



# COMMISSION ON HUMAN RELATIONS

## LOS ANGELES COUNTY

*"Enriching lives through effective and caring service"*

June 26, 2024

### Human Relations Commissioners

Ilan Davidson  
President

Isabelle Gunning, Esq.  
Vice President/Secretary

Derric Johnson  
Fredrick Sykes  
Vice Presidents

Michael Gi-Hao Cheung  
Helen L. Chin  
Lisa Michelle Dabbs  
Dandy De Paula  
Azusena Favela  
Kevork Keushkerian  
Preeti P. Kulkarni  
Guadalupe G. Montaña, Ed.D  
Jason Moss  
Jeanette Ellis-Royston  
Gay Q. Yuen, Ph.D.

Honorary Member  
Philip R. Valera  
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Human Relations Staff  
Robin S. Toma, Esq.  
Executive Director

Robert Sowell  
Assistant Executive Director

### Intergroup Relations Specialists

Pierre Arreola  
Salvador Avila  
Yvette Baharyans  
Tony Cowser  
Valentina D'Alessandro  
Roland Gilbert  
Oscar Hernandez  
April Johnson  
Monica Lomeli  
Josh Parr  
Gustavo Partida  
Yadira Pineda  
Fidel Rodriguez  
Paul David Smith  
Marshall Wong

Administrative Staff  
Jacqueline Gordon  
Grace Löwenberg  
Siranush Vardanyan  
Sharon Williams

### Board of Supervisors

Lindsay P. Horvath, Chair

Third District

Hilda L. Solis

First District

Holly J. Mitchell

Second District

Janice Hahn

Fourth District

Kathryn Barger

Fifth District

Edward Yen

Chief Executive Officer

## MEMORANDUM TO THE COMMISSIONERS

FROM: Ilan Davidson, President

SUBJECT: Commission Meeting- Monday, July 1, 2024

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

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

Phone Conference ID: 980 587 174#

Please Post Agenda in your location.

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

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

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

*Siranush Vardanyan*

(213) 304-4180



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

**APPROVED AGENDA  
MEETING OF THE COMMISSION**

**Monday, July 1, 2024 – 12:30 to 2:00 pm**

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

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

Also via MS Teams Video and Audio Conferencing [213-204 2512,,980587174#](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 June 3, 2024 Meeting Minutes\***
- 3. President's Report (12:33)**
  - 3.1. Partner Spotlight: Ms. Sunitha Menon, new ED of County LGBTQ+ Commission\*
  - 3.2. Inaugural Message from New Commission President
  - 3.3. The Carter Center and UN High Commissioner for Human Rights (UN OHCHR)
- 4. Executive Director's Report (12:45)**
  - 4.1. The Carter Center and UN High Commissioner for Human Rights (UN OHCHR)
  - 4.2. Bringing Human Rights Home Symposium- June 20<sup>th</sup>
  - 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. Commission Committees for FY 2024-25\*
  - 7.2. Continuing Mid-Term Review of Progress on Commission's Strategic Plan\*
  - 7.3. Support for Commission Delegation to National IAOHRA Conference\*
  - 7.4. Collaboration with County Office of Anti-Racism, Diversity and Inclusion (ARDI)
- 8. Commissioner Announcements (2 minutes per Commissioner) (1:55)**
- 9. Adjournment – in memory of civil rights legend and non-violence strategist Rev. James Lawson, Jr.\***

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

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

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

Note: The following Commissioners will be participating by teleconference communication from the following corresponding locations: Mr. Dandy De Paula, 21815 Pioneer Blvd., Hawaiian Gardens, CA 90716; Mr. Kevork Keushkerian, 1115 Valley View Avenue, Pasadena, CA 91107, Jason Moss, 114A West Lime Ave., Monrovia, CA.



# Los Angeles County Commission on Human Relations

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

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[PROPOSED] MINUTES  
COMMISSION ON HUMAN RELATIONS  
Meeting of May 6, 2024  
Via Microsoft Teams Video & Audio Conferencing

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

STAFF: Pierre Arreola  
Tony Cowser  
Jacqueline Gordon  
Robert Sowell  
Siranush Vardanyan

GUEST: Edward Yen

- 1. Call to Order and Land Acknowledgment of Indigenous Peoples:** Commission President Ilan Davidson called the meeting to order at 12:31 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 Fernandeano Tataviam Band of Mission Indians, Gabrielino Tongva Indians of California Tribal Council, Gabrieleno/Tongva San Gabriel Band of Mission Indians, Gabrieleno Band of Mission Indians - Kizh Nation, San Manuel Band of Mission Indians, and San Fernando Band of Mission Indians. To learn more about the First Peoples of Los Angeles County, please visit the Los Angeles City/County Native American Indian Commission website at [lanaic.lacounty.gov](http://lanaic.lacounty.gov).
- 2. Review & Approval of May 6, 2024 Meeting Minutes:** The motion to approve the minutes of the Commission meeting of May 6, 2024, as presented by Vice-President/Secretary (VP-Sec.) Isabelle Gunning, was made by Commissioner Gunning and seconded by Commissioner Jeanette Ellis-Royston. The motion passed unanimously, with an abstention from Commissioner Derric Johnson.
- 3. President's Report**

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(\* ) 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: Edward Yen, new Executive Officer**

President Davidson introduced the new Executive Officer (EO), being sworn in on July 22<sup>nd</sup> at the Board of Supervisors. EO Yen thanked President Davidson for the introduction and shared that he began his work with the county as an attorney and that he has represented about 20 of the departments in the county. EO Yen explained that the Executive Office plays a crucial role in transparency and accountability by overseeing and assisting the Commissions that are under the EO purview, as well as having a major role in communications. Commissioners Gay Yuen, Preeti Kulkarni and Isabelle Gunning introduced themselves and offered their support.

**3.2 San Pedro ‘Community Unity’ Event on May 19<sup>th</sup> at 4pm:** President Davidson shared that he attended this very educational event in San Pedro, which discussed hate crimes and how to report it. President Davidson shared that as the event emcee, LA vs Hate was well represented, and it was an incredible event.

**3.3 Letter to Metropolitan Transit Authority (MTA) re: hate crimes prevention:** President Davidson reported that the letter (attached to the agenda and included in the meeting packet) to the MTA from Commission Executive Director Toma and him was sent within 24 hours of the request by a Supervisor in support of a motion for an increase in public safety personnel and internet access for all riders, recognizing the growth in reported hate incidents on public transit in the county. Additionally, President Davidson mentioned an incident that occurred last Wednesday in Palos Verdes, which involved a student publishing a full-page article about Israelis and Palestinians in the yearbook. The article was not fact checked and bordered on antisemitism for some in the Jewish community. The school is looking for ways to address this issue. President Davidson noted that he will be connecting the superintendent with HRC to possibly do trainings. Lastly, President Davidson shared that his synagogue received two voice messages of hate and called 211 to report the incidents.

**4. Executive Director’s Report**

**4.1. HRC Presentation at Monrovia High:** Executive Director (ED) Robin Toma is unable to attend today’s Commission meeting, however Assistant Executive Director (AED) Robert Sowell reported about activities at Monrovia High to combat hate. AED Sowell asked Commissioner Jason Moss to share details about a workshop developed where students were shown pictures of hate, to understand what they could do when they witness or experience hate. As part of this effort, the school district adopted a resolution condemning hate in all its forms, and we hope to have the city and district get behind this as well.

**4.2. Communications Update-PIO Tony Cowser:** Public Information Officer (PIO) Tony Cowser provided a media monitoring report on the San Pedro “CommUNITY” Town Hall and Celebration event. PIO Cowser showed photos of the San Pedro Community Town Hall & Celebration on Sunday, May 19<sup>th</sup>, showing Commissioner Davidson at the podium, performances by Mt. Sinai Missionary Baptist Church Gospel Choir and the youth group, A Will to Live. Also, PIO Cowser showed a rough cut of a new LGBTQ+ Pride PSA done by County Communications in collaboration with the Commission. There is an English version and a Spanish version. PIO Cowser indicated that the PSA had a holistic approach because the Commission on Human Relations and LA vs Hate logos are featured together, allowing the public to connect the two organizations. PIO Cowser indicated a public forum will be held on Thursday, June 20<sup>th</sup>, addressing LGBTQ+ hate at the San Fernando library. The Commission on Human Relations’ Transformative Justice, Hate Documentation, and Training and Dialogue teams will be featured at the

event along with Detective Martinez from the Los Angeles Police Department. The event aims to inform the LGBTQ+ community about the County's resources to combat hate.

**4.3. Other Program and Administrative Updates:** AED Sowell reported on administrative updates sharing that he, ED Robin Toma and Tony Cowser have personally met with the new Board Executive Director Edward Yen, sharing that Mr. Yen has had prior experience working with the Human Relations Commission. AED Sowell also mentioned that ED Toma is participating in a conference to be on a panel at Fordham University in New York on June 20<sup>th</sup>, sponsored by Bringing Human Rights Home Lawyers Network.

## 5. Committee Reports

**5.1. Transformative Justice Committee:** Committee Chair Isabelle Gunning reported that the Committee will be working on drafting descriptions for the roles on the committee. She explained that the staff put together questionnaires for those who visited the jails and how community groups could be included, as well as creating a report to engage public safety staff of the Supervisors and researchers so that everyone is informed on what the committee is doing. Committee Chair Gunning also suggested speaking with the Association for Los Angeles Deputy Sheriffs (ALADS) and the Peace Officers Professional Association (POPA) and National Organization of Black Law Enforcement (NOBLE) on the impact on deputies who work in the jails.

**5.2. Policy and Advocacy (Legislation) Committee:** Committee Chair Guadalupe Montaña did not attend the meeting.

**5.3. LA vs Hate Committee:** In place of Committee Chair Montaña, President Davidson shared that there will be a joint convening of the LA vs Hate and (California State funded) Stop the Hate networks. Additionally, students at a LA vs Hate Dream Center attended a book reading, and that LA County now is contracted with 21 community organizations to combat hate.

6. **Public Comment:** None was offered.

## 7. Action/Discussion Items

**7.1 Elections of Commission Officers FY 2024-25:** President Davidson invited Nominations Committee Chair Commissioner Gay Yuen to present the elections ballot of nominees for Commission Officers for fiscal year (FY) 2024-25.

PRESIDENT (*vote for 1*)

Helen Chin (Second District)

VICE PRESIDENT/SECRETARY  
(*vote for 1*)

Ilan Davidson (Fourth District)

VICE PRESIDENTS (*vote for 1*)

Fredrick Sykes (First District)

Preeti Kulkarni (Third District)

Kevork Keushkerian (Fifth District)

Commissioner Yuen made a motion to approve the slate of candidates (listed above). The motion was seconded by Commissioner Jeanette Ellis-Royston. The motion passed unanimously.

**7.2 Ratification of Commission Letter to MTA re: hate violence prevention:** President Davidson asked that the Commission ratify the letter sent by the Commission to the Metropolitan Transit Authority (MTA) Board of Directors on May 22<sup>nd</sup>. (See agenda item 3.3, above) The motion was moved by Commissioner Ellis-Royston and seconded by Commissioner Helen Chin and passed unanimously.

**7.3 Continuing Mid-Term Review of Progress on Commission’s Strategic Plan:** AED Sowell introduced Commission managers Marshall Wong and Monica Lomeli, who did a PowerPoint presentation regarding the Strategic Plan Priority 3 and goals. Mr. Wong also stated that we have received 1,966 hate incident reports for 2023, compared to 1,689 reports of hate for 2022. Our Hate Crime Report looks at phenomena not captured by any other reports and includes an analysis of hate crimes related to gangs, white supremacist ideology, anti-immigrant slurs and incidents that occurred on public transportation. In order to accelerate the production schedule, the hate documentation team is doubling the number of contractor data analysts and offering overtime to staff. The goal is to release the 2023 Hate Crime Report in December 2024.

Dr. Monica Lomeli provided an overview of the new applications the hate documentation team is implementing in order to be more efficient in helping to track and analyze data. The Hate Event Tracker is the Commission's new input database used by staff and contractors to review and enter hate incident reports. Power BI dashboards are being created to aid with data analysis and in the future, a public-facing dashboard will allow the public to engage with our data. The team has shared hate incident data with researchers from various institutions across the country and it is being used across different areas in health, economics, and public policy related to immigrant communities and transgender communities. Lastly, this year will likely be the first time the team analyzes hate incident data and publishes a fact sheet of this information.

**7.4 Discussion and action on Commission committees:** President Davidson asked for Commissioners to take a look at the committees (the current year’s committees, its chair, members, and staff are included in the meeting packet) and think about which committees they would like to serve on, as well as any committees they would be interested in chairing.

**7.5 Collaboration with County Office of Anti-Racism, Diversity, and Inclusion (ARDI):** Assistant Executive Director (AED) Robert Sowell gave a report on HRC collaboration with the County Office of Antiracism, Diversity and Inclusion, sharing that the Human Relations Commission has been collecting information and doing the same kind of analyses.

AED Sowell stated that ARDI brought in a consultant to do a training called “Othering and Belonging” that HRC participated in and gave feedback on. He said that HRC continues to be a part of the culture climate Work Group which is a county-wide work group and are working with them on developing trainings and developing what they are calling “culture broker responsibility” in county departments, which is being defined. We participate in the work of our own department, the Executive Office of the Board of Supervisors, which has a change process in place. AED Sowell explained that staff manager Monica Lomeli represents us in working on diversity and inclusion; Tony is the chair of the communications team for the department in this change process and has brought to it the right kind of representation from us by making sure that inclusiveness is at the core of the communication work and AED Sowell continues to be a part of the leadership for that work.

**8. Commissioner Announcements:** Commissioner Gay Yuen invited all to attend a new exhibition at the Chinese American Museum which opened on May 24<sup>th</sup> called “Unmasking Anna May Wong”. 7 of 32

Commissioner Jason Moss shared that there is a new County LGBTQ+ Commission that was just recently formed. The new Executive Director for the Commission is Sunitha Menon, who comes from Equality California. There will be overlap between our commissions or opportunities to partner. Lastly, President Ilan Davidson thanked all for allowing him to serve in the position and that it has been an honor being the Commission President.

9. Adjournment: President Davidson made a motion to adjourn in honor of the legacy and work of Marshall Wong upon his retirement. The motion passed unanimously.

Respectfully submitted,

Isabelle Gunning  
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.



**OPEN BALLOT**

*(Note: State law does not allow secret ballots; it requires open voting and the minutes to reflect how each commissioner voted for each office, for transparency and accountability)*

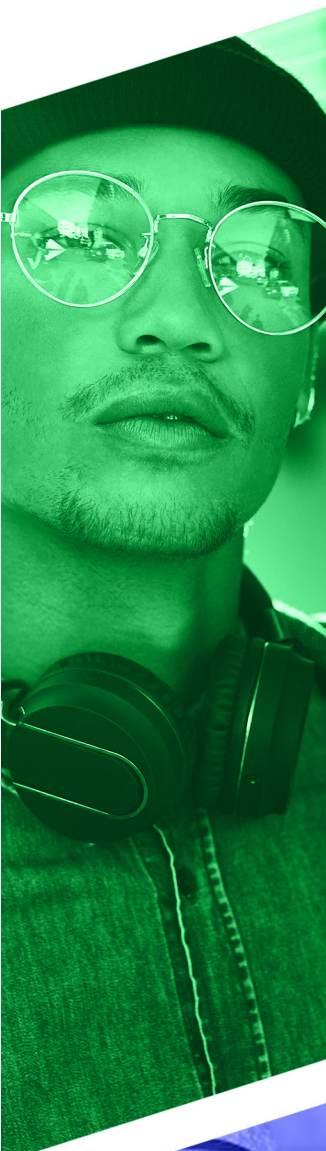
**Commission Officers**

**Fiscal Year 2024-2025  
(July 1, 2024 through June 30, 2025)**

- |  |                                     |                          |
|--|-------------------------------------|--------------------------|
| PRESIDENT <i>(vote for 1)</i>                | Helen Chin (Second District)        | <input type="checkbox"/> |
| VICE PRESIDENT/SECRETARY <i>(vote for 1)</i> | Ilan Davidson (Fourth District)     | <input type="checkbox"/> |
| VICE PRESIDENTS <i>(vote for 3)</i>          | Fredrick Sykes (First District)     | <input type="checkbox"/> |
|  | Preeti Kulkarni (Third District)    | <input type="checkbox"/> |
|  | Kevork Keushkerian (Fifth District) | <input type="checkbox"/> |

# 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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For Agenda  
Item 7.3

[NEWS & INFORMATION](#)[MEETINGS & CONFERENCES](#)[BECOME A MEMBER](#)

## [IAOHRA 75 Conference Registration Now Open!](#)



75th Anniversary  
**IAOHRA TRAINING CONFERENCE**  
*"Creating A Human Rights Culture"*  
August 11-15, 2024 | St. Louis, Missouri



### HUD PRESS RELEASE HUD

**Makes \$26 Million Available to Promote Fair Housing and Root Out Discrimination**  
*Funds will go to state and local fair housing enforcement partners.*  
HUD No. 24-127, HUD Public Affairs For Release, May 24, 2024

## IAOHRA Mission Statement

The mission of the International Association of Official Human Rights Agencies (IAOHRA) is to provide opportunities and forums for the exchange of ideas and information among member agencies and other human rights advocates.

IAOHRA assists in developing programs for eliminating illegal discrimination in employment, housing, education, public accommodations, public services, and commercial transactions, including banking and lending practices.

We develop educational programs on human rights and civil rights issues and serve as a clearinghouse for information exchange between human rights agencies around the world.

## GET INVOLVED

We connect you to the best and brightest experts in every issue area critical to the human and civil rights effort through IAOHRA meetings and professional training opportunities, you'll connect with civil rights professionals with your same interests and concerns. [Download flyer for more information.](#) [Become a Member - Join Us](#)



### PAY MEMBER DUES

Pay All State, County, Individual and Sponsorship memberships [here](#).

[Click here to pay member dues.](#)



### SUPPORT OUR WORK

Since 1949, IAOHRA supporters have been vigilant and vigorous defenders of civil and human rights for all. We've made great progress on important issues, but there is much more work to be done.

You are vital to IAOHRA in assisting us in fulfilling our goal.

We have more civil and human rights history to make.

[Please make a donation today!](#)



### OUR OBJECTIVE

The goals of IAOHRA are:

- To foster human and intergroup relations.
- To enhance human rights practices under law.
- To promote civil and human rights around the world.
- The association has provided leadership in the development and enforcement of needed statutes and ordinances-local, state, and federal - to safeguard the human and civil rights of all people.

## A look back at the March on Washington nearly 60 years later: in photos

The collection of archival photos is from the civil rights demonstration on Aug. 28, 1963, that brought more than 200,000 multiracial supporters to the National Mall in Washington.





By Claretta Bellamy  
[Credit NBC News](#)

When Martin Luther King Jr. gave his iconic “I Have a Dream” speech 60 years ago, the moment became etched in the nation’s memory through his words and through photos of King waving to the crowd of at least 200,000 at the Lincoln Memorial in Washington — images that have been reprinted in history books for decades.

While most people today say King’s speech was the highlight of the march, it was only one of many historic moments during the nation’s largest civil rights demonstration at the time. People gathered from around the country and the world to express support for equal employment opportunities along with the civil freedoms of Black people and other marginalized communities.

Several prominent Black figures attended, including activist John Lewis, who later became a member of Congress, and the gospel singer Mahalia Jackson — who performed “I’ve Been ‘Buked, and I’ve Been Scorned” right before King took to the lectern. The display of unity was a rare act of solidarity in an era when race itself was tearing the nation apart.

Here’s a [look back on this historic day through archival photos](#), all echoing the need for change.

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Dear Neighbors,

This weekend, we lost one of the founding fathers of the 1960s Civil Rights Movement, Rev. James Lawson Jr.

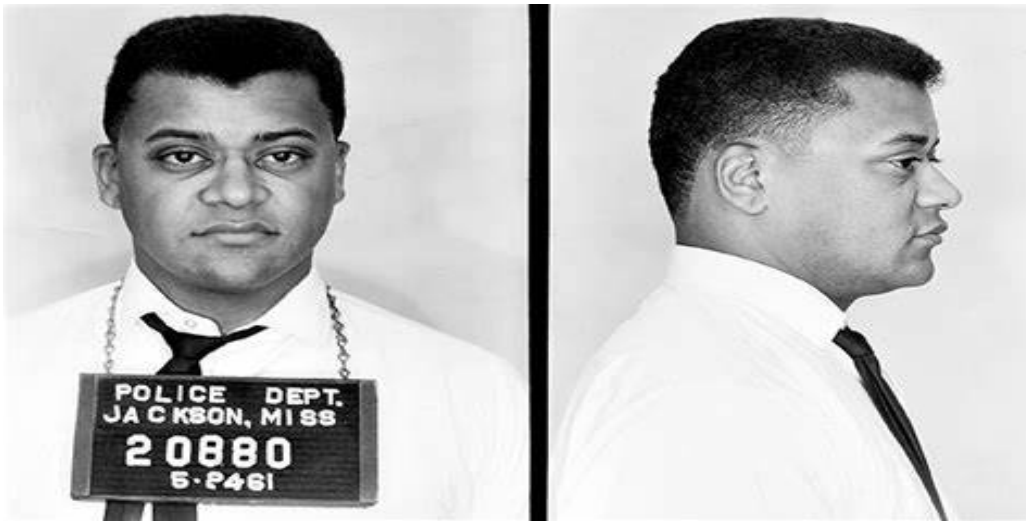
Ever humble and steadfast, Rev. Lawson was a giant among us. His name is synonymous with justice, compassion, and unity. Profoundly influenced by luminaries like Mahatma Gandhi, he became a pioneer of nonviolent protest in his own right, rising to become one of the foremost civil rights strategists alongside Dr. Martin Luther King, Jr.

As a key figure in the Southern Christian Leadership Conference, Rev. Lawson empowered others and fostered change through nonviolence. In his longtime role as pastor at Holman United Methodist Church, he provided comfort and hope to families in South LA. As a labor movement organizer, he led efforts to organize workers and secure a historic union contract at SoFi Stadium. His commitment never faltered. He mentored other greats, such as civil rights leader and politician John Lewis, guiding them under his wings.

For me, Rev. Lawson's voice has been a constant reminder that the fight for equality knows no bounds. As we mourn his passing, let us be inspired by

his legacy to continue the vital work of building a more just and equitable society for all.

Rest in power, Rev. Lawson.



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