do harm none the less. Commissioner Isabelle Gunning asked if the symposium was recorded or live streamed and ED Toma said that he would find out whether it was recorded and whether it was available to share.

4.3. Communications Update-PIO Tony Cowser: Our Commission Public Information Officer (PIO) Tony Cowser showed a photo from the LGBTQ+ Anti-Hate Awareness Forum held at the San Fernando on June 20 to educate residents on how to combat hate during Pride Month, and to heighten awareness of the growing hate against the LGBTQ+ and Trans communities. PIO Cowser said the media covered the

event well, including NBC News, County Communications, and newspaper outlets. Event panelists were Dr. Monica Lomeli, April Johnson, and Paul Smith of our Commission; LA County Sheriff Sgt. Keith Ho, LAPD Detective Orlando Martinez, and Somos Familia Valle President Kevin Al Perez. All the panelists answered questions, shared information, and urged people to report hate crimes and incidents at the event. PIO Cowser indicated that the event could occur next year for the LGBTQ+ community or duplicated for other vulnerable communities in the future.

4.4 Other Program and Administrative Updates: ED Toma added that we are currently working on spending down and completing evaluations and metrics, as this calendar year is the end of the \$1,000,000 from the Federal American Rescue Plan funds for three projects within LA vs Hate that included the Dream Resource Centers. ED Toma shared that work is also being completed to secure additional funding for the Dream Resource Centers. He also noted that Commission staff are continuing to settle in our new offices on the 15th floor of this Vermont Corridor building. AED Sowell shared that last week there was a list of candidates received, and interviews are scheduled to fill the positions of Terri Villa-McDowell and Marshall Wong who retired. Commissioner Preeti Kulkarni asked whether any of the Dream Resource Centers will remain open after December 2024. ED Toma expressed that partners and other organizations have been successful in getting additional funding for some of the Dream Centers from private philanthropy and other sources.

5. Committee Reports

5.1. Transformative Justice Committee: Committee Chair Isabelle Gunning reported that the Committee met and has a plan to gather the information from their various jail visits, . to create an internal report and determine next steps.

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

5.3. LA vs Hate Committee: Committee Chair Guadalupe Montaña stated that she was at the San Fernando Library event and that it was very much needed and very much appreciated. She wanted it to be on record that the Committee has been asked if we could help in providing some cultural competency training to folks who pick up the phone at 211 because they don't feel the best equipped to help people who are suffering from incremental distress. AED Sowell reported that Manager April Johnson, who is the lead for our training work, has been contacted and has responded.

5 Public Comment: None was offered.

6 Action/Discussion Items

6.3 Commission Committees for FY 2024-2025: President Chin went through the list of Commission Committees and added/removed members as needed. The Commission will be voting to finalize the Committees during the next meeting. The following changes were suggested: On the JAF Awards Committee: Commissioners Davidson, Montaña, Keushkerian and Yuen are interested in remaining. On the Transformative Justice Committee: Commissioners Gunning, Johnson, Kulkarni, Ellis Royston, Sykes, and Favela. On the Policy and Advocacy Committee: Commissioners Montaña, Gunning, Johnson, Ellis Royston, Dabbs and Moss. On the

LA vs HATE Committee: Commissioners Montaño, Chin, Gunning, Yuen and Moss. On the Ad Hoc Strategic Planning Committee: Commissioners Kulkarni, Montaño, and Johnson.

6.4 Continuing Mid-Term Review of Progress on Commission’s Strategic Plan: ED Toma wants to schedule the mid-term review of LA vs HATE for that part of the strategic plan at an upcoming meeting and asked to postpone this item, for which there was no objection.

6.5 Support for Commission Delegation to National IAOHRA Conference: President Chin asked attendees who would like to attend the IAOHRA Conference in St. Louis in August this year. Commissioners Keushkerian, Montaño, Favela, and Chin expressed interest in attending. President Chin invited a motion to support sending a delegation to the conference. The motion was made by Commissioner Gunning and seconded by Commissioner Kulkarni. The motion passed with no opposition, and an abstention by Commissioner Montaño.

7.4 Collaboration with County Office of Anti-Racism, Diversity and Inclusion (ARDI): AED Sowell mentioned that the Board of Supervisors passed a motion on an agenda to address Identity-Based Hate, in which we are working with ARDI and other departments. The Countywide Climate and Culture work group of ARDI is working on a pilot project with 9 departments on how to cultivate cultural belonging. Additionally, the work group is creating a countywide framework related to diversity and inclusion, in which we help coordinate and are actively involved. Their ARDI work group is also working to create a county-wide training framework for a hub for not only of the kind of trainings that we do, but other trainings in the county that are related to diversity, to equity, to inclusion, and to justice. ARDI is also working on a motion with other county stakeholders on proposing something that is in response to the California Commission on Reparations. Their final report had a series of recommendations. President Chin asked how this work can be measured, and AED Sowell shared that one way is to ask employees if they feel they belong, and that is being used as baselines.

7 Commissioner Announcements: Commissioner Jeanette Ellis-Royston shared that her granddaughter Brittney Brown runs the 200 meters, and, through the result of her training, will be competing in the Paris Olympics. Ms. Brown graduated from Iowa University and is now living in Arkansas with her team and her coach. Commissioner Kevork Keushkerian shared that on Saturday, June 22, a cross stone, an Armenian khachkar from Armenia, was erected in front of the Tekken Cultural Association building in Altadena, on New York Drive and Allen Ave. Commissioner Keushkerian additionally suggested that State Senator Portantino, U.S. Representative Chu and Supervisor Barger will be visiting soon and invited all to take a look. ED Toma informed Commissioners that staff Jackie Gordon will be emailing all Commissioners regarding the services for Rev. James Lawson, Jr., a former Commission honoree and human rights giant who passed away recently.

8 Adjournment: President Chin made a motion to adjourn in memory of civil rights legend and non-violence strategist Rev. James Lawson, Jr. The motion was moved by Commissioner Montaño and seconded by Commissioner Gunning. The motion passed unanimously.

Respectfully submitted,

Ilan Davidson
Commission Vice President-Secretary



2023 LA

Board of Supervisors - Photo courtesy of <https://bos.lacounty.gov/executive-office/about-us/board-of-supervisors/historical-board-group-photos/present-1997>

Sunitha Menon, the former managing director of operations at Equality California, will serve as the executive director of Los Angeles County first-ever LGBTQ+ Commission, officials announced Friday.

The Board of Supervisors recently appointed Menon as executive director of the commission, where she is expected to review, recommend and propose policies, budgets, legislation and programs impacting the LGBTQ+ community. In her previous role with Equality California, the nation's largest statewide LGBTQ+ civil rights organization, Menon led strategic planning and executed a culture change plan to expand diversity, equity, and inclusion throughout the organization.

“It is an honor to have been chosen as the first executive director of the LGBTQ+ commission. I am grateful to Supervisor Solis and the Board of Supervisors for creating a commission dedicated to the safety and survival of the LGBTQ+ community here in Los Angeles County,” Menon said in a prepared statement. “Although we’d like to think that California and Los Angeles County specifically have been immune to the hateful attacks and rhetoric that have impacted so much of our community across the country, we face safety concerns, discrimination, and hate every day.”

She added, “I am confident that with my experience and the support of our diverse commissioners, the Board of Supervisors, and importantly, the wider LGBTQ+ community, we will be able to fight for our rights, our safety, and create a county where all LGBTQ+ people can thrive.”

Menon was also responsible for establishing the National Suicide Prevention Lifeline’s Chat program, which provides immediate mental health support to those in crisis. She also created and ran the first Consulting Services Department at RAINN, the nation’s largest anti-sexual violence organization, where she worked with companies, government organizations, and nonprofits with the goal to prevent sexual violence and support survivors.

Last year, the Board of Supervisors passed a resolution to fly the Progress Pride Flag at all county facilities in June, which is also Pride Month. Additionally, Supervisors Hilda Solis and Janice Hahn co-authored a motion to create the county’s first LGBTQ+ commission to review and make recommendations on new policies that impact LGBTQ+ communities.

“I hope this appointment will shine a light on those who dwell in these dark corners of hate and discrimination and move them toward the reality that the right to pursue life, liberty, and justice applies to everyone who chooses to live and thrive as who they are,” Solis said in a statement.

Hahn described Menon as the right person to get the commission off the ground, and help the county better shape policies and close inequality gaps impacting queer people. Hahn also noted that Menon is a resident of her 4th District — living in Long Beach with her wife who works as a L.A. County fire captain.

According to the Los Angeles County Commission on Human Relations 2021 Hate Crime Report, 89 percent of the hate crimes against gay men, and 93 percent of anti-transgender crimes, involved violence. And research has found that attempted suicide rates among LGBTQ+ youth are significantly higher than among the general population.

In the first half of 2024 alone, legislators nationwide have introduced more than 500 anti-LGBTQ+ bills, ranging from censoring school curriculum on LGBTQ+ topic to targeting drag shows, according to the report.

Supervisor Lindsey Horvath, who is chair of the board, echoed her colleagues’ sentiments, and expressed that she had full confidence in Menon.

“I look forward to the commissioners joining her in this urgent and important work to ensure that Los Angeles County remains a place where everyone — including our lesbian, gay, bisexual, transgender, gender-nonconforming, intersex, and gender-expansive community members — is welcomed, supported, and empowered,” Horvath said in a statement.



International Association of Official Human Rights Agencies

75th Anniversary **CONFERENCE AGENDA** AUGUST 11-15, 2024

"Creating A Human Rights Culture"
Royal Sonesta Chase Park Plaza
St. Louis, Missouri



SUNDAY, AUGUST 11, 2024

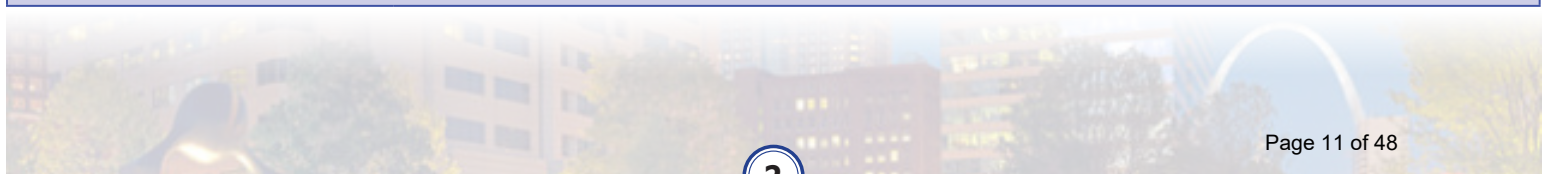
12:00 pm–2:00 pm	IAOHRA BOARD OF DIRECTORS' MEETING 1 st Floor Boardroom
2:00 pm–6:00 pm	CONFERENCE REGISTRATION Zodiac/Rooftop
4:00 pm–5:00 pm	OPENING WELCOME & RECEPTION Zodiac/Rooftop Dr. Alisa Warren, IAOHRA President <i>Executive Director, Missouri Commission on Human Rights</i> Percy Green, Civil Rights Activist
5:00 pm–6:00 pm	ENTERTAINMENT Zodiac/Rooftop Rhoda G.

MONDAY, AUGUST 12, 2024

7:30 am–5:00 pm	CONFERENCE REGISTRATION Khorassan
7:00 am–8:15 am	CONTINENTAL BREAKFAST Khorassan West

MONDAY, AUGUST 12, 2024 (CONTINUED)

8:00 am–9:00 am	<p style="text-align: center;">OPENING CEREMONY</p>
Khorassan Main	<p>Dr. Alisa Warren, <i>IAOHRA President</i> <i>Executive Director, Missouri Commission on Human Rights</i></p> <p>Diane M. Shelley, <i>Principal Deputy Assistant Secretary</i> <i>Office of Fair Housing and Equal Opportunity</i> <i>U.S. Department of Housing and Urban Development</i></p> <p>Mayor Tishaura O. Jones, <i>City of St. Louis (Invited)</i></p> <p>Dr. Sam Page, <i>County Executive, St. Louis County (Invited)</i></p> <p>Al Li, <i>Local Host Committee, Chair</i> <i>Missouri Commission on Human Rights</i></p>
	<p style="text-align: center;">CONFERENCE OVERVIEW</p> <p>Diane Clements-Boyd, <i>Conference Planning Chair</i> <i>Evansville-Vanderburgh County Human Relations Commission</i></p>
9:15 am–10:15 am	<p style="text-align: center;">OPENING PLENARY</p>
Khorassan Main	<p style="text-align: center;">The State of Civil and Human Rights: 60 Years After the Passage of the Civil Rights Act</p> <p>Speaker: Maya Wiley, <i>President & CEO</i> <i>Leadership Conference on Civil and Human Rights</i></p> <p>Introduction: Dr. Alisa Warren</p>
10:15 am–10:30 am	<p style="text-align: center;">BREAK</p>
10:30 am–11:45 am	<p style="text-align: center;">BREAKOUT SESSIONS</p>
Lindell A	<p style="text-align: center;">Strategic Planning for the Future of Human Rights</p> <p>Presenter: Keith Scott, <i>Chief Executive Officer</i> <i>K.L. Scott & Associates</i></p>
<p><i>After this session, participants will understand the importance of a data-driven approach to assessing your organization’s current state, be able to identify and mitigate bias in the strategic planning process and know how to measure the value and impact of your strategic plan.</i></p>	



Lindell B

Adjudicating Discrimination Complaints: Comparing the Process in Pennsylvania and West Virginia

Presenters:

Darlene Hemerka, Hearing Examiner
Pennsylvania Human Relations Commission

Tamara Shehadeh-Cope, Hearing Examiner
Pennsylvania Human Relations Commission

C. Joan Parker, Administrative Law Judge
West Virginia Human Rights Commission

This workshop will compare how discrimination cases are adjudicated in Pennsylvania and West Virginia. It will include information about how discovery disputes are handled, the authority of the adjudicator and tips from the presenters about how to present cases. Audience members may ask questions throughout the session.

Lindell C

The History of Redlining & Housing Discrimination in St. Louis

Presenter: Rigel Oliveri, Esq., Isabelle Wade and Paul C. Lyda
Professor of Law
University of Missouri School of Law

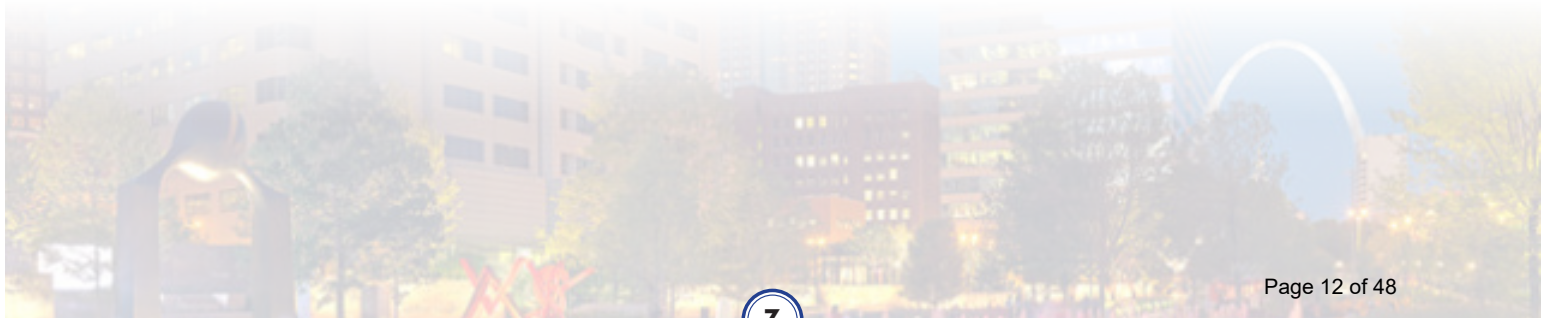
This session will provide a historical overview of the discriminatory housing and lending practices perpetuated in St. Louis over the last century, the effect these practices had on the population, and the legal precedents they generated. This history helps explain many of the demographic patterns—and housing challenges—in St. Louis today.

Lindell D

2024 Legal Landscape of LGBTQIA Rights

Presenter: Steven Bryson, Esq.
van der Veen, Hartshorn, Levin and Lindheim

Dive into the dynamic 2024 legal landscape of LGBTQIA rights with an intersectional approach. This interactive 75-minute workshop involves active participation, providing essential insights into recent case law, legislative changes, and effective advocacy strategies. Equip yourself with knowledge crucial for policy considerations and impactful, inclusive advocacy.



<p>Regency</p>	<p align="center">Partnerships for Peace/Engagement for Justice: Case studies on countering hate crimes in Philadelphia and on transforming community-police relations in Antelope Valley (Los Angeles County)</p> <p>Presenters: Randy Duque, <i>Deputy Director Philadelphia Commission on Human Relations</i></p> <p>Paul D. Smith, <i>Senior Intergroup Relations Specialist L.A. County Commission on Human Relations</i></p>
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This breakout session will share valuable insights into (1) the multidisciplinary groups established by PCHR (the Philadelphia Interagency Civil Rights Taskforce and the City's Rapid Response Team) to address and prevent hate, with examples of how the PCHR accomplishes these tasks through these models of partnerships; and (2) the power of direct engagement with community, capturing stories/narratives, and utilizing them to advocate for healthier relations between community and law enforcement in a part of LA County which is unlike the rest of the region, with a history of deadly use of force and other community controversies involving the LA County Sheriff's Department stations in that area.

<p>11:45 am–1:00 pm</p>	<p align="center">PRESIDENT'S LUNCHEON PLENARY SESSION</p>
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<p>Khorassan Main</p>	<p align="center">Key Civil and Human Rights Issues Facing our Nation</p> <p>Dr. Alisa Warren, <i>IAOHRA President</i></p> <p>Featured Speaker: Mauro Morales, <i>Staff Director U.S. Commission on Civil Rights</i></p>
	<p align="center">PANEL DISCUSSION</p> <p align="center">A New Phase in U.S. History: Creating Government/Community Systems Against Hate</p> <p>Marik Xavier-Brier, <i>Director of Civil Rights Evaluation U.S. Commission on Civil Rights</i></p> <p>Dr. Monica Lomeli, <i>Manager of Hate Data Documentation Los Angeles County Commission on Human Relations</i></p> <p>Robin Toma, <i>Executive Director Los Angeles County Commission on Human Relations</i></p>



MONDAY, AUGUST 12, 2024 (CONTINUED)

1:15 pm–2:30 pm

BREAKOUT SESSIONS

Lindell A

Fighting Appraisal Bias at the State and Local Level

Presenter: Sundeep Iyer, Director, New Jersey Division on Civil Rights

To examine how state and local agencies can use their authority to combat appraisal discrimination.

Lindell B

Equipping Government Employees for Constructive Conversations about Challenging Topics

Presenters:

Robert Sowell, Assistant Executive Director

Los Angeles County Commission on Human Relations

April Johnson, Training Team Member

Los Angeles County Commission on Human Relations

Description of collaborative project with County Department of Human Resources to equip several hundred County employees for constructive dialogue of differing perspectives of polarizing topics using current events in the Middle East for specific application scenarios. The session will feature live experiences of a sample of techniques used in the training. Discussion will include the planning process and specific examples of comments and feedback from training participants.

Lindell C

Best Practices and Strategies for State and Local ADA Coordinators

Presenter: Troy Balthazor, Director

Great Plains Americans with Disabilities Act Center

This session will provide an understanding of the role of an ADA Coordinator.

Lindell D

Neurodiversity in the Workplace: How to Effectively Advocate for Yourself and Coworkers

Presenter: Leslie T. Tolliver, JD, SHRM-CP

Human Resources Consultant, The Phoenix Group, STL

This workshop provides practical strategies for advocating for neurodiversity in the workplace. Participants will learn to create an inclusive environment, communicate needs effectively, and promote policies supporting neurodivergent individuals. Enhance your workplace by leveraging the unique strengths of neurodiverse employees and fostering a culture of acceptance.

MONDAY, AUGUST 12, 2024 (CONTINUED)

Regency	<p style="text-align: center;">Inclusive Education at a Crossroads: Navigating Censorship and Promoting Diversity</p> <p>Presenter: Tiffeni Fontno, Director <i>Peabody Library Vanderbilt University</i></p>
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Gain insights into the significance of inclusive education and the obstacles posed by censorship and learn how to garner community support. Acquire the knowledge and resources necessary to promote diversity in youth education. We invite you to join us for an event that will empower and contribute to shaping the future of education.

2:45 pm–3:45 pm	PLENARY SESSION
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Khorassan Main	<p style="text-align: center;">Expanding FHAP/FHIP/HRC Relationships</p> <p>Presenters: Maria Gonzalez, Assistant Deputy Director <i>California Civil Rights Department</i></p> <p>Keenya Robertson, President and CEO <i>Housing Opportunities Project for Excellence, Inc.</i></p> <p>Cleveland L. Horton II, Interim Director <i>Maryland Commission on Civil Rights</i></p> <p>Moderator: Stella Adams, Principal, S J Adams Consulting</p>
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This workshop will feature panelists who have jointly engaged in partnership activities including fair housing planning, education & outreach, and enforcement activities with an emphasis on locally funded testing programs.

4:00 pm–5:00 pm	PLENARY SESSION
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Khorassan Main	<p style="text-align: center;">Alaska Native Brotherhood Historical Fight Against Racism in Alaska</p> <p>Presenter: Marvin Adams, President <i>Alaska Native Brotherhood Camp 87</i></p>
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Presentation on the history of the Alaska Native Brotherhood from 1912 to the present, including a demonstration of the types of discrimination the Alaska Natives experienced led to the creation of the Alaska Native Brotherhood. This presentation includes the current organizational structure of ANB Camps in Alaska.

TUESDAY, AUGUST 13, 2024

7:30 am–8:30 am

CONTINENTAL BREAKFAST | Khorassan West

8:00 am–5:00 pm

HUMAN RIGHTS CULTURE TOUR

**Multicultural Lunch – St. Louis International Institute/
The Anna E. Crosslin Center for Multicultural Excellence**

3401 Arsenal Street • St. Louis, MO 63118

St. Louis Kaplan Feldman Holocaust Museum

36 Millstone Campus Drive • St. Louis, MO 63146

Sponsor: Aroesty Allied, LLC

Fair Housing Bus Tour

Sponsor: St. Louis Civil Rights Enforcement Agency

- Shelley v. Kraemer House
- Pillars of the Valley
- Delmar Divide

Dinner on Your Own

7:30 pm

Free Movie Night – *Origin*, Produced & Directed by Ava DuVernay

Chase Park Plaza Cinema, Auditorium 3

Based on the book *Caste: The Origins of Our Discontents* by Isabel Wilkerson

WEDNESDAY, AUGUST 14, 2024

7:30 am–8:30 am

CONTINENTAL BREAKFAST | Khorassan West

8:15 am–9:15 am

REGIONAL MEETINGS

Atlantic Region, Jim Stowe, Regional Representative | Lindell A

Midwest Region, Angela Phelps-White, Regional Representative | Lindell B

Southern Region, Jeffery Lorick, Regional Representative | Lindell C

Western Region, Keoki Kim, Regional Representative | Lindell D

WEDNESDAY, AUGUST 14, 2024 (CONTINUED)

9:30 am–10:30 am

PLENARY SESSION

Khorassan Main

International Human Rights Panel

Presenters:

Dr. Alisa Warren, *IAOHRA President*

Lisa Borden, *Senior Policy Counsel, International Advocacy Southern Poverty Law Center*

Maude Fournier, *Human Rights Officer*

United Nations Office of High Commissioner for Human Rights

The United States is party to important international human rights treaties overseen by the United Nations but what is it doing to implement them domestically? We'll provide a detailed report card and discuss what needs to be done to improve.

10:45 am–11:45 am

BREAKOUT SESSIONS

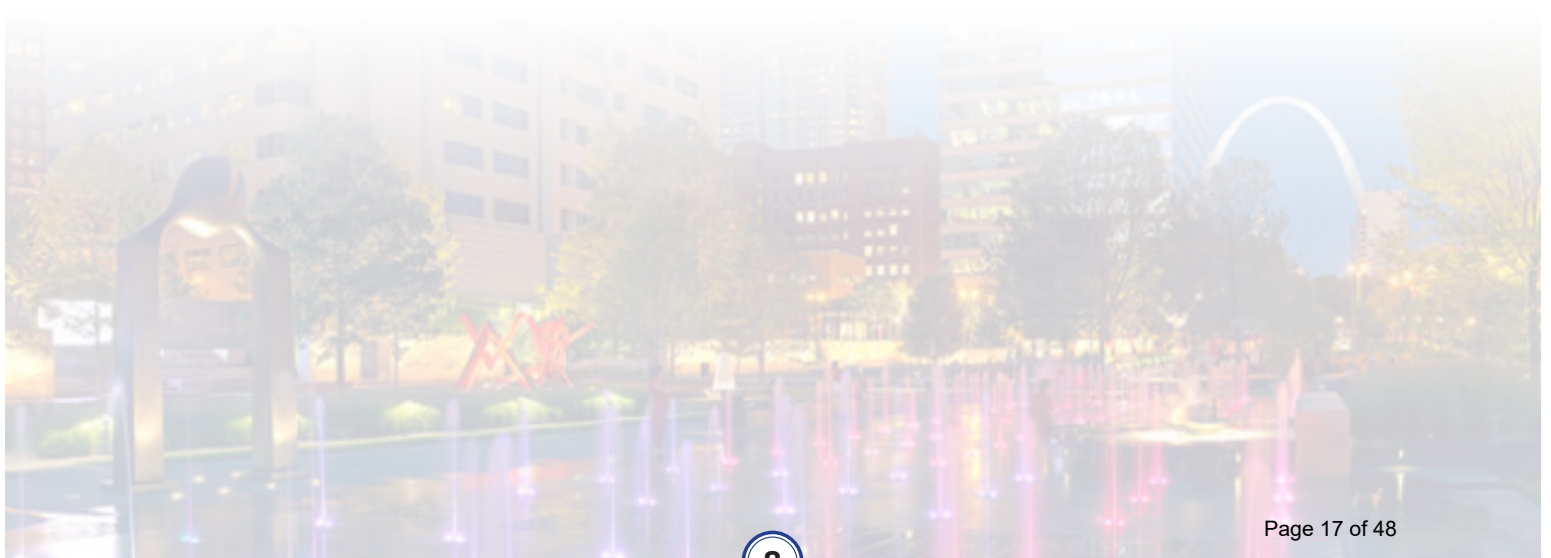
Lindell A

It's Deeper than DEI: Health Equity Means Recognizing Our Wholeness and Humanity

Presenter: Jannah Bierens, MPH, MA

Racial/Health Equity Consultant, PHREEDOM, LLC.

Engaging in this session, participants will be able to: Reflect on historic and current systemic impact of power imbalance engrained deeply in the foundation of the United States; Connect rooted legacy to current inequities across every system, sector, and social determinant of health impacting our health and wellbeing; Explore how dehumanization and disconnection show up in our communities as disparity and within our institutions as burn out culture that perpetuates the problem and; Recognize that health equity requires humility and transformation toward human-centered policies and practices to shift power and honor health as a human right for all.



Lindell B

The Racial Wealth Gap Simulation

**Presenter: Joshua V. Barr, Chief Strategist & President
Raising The Barr, LLC.**

This is an interactive exercise that helps attendees understand the connections between racial equity, housing opportunities for those who have been historically marginalized by hunger, poverty, and wealth. It is a good first step for people unaware of structural inequality, a support tool for those who want a deeper understanding of structural inequality, and a source of information for experts who want to know the quantifiable economic impact of each policy that has widened today's racial hunger, income, and wealth divides. Following the exercise, there will be a discussion and presentation.

Lindell C

A General Introduction to Fair Housing Law

**Presenter: Michael Seng, Professor
University of Illinois Chicago Law School**

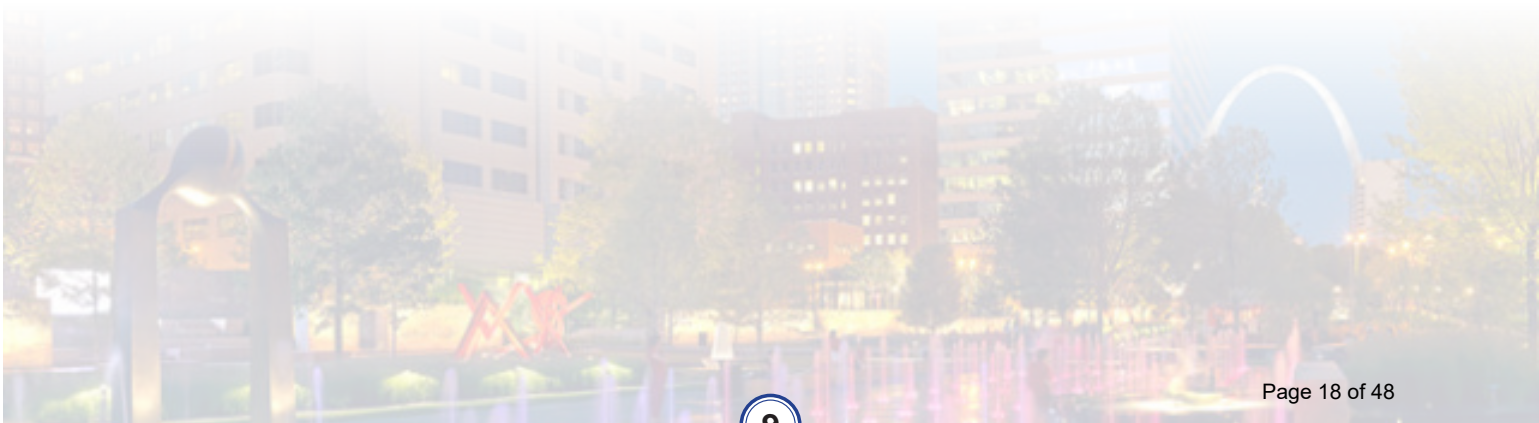
This session will take new commissioners and investigators through the basics of fair housing law. It will cover the important provisions of federal law involving protected classes, covered properties, and prohibited practices. It will compare federal protections with some of the statutory protections in state and local laws.

Lindell D

**Proven Methods for Effective Experiential Training on
Awareness and Management of Bias**

Presenters:
**Robert Sowell, Assistant Executive Director
Los Angeles County Commission on Human Relations**
**April Johnson, Training Team Manager
Los Angeles County Commission on Human Relations**

Participants will know specific tools they can use in delivering experiential training on implicit bias and other related topics to advance equity.

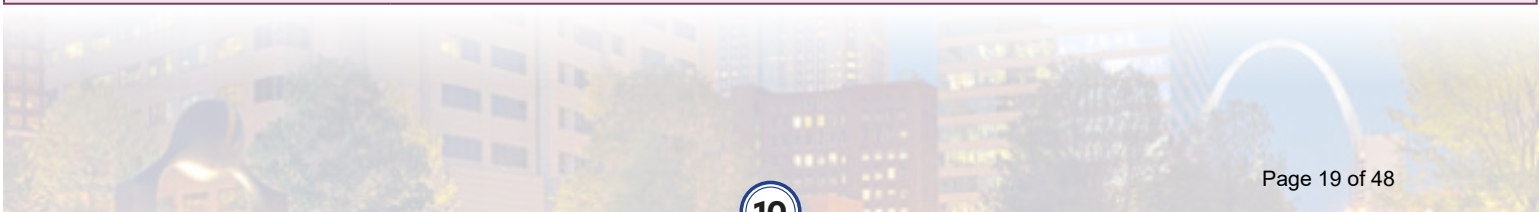


<p>Regency</p>	<p style="text-align: center;">The Legacy of Celia, an Enslaved Woman Convicted of Murdering Her Abuser</p> <p>Presenters: Pamela Westbrooks-Hodge, <i>Justice for Celia Coalition Leader, 3rd Great Granddaughter of Celia and Robert Newsom</i> Nancy Fogle-Compos, <i>4th Great Granddaughter of Robert Newsom and Elizabeth Gwinn Newsom</i> Dr. Nichol Allen, <i>Museum Studies and History Professor Westminster College</i> Solomon Thurman, Jr., <i>Celia Portrait Artist and Historian</i></p>
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The Justice for Celia Coalition of the Celia Newsom Legacy Foundation will delve into Celia’s story. Celia was an enslaved Fulton, Missouri woman unjustly executed for the self-defense murder of her sexually abusive enslaver on December 21, 1855. The session will explore Celia’s short life, the court trial, and the fate of her enslaved daughters fathered by her Enslaver (Robert Newsom). The session also includes perspectives of white descendants of Robert Newsom and his wife, Elizabeth Gwinn Newsom who share Newsom DNA with Celia’s descendants. Participants will also hear from the creator of the Celia Portrait, Solomon Thurman, Jr. on his portrait journey and work with scholars across the country to leverage Celia’s plight to bring light to women’s issues. The workshop ends with a review of the 5-point plan to bring modern-day justice and honor to Celia.

<p>12:00 pm–1:15 pm</p>	<p style="text-align: center;">LEADERSHIP LUNCHEON Khorassan Main</p> <p>Keynote Speaker: Dr. Yemi Akande-Bartsch, <i>President/CEO Focus St. Louis</i></p> <p>Moderator: Dr. LaShone M. Gibson <i>Independent Academic Researcher & Author</i></p>
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This plenary delves into the critical role of empathy in leadership amid today’s polarized society. Dr. Yemi Akande-Bartsch emphasizes the importance of understanding and inclusive leadership as vital tools for bridging divides within communities and organizations. Drawing from her extensive experience in civic leadership and organizational development, Akande-Bartsch provides actionable strategies for leaders to foster a culture of empathy and collaboration. Through compelling anecdotes and practical insights, she highlights the transformative power of diverse perspectives and the need for leaders to actively engage in building connections that transcend differences. The address concludes with a powerful call to action, encouraging leaders to embrace empathy as a cornerstone of their approach to create more cohesive and resilient communities. The session will also feature a moderated discussion and Q&A led by Dr. LaShone Gibson.



WEDNESDAY, AUGUST 14, 2024 (CONTINUED)

1:30 pm–2:30 pm	PLENARY SESSION
Khorassan Main	<p>EEOC Legal Update</p> <p>Presenter: David Davis, St. Louis District Director <i>U.S. Equal Employment Opportunity Commission</i></p>
<p><i>Join us for a review of recent court decisions, and EEOC regulations and enforcement guidance impacting the workplace.</i></p>	
3:00 pm–5:00 pm	<p>IAOHRA ANNUAL BUSINESS MEETING Regency <i>(Open to All Member Agencies)</i></p> <p>ELECTIONS, RESOLUTIONS, AND OTHER ORGANIZATIONAL ACTIONS</p> <p>Dr. Alisa Warren, IAOHRA President</p>
6:30–8:00 pm	<p>AWARDS DINNER Khorassan Main</p> <p>Mistress of Ceremonies: Carol Daniel, Sr. Producer and Host, Nine PBS</p> <p>Keynote Speaker: Dr. Pedro Noguera</p>
<p><i>Pedro Noguera, PhD, is one of the country's most important voices on education reform, diversity, and the achievement gap. An award-winning educator, author and activist, he is the Emery Stoops and Joyce King Stoops Dean of the University of Southern California Rossier School of Education. His research focuses on the ways in which schools are influenced by social and economic conditions, as well as by demographic trends in local, regional and global contexts. He has published over 250 research articles in academic journals, book chapters in edited volumes, research reports and editorials in major newspapers. He serves on the boards of numerous national and local organizations, including the Economic Policy Institute, the National Equity Project and The Nation. Noguera appears as a regular commentator on educational issues on several national media outlets, and his editorials on educational issues have appeared in The New York Times, The Washington Post, The Wall Street Journal, The Dallas Morning News, and Los Angeles Times.</i></p> <p><i>Prior to being appointed Dean of the USC Rossier School of Education, Noguera served as a Distinguished Professor of Education at the Graduate School of Education and Information Studies at the University of California, Los Angeles. Before joining the faculty at UCLA, he served as a tenured professor and holder of endowed chairs at New York University (2004–2015), Harvard University (2000–2003) and the University of California, Berkeley (1990–2000).</i></p> <p><i>Noguera was recently appointed to serve as a special advisor to the governor of New Mexico on education policy. He also advises the state departments of education in Washington, Oregon and Nevada.</i></p>	
8:00 pm–9:30 pm	UNITY CELEBRATION: ENTERTAINMENT

THURSDAY, AUGUST 15, 2024

8:00 am–9:00 am

CONTINENTAL BREAKFAST | Khorassan West

8:00 am–8:15 am

SWEARING-IN OF OFFICERS | Khorassan Main

THURSDAY, AUGUST 15, 2024 *(CONTINUED)*

8:30 am–9:30 am

PLENARY SESSION

Khorassan Main

Building Black Wealth/PAVE

Presenters:

Dr. Rashida Dorsey-Johnson

Chief of the Statistical Products Branch Federal Housing Finance Agency

Melody Taylor, Deputy Assistant Secretary

*Office of Policy, Legislative Initiatives, and Outreach of the Office of Fair Housing and Equal Opportunity, HUD
Executive Director, PAVE*

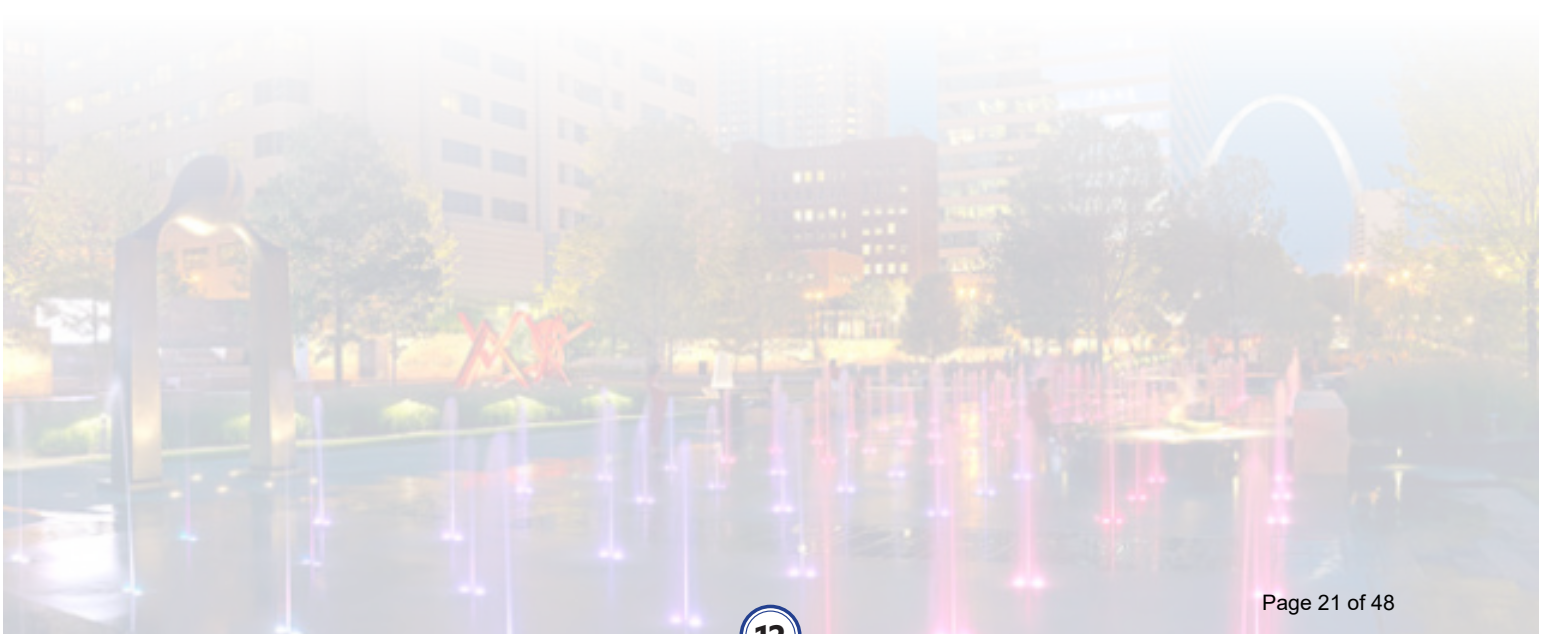
Bryan D. Snoddy, Division Director

Civil Rights Division Texas Workforce Commission

Cleveland L. Horton II, Interim Director

Maryland Commission on Civil Rights

The Biden-Harris Administration has created several national initiatives to address the homeownership and wealth disparities experienced by African Americans and Hispanic households compared to White Households. This session will prepare fair housing, human rights, and human relations professionals to combat these disparities and root out appraisal bias utilizing data from Federal Housing Finance Agency (FHFA) and the Property Appraisal and Valuation Equity (PAVE) initiative.



10:30 am–11:30 am

PLENARY SESSION

Khorassan Main

Future Proofing Your Office from Attacks

**Presenter: Joshua V. Barr, Chief Strategist & President
Raising The Barr, LLC**

In the aftermath of the murder of George Floyd, we saw a number of commitments from both the government and the business community to address the inequities and injustices in our systems. There was a hope that there would be radical systemic changes that would accompany those verbal commitments. But as history has continued to demonstrate, a wave of counter-revolution always follows every period of progress. With the rulings regarding affirmative action and gerrymandering by the Supreme Court and the ongoing wave against critical race theory, LGBTQ initiatives and DEI work, civil and human rights offices can get caught in the crossfires of these measures and be negatively impacted via budget cuts, office closures, or ostracization. Civil rights offices should not sit idly by believing that they are immune to what's going on. Utilizing examples from his work at both the local and state levels as well as his federal consultancy work, this keynote address will give attendees ideas on how to fortify and strengthen civil and human rights offices to make them a vital part of governmental work rather than just a corner of the work that is regulated to help certain groups of people and not all people in the community.

12:00 pm

CLOSING REMARKS

Diane Clements-Boyd and Dr. Alisa Warren

CONFERENCE ADJOURN



THE
CARTER CENTER



Expert Workshop on Human Rights in the United States Agenda

Dates: Thursday, July 25th (9 AM-5 PM ET with Dinner Immediately Following On-Site) + Friday, July 26th (9 AM-Noon ET)

Location: The Carter Center, Cypress Room. 453 John Lewis Freedom Parkway NE, Atlanta, GA 30307 (Phone: 404-420-5100). *Participants will be staying at the Georgian Terrace Hotel, 659 Peachtree Street NE, Atlanta, GA 30308-1928 (Phone: 866-836-2783).*

EXPERT WORKSHOP INTENDED OUTCOMES

1. Shared understanding of human rights culture building and role that workshop participants can play in advancing a human rights culture via a joint partnership with The Carter Center (TCC) and the Office of the High Commissioner for Human Rights (OHCHR) at the United Nations.
2. Better understanding of technical needs where TCC and OHCHR can offer support via a joint partnership on building a human rights culture.
3. Increased clarity on a joint TCC-OHCHR strategy for advancing a human rights culture.
4. Stronger relationships between participants.
5. Excitement over partnership.

Day 1 - Thursday, July 25th

TIME	SESSION
8 AM (meet in Lobby)	Transit from Hotel (The Georgian Terrace)
8:45 AM	Breakfast
9:00 AM	Opening/Welcome <i>Speakers: Paige Alexander, CEO, The Carter Center & Todd Howland, Chief, Development and Economic and Social Rights Branch, Office of the United Nations High Commissioner for Human Rights</i>

9:15 AM	Overview of Agenda <i>Speakers: Ejim Dike, Consultant, The Carter Center and Alejandro Espinosa, Program Associate, The Carter Center</i>
9:40 AM	Introductions <i>Facilitator: Jordan Long, Senior Associate Director, Human Rights Program, The Carter Center</i>
10:15 AM	Coffee break
10:30 AM	Session I: What do we mean by human rights culture? <i>Facilitators: Ejim Dike & Jordan Long</i>
12:00 NOON	Lunch
1:00 PM	Session II: Who is responsible for a human rights culture? <i>Facilitators: Ejim Dike, Jordan Long, & Juhu Thukral, Consultant, The Carter Center</i>
2:30 PM	Break
2:45 PM	Session III: Needs re: building a human rights culture <i>Facilitator: Jordan Long</i> <i>Speakers: Rachel Shepherd, Executive Director, Commission on Human Relations, Pittsburgh, Robin S. Toma, Esq., Executive Director, L.A. County Commission on Human Relations, Alisa Warren, Ph.D, Executive Director, Missouri Commission on Human Rights.</i>
4:15 PM	Debrief session <i>Facilitator: Ejim Dike</i>
5:00 PM	Dinner <i>Brief Remarks: Barbara Smith, Vice President, Peace Program, The Carter Center</i>
6:45 PM	Transit Back to Hotel

Day 2 - Friday, July 26th

TIME	SESSION
8:30 AM	Transit from Hotel
9:00 AM	Overview of Agenda <i>Speaker: Ejim Dike</i>

9:15 AM	Leveraging The Carter Center and the UN OHCHR to Build Human Rights Culture <i>Speakers: Karin Ryan, Senior Policy Advisor, The Carter Center, and Todd Howland</i>
9:45 AM	Session IV: Building a human rights culture <i>Facilitators: Ejim Dike, Jordan Long, Juhu Thukral</i>
10:45 AM	Break
11:00 AM	Session V: Next steps: Opportunities to partner <i>Facilitator: Ejim Dike</i>
12:00 NOON	Closing
1:00 PM	Hard Stop

Contact Information:

For logistical questions, please call Alejandro Espinosa at 404-395-9304 or Jordan Long at 704-651-1892.

For other questions related to the meeting agenda, please call Ejim Dike, 646-736-9187 or Juhu Thukral, 917-306-1297.



Alyssa Milano, Paul George, Tig Notaro, Chelsea Rendon, Nathan Davis Jr. and KC Porter form Unity Coalition and Join LA vs Hate in their Mission to Stop the Spread of Hate in LA County

Hollywood-backed Unity Coalition Will Support LA vs Hate's Outreach and Events, Including Statewide Campaign United Against Hate Week in September 2024

LA vs Hate Invites Public Figures, Artists and Social Advocates to Join Campaign to Combat Hate and Promote Unity

Los Angeles – July 25, 2024 – [LA vs Hate](#), the county's anti-hate system, announced the LA vs Hate Unity Coalition, a new collaborative effort comprised of public figures from the arts, sports and entertainment industries who are dedicated to combating hate and promoting unity. Joining the Unity Coalition as it launches are Alyssa Milano, Paul George, Tig Notaro, Chelsea Rendon, Nathan Davis Jr. and KC Porter, with many more to come. Launched by the LA County Commission on Human Relations in 2019, LA vs Hate is a community-centered program designed to mobilize all residents of Los Angeles County to unite against and report hate, as well as to support those who have been victims of hate-motivated acts.

The members of the LA vs Hate Unity Coalition span diverse backgrounds, all passionately dedicated to acting as spokespeople, collaborators, and advocates in LA vs Hate's mission to end hate, and cultivate inclusive, diverse and just communities. The LA vs Hate Unity Coalition will support LA vs Hate by helping spread a message of unity against hate, and awareness of the anti-hate resources offered to all residents, including during United Against Hate Week, the annual statewide call for local civic action to put a stop to the spread of hate and discrimination, which remains a threat to our school campuses, neighborhoods, towns, and cities. United Against Hate Week will take place from September 21 through September 28, 2024.

Reported hate crimes in Los Angeles County grew 18% from 790 to 929 in 2022, the second largest number in more than 20 years, according to the most comprehensive [report on hate crimes in LA County](#). For the past 8 years, hate crimes have been trending upward and since 2013 there has been a 143% increase. This underscores the critical importance of LA vs Hate and the county's collective efforts to address the rise of hate county-wide and beyond. The program just announced that its reporting hotline has received 2,300 reports of hate acts since launching in 2019, with the vast majority (nearly 90%) of individuals who reported a hate incident to 211LA sought follow-up to get needed free services offered by LA vs Hate, 211-LA and its many community partners.

"We are launching the LA vs Hate Unity Coalition because we believe that public figures can play a powerful role in creating positive change and spreading awareness of the resources LA vs Hate has to offer all residents," said Robin Toma, Executive Director, Los Angeles Commission on Human Relations. "This coalition provides a unique space for individuals from diverse backgrounds to lend their unique lived experiences as experiences, as well as their power and privilege, to support the unity of all our communities against hate, hostility, and systemic discrimination. Together, we can make a significant difference in standing up to prejudice, bigotry and inequity, and fulfilling our vision of a shared sense of belonging."

"I'm joining the LA vs Hate Unity Coalition because the rates of hate are rising to dangerous levels and I want to inspire positive change in LA where I and my family call home," said Alyssa Milano. "I'm honored

to stand against hate today, join LA vs Hate in their efforts to stymie the spread of hate and to use my influence to help create a more inclusive and kinder community for all to live in peace.”

“I am joining LA vs Hate’s Unity Coalition because as a Los Angeles resident and community advocate, I want to do my part to push back against the rise of hate,” said Paul George. “I look forward to working with this coalition to support communities who have been targeted for hate and to spread positive messages of solidarity and unity. No matter who you are and where you come from, you should feel safe and welcome in Los Angeles.”

“I’m joining the LA vs Hate Unity Coalition because why on earth would anyone not,” added Tig Notaro.

“I’ve excited to join LA vs Hate’s Unity Coalition because I want to fight back against discrimination, bigotry and hate that I know is on the rise in LA, said Nathan Davis Jr. “I love my hometown for its incredible diversity that is reflected in the artistic expressions of me and so many other artists - and I’m going to do my part to stand up and protect it. Hate has no place in LA.”

“I am so glad to join the LA vs Hate Unity Coalition because now more than ever the world needs more love,” added Chelsea Rendon. “I want to inspire positive change especially in LA where I was born and raised. I’m honored to stand against hate today, join LA vs Hate in their efforts to stymie the spread of hate and to use my influence to help create a more inclusive and kinder community for all to live in peace.”

The LA vs Hate program includes a free, confidential and anonymous hotline for victims and witnesses to report any hate incident or hate crime via online reporting to LAvsHate.org or by calling 2-1-1 in LA County, in turn receiving free follow-up services and supportive resources. Since its launch in September 2019, LA vs Hate has received more than 2,700 reports of hate, over 800 during the last year alone. Approximately 88% of those callers have requested personal assistance through case management, demonstrating the critical need for hate victim support. LA vs Hate is an important public-private partnership that is an alternative for hate victims who would not call the police for a variety of reasons, as surveys have shown, and is demonstrated by the number of hate crimes that have been reported to LAvsHate.org/211LA.

For more information and to report acts of hate and discrimination, visit LAvsHate.org.

About LA vs Hate

LA vs Hate is a community-centered program designed to support all residents of Los Angeles County. Led by the County’s Human Relations Commission, LA vs Hate partners with public agencies and community partners from all five County districts, representing a diverse coalition of voices committed to ending hate. The program aims to address the normalization of hate and inspire people to stand up to it, build understanding about what constitutes a hate act and how to report it, as well as support individuals and communities as they heal from the trauma of hate and work to end systemic discrimination. By tracking, reporting, and standing together against hate, we can ensure that resources are allocated effectively, that those targeted by hate receive the support they need. Together, we can build respectful and resilient communities.

About the LA County Commission on Human Relations

The [Los Angeles County Commission on Human Relations](https://www.lacounty.gov/human-relations) is dedicated to promoting positive human relations in our richly diverse, multicultural county throughout all five Supervisorial Districts. The Commission works to develop programs that proactively address racism, homophobia, religious prejudice, linguistic bias, anti-immigrant sentiment, and other divisive attitudes that can lead to intercultural tension, hate crimes, and related violence. For more information about LA County’s Commission on Human Relations, click [here](#).

Media Inquiries

UNDER EMBARGO UNTIL JULY 25 @ 9AM PT

press@lavshate.org

Star-studded commission launched to combat rising hate in LA County



Public personalities including Alyssa Milano, Paul George, Tig Notaro, Chelsea Rendon, Nathan Davis Jr. and KC Porter have joined to form the Unity Coalition, a campaign under L.A. vs. Hate and L.A. County’s Human Relations Commission, to stop hate crimes and attacks, and provide resources for those in need. (Courtesy of Sarah Rudney/L.A. vs. Hate)

By **STAFF REPORT** |

UPDATED: July 25, 2024 at 10:25 a.m.

Public figures from entertainment to sports personalities are joining L.A. County’s efforts to fight the rise of hate crimes.

The “Unity Coalition,” launched on Thursday under L.A. vs. Hate, is a new collaborative effort comprised of people from the arts, sports and entertainment industries who are dedicated to combating hate and promoting unity, officials said in a [news release](#). Coalition members include actress Alyssa Milano, NBA player Paul George, comedian Tig Notaro, actress Chelsea Rendon, actor Nathan Davis Jr., and producer-singer KC Porter, with “many more to come,” officials said.

Led by the county’s Human Relations Commission, L.A. vs Hate is a [community-centered campaign to stop hate crimes](#) and attacks, report when they happen, and provide

effective anti-hate resources, officials said. Recent campaign efforts include [murals](#) honoring L.A.'s diversity and [public service announcements](#) featuring victims.

"I look forward to working with this coalition to support communities who have been targeted for hate and to spread positive messages of solidarity and unity," George said in the release. "No matter who you are and where you come from, you should feel safe and welcome in Los Angeles."

"I want to fight back against discrimination, bigotry and hate that I know is on the rise in L.A.," Davis Jr. agreed. "I love my hometown for its incredible diversity that is reflected in the artistic expressions of me and so many other artists – and I'm going to do my part to stand up and protect it. Hate has no place in L.A."

According to the [latest Hate Crime Report from the CA Department of Justice](#), L.A. County reported the most hate crimes in the state; a record 664 in 2023. Almost 60% — 397 — of those occurred in the city of Los Angeles. The L.A. County Sheriff's Department reported 44 hate crimes, and Long Beach reported 31 events.

Also, attacks against LGBTQ+, Jewish and Muslim communities significantly rose across the state last year, the [report](#) said.

Officials said that L.A. vs. Hate's free reporting hotline — 211 — has [received 2,300 reports of hate since its launch in 2019](#). Still, research shows hate crimes are still widely underreported due to stigma, cultural barriers, and overall mistrust with law enforcement.

Robin Toma, executive director of the L.A. Commission on Human Relations, said the coalition "provides a space for individuals from diverse backgrounds to lend their unique lived experiences as experiences, as well as their power and privilege, to support the unity of all our communities against hate, hostility, and systemic discrimination."

"Together, we can make a significant difference in standing up to prejudice, bigotry and inequity, and fulfilling our vision of a shared sense of belonging," Toma said.

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In the fall, the coalition will support the statewide [United Against Hate Week](#) from Sept. 21 through Sept. 27, calling on local agencies to work with the community to end discrimination of all forms.

For more information, and to report any incidents, visit [LAvsHate.org](#) or call the multilingual hotline, 2-1-1.

Reporters Victoria Ivie and Allyson Vergara contributed to this report.

Originally Published: July 25, 2024 at 10:25 a.m.

RELATED LINKS

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 - **Hate crimes are at a 21-year-high in LA County as political divides widen, report says**
 - **Armenians say hateful acts against them going unreported; PSAs aim to shed light on issue**
 - **LA vs. Hate unveils new mural honoring LA’s Black community, launches ‘United Against Hate Week’**
 - **LAPD reports 15% increase in hate crimes in 2022**
-
- **LA City Council passes motion to make it easier to report hate crimes**

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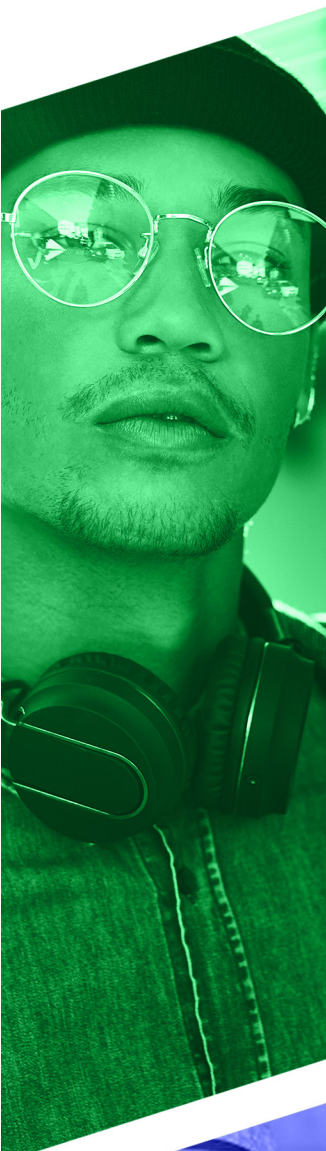
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Reporters Victoria Ivie and Allyson Vergara contributed to this report.

Originally Published: July 25, 2024 at 10:25 a.m

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.







510 SOUTH VERMONT AVENUE, LOS ANGELES, CA 90020
(213) 738-2788 • V

**Los Angeles County Commission on Human Relations
Proposed Commission Committees FY 2024-25**

To Consider for Action at Commission Meeting August 5, 2024

JAF AWARDS EVENT COMMITTEE	TRANSFORMATIVE JUSTICE COMMITTEE	POLICY AND ADVOCACY COMMITTEE	LA VS. HATE COMMITTEE	AD HOC STRATEGIC PLANNING COMMITTEE
<i>(Chair)</i>	<i>(Chair)</i>	<i>(Chair)</i>	<i>(Chair)</i>	<i>(Chair)</i>
Ilan Davidson	Isabelle Gunning	Lisa Dabbs	Helen Chin**	Preeti Kulkarni
Kevork Keushkerian	Jeanette Ellis-Royston	Jeanette Ellis-Royston	Isabelle Gunning	Derric Johnson
Guadalupe Montaña	Derric Johnson	Isabelle Gunning	Guadalupe Montaña	Guadalupe Montaña
Gay Q. Yuen	Preeti Kulkarni	Derric Johnson	Jason Moss	
	Azusena Favela	Guadalupe Montaña	Gay Q. Yuen	
	Fredrick Sykes	Jason Moss	Ilan Davidson	
Staff: Robert Sowell	Staff: Robert Sowell Pierre Arreola Joshua Parr	Staff: Robin Toma	Staff: Robin Toma Robert Sowell Fidel Rodriguez Valentina D'Alessandro	Staff: Robin Toma Robert Sowell

(*) Our Commission Bylaws (Article IX) require that each year, our Commission ratify the committees and its members.

(**) The Commission President is an ex-officio member of all committees, per the Commission's Bylaws.

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