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COMMISSION ON HUMAN RELATIONS

LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

April 3, 2025

MEMORANDUM TO THE COMMISSIONERS

FROM: Helen Chin, President

SUBJECT: Commission Meeting- Monday, April 7, 2025

Our Commission will meet on Monday, April 7, 2025 at 12:30 p.m.,
at 510 S. Vermont Ave., 15th Floor, Room 15H02, Los Angeles, California.

You may also join meeting **Via Teams Calendar Invitation** [Click here to join the meeting](#). If you are unable to do so, you may Dial: [+1 213-204-2512,,980587174#](tel:+12132042512980587174)
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 across the bridge, which is located towards the northwest corner of the parking structure, to reach Terrace (T) Level and enter the doors to the interior of the building. Turn towards the first right, down the hallway, to see the conference rooms on the right side. 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 (323) 719-9187 no later than 9:00 a.m., Monday, April 7.

The Ad Hoc Committee on Policing will meet from 10:45-12:15pm, in person or

[Via Microsoft Teams](#)

Jenita Raksanoh

L.A. County Commission on Human Relations

Executive Office of the Board of Supervisors

510 S. Vermont Ave., 15th Floor

Los Angeles, CA 90020

(323)719-9187



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

AGENDA

MEETING OF THE COMMISSION

Monday, April 7, 2025 – 12:30-2:00 pm

LA County Vermont Corridor Bldg. - 510 S. Vermont Ave.- LA, CA 90020
Room 15H02 on the 15th 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 March 3, 2025 Meeting Minutes*
3. President's Report (12:33)
 - 3.1. Spotlight on Staff: Grace Lowenberg* (retired as of March 28, 2025)
 - 3.2. John Anson Ford (JAF) Human Relations Awards Event of March 20th
 - 3.3. 'Every Person Has a Name' event of March 22nd
4. Executive Director's Report (12:45)
 - 4.1. JAF Human Relations Awards and Every Person Has a Name Event*
 - 4.2. Communications Update – Tony Cowser
 - 4.3. Other Program* and Administrative (Budget) Updates
5. Committee Reports (12:55)
 - 5.1. Strategic Planning Committee* (Kulkarni)
 - 5.2. Transformative Justice Committee* (Gunning)
 - 5.3. Human Rights Committee* (Yuen)
 - 5.4. John Anson Ford Human Relations (JAF) Awards Committee (Davidson)
 - 5.5. LA vs Hate Committee (Montaño)
6. Public Comment (3 minutes per person) (1:05)
7. Action/Discussion Items (1:10)
 - 7.1. Custody Facilities Report*
 - 7.2. New HRC resource on international human rights for local government*
 - 7.3. Special convening of community partners re anti-hate campaign*
 - 7.4. Specific actions to address new levels of reported hate
 - 7.5. Collaboration with County Office of Anti-Racism, Diversity and Inclusion (ARDI)
8. Commissioner Announcements (2 minutes per Commissioner) (1:55)

9. Adjournment: in honor of Grace Lowenberg for her decades of dedication to our Commission

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: Dandy De Paula, 21815 Pioneer Blvd., Hawaiian Gardens, CA 90716; Azusena Favela, 700 S. Flower Street, Los Angeles, CA 90012; Kevork Keushkerian, 1115 Valley View Avenue, Pasadena, CA 91107.

PUBLIC COMMENT

When prompted by staff, members of the public sector may request to provide public comment after each item:

- If joining in person, staff will call upon individuals who signed up to speak on an item.
- If joining remotely via Teams, please use the “raise your hand” feature then unmute microphone once enabled.
- Callers by phone, dial *5 to raise hand, once called upon dial *6 to unmute.



Los Angeles County Commission on Human Relations

510 South Vermont Avenue, 15th floor
Los Angeles, California, 90020
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(213) 738-2788

[PROPOSED] MINUTES
COMMISSION ON HUMAN RELATIONS
Meeting of March 3, 2025

PRESENT: Helen L. Chin Preeti Kulkarni
 Dandy De Paula Kevork Keushkerian*
 Jeanette Ellis Royston Guadalupe Montaña
 Azusena Favela* Jason Moss
 Isabelle Gunning Fredrick Sykes
 Ilan Davidson Gay Yuen
 Derric J. Johnson**

ABSENT: Michael Cheung
 Lisa Dabbs

STAFF: Tony Cowser Jenita Raksanoh
 Monica Lomeli Robin Toma
 Robert Sowell Siranush Vardanyan

1. **Call to Order and Land Acknowledgment of Indigenous Peoples:** Commission President Helen Chin called the meeting to order at 12:34 p.m. with a quorum in attendance. President Chin began by reading the L.A. County Land Acknowledgment, which can be found at the following link: [Land Acknowledgment – \(lacounty.gov\)](http://lacounty.gov). President Chin recognized the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples as original inhabitants of these lands, honoring and paying respect to their elders and descendants; acknowledged that settler colonization resulted in land seizure, disease, subjugation, slavery, relocation, broken promises, genocide, and multi-generational trauma; and reminded 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 January 6, 2025 Meeting Minutes:** The motion to approve the minutes of the Commission meeting of January 6, 2025 was made by Commissioner Guadalupe Montaña and seconded by Commissioner Jason Moss. Commissioner Jeanette Ellis Royston stated she does not recall abstaining in the last meeting as presented in the proposed minutes, so removing her abstention was accepted as a friendly amendment. The motion passed unanimously.

3. **President's Report**

3.1 Spotlight on a Partner: President Chin stated that a partner is not being spotlighted at this time but will be kept on agenda for next month.

3.2 Impacts of LA's Wildfires and Executive Orders: President Chin expressed that she is glad to see all Commissioners and staff safe from the fires as they have impacted everyone in some way. She expressed that it is important to move forward collectively and read a passage from "Holding Changes" by Adrian Marie Brown. President Chin concluded by noting that it is her own reflection that what she is willing to let go of so she can build what's next and urged all to reflect on how this may be true for us individually, as we contend with all that is and is going on. Additionally, she said that the Human Relations Commission is facing a crossroad and many of the programs that may have been increasing in funding previously are now coming to an end because of the new federal administration, and it will likely have a serious impact on the Commission. She spoke of a new campaign with LA vs Hate that would focus on key zip codes where hate crimes and incidents against certain targeted groups have been the highest in the county and will be launched in early April.

4. **Executive Director's Report**

4.1 Impact of Wildfires and New Federal Admin on Staff and Program Work (anti-hate networks convening, etc.): Executive Director (ED) Robin Toma expressed that President Chin's words were on target and that there is a feeling in our communities of an effort to roll back many of the hard-fought achievements that have moved us forward over the past several decades. He noted that we are the strongest we have ever been as a network of communities working against hate, thanks to the resources and funding that we have provided to many community-based organizations. Commissioner Ilan Davidson said that he was involved in an immigrants' rights march two weeks ago and offered help to reach out to elected representatives. Commissioner Dandy De Paula joined to praise the work of the Dream Resource Centers and expressed his hope that the program will continue. ED Toma responded that there is a long-term strategy of melding them with Department of Public Health's student wellness centers.

4.2 Communications Update – Tony Cowser: Public Information Officer (PIO) Tony Cowser shared the new HRC website homepage look and feel. The website's new look now has description modules for each of the programs led by the Commission on Human Relations. PIO Cowser demonstrated how each module has a 'read more' button and supporting video content for each program. In addition, he pointed out a new LA vs Hate button and Hate Crime Report button on the left side of the homepage. The commissioners liked the changes. A request was made to add a button be added to "Report a hate crime or hate incident" and that a button be added for LA vs Hate merchandise and GIFs. PIO Cowser indicated that the changes will be added. Lastly, PIO Cowser shared that the Executive Office (EO) has approved Zapier, an automated social media cross-posting tool. This new feature will streamline posting on various social media channels and build a holistic online marketing strategy for the commission. Commissioner Montano asked if the BlueSky platform could be added to the commission's social media portfolio. PIO Cowser said he would inquire about that possibility.

4.3 New Hate Report and other Program and Administrative (Budget) Updates: ED Toma introduced the manager of the Commission’s Hate Documentation and Data Analytics team, Dr. Monica Lomeli, to present our new annual report on hate incidents from data that is received from LAVsHate/211-LA and other community partners. Staff Lomeli shared her screen to show the following data:

Our inaugural 2023 Hate Incident Report looks at reported hate incidents for the years 2022 and 2023. Reported hate incidents increased 35% from 609 in 2022 to 821 in 2023. Broken down by motivation, 50% of all reported hate incidents were motivated by race/ethnicity/nationality, 21% by religion, 17% by sexual orientation, 6% by gender, and 1% by disability.

Racially motivated hate incidents decreased from 61% to 50% of all hate incidents reported in 2023 but numerically increased from 392 to 434 due to the growth in all hate incidents reported. Religious hate incidents jumped 131% in 2023 from 80 to 185. Reported hate incidents motivated by sexual orientation rose from 119 in 2022 to 148, that is an increase of 24%. Transgender victims comprised 71% of all gender motivated hate incidents. There were 11 disability-motivated incidents reported in 2023 compared to 3 the previous year

When it comes to special characteristics of these incidents, Middle East conflict related incidents grew an astounding 2,150% (from 2 to 45). Hate incidents occurring in schools rose from 59 to 197, an increase of 234%. Lastly, white supremacist ideology hate incidents increased 124% (from 33 to 74).

5. Committee Reports

5.1 Strategic Planning Committee (Kulkarni): Committee chair/Commissioner Preeti Kulkarni reported that they are currently working on a five-year strategic plan. She explained that changes are being anticipated in Los Angeles due to the expansion in county government leadership, equity work, and around the hosting of the World Cup and Olympic Games. Commissioner Kulkarni informed attendees that there are two proposed dates for a retreat for the Commission to attend, either April 11th or April 30th, from 10:00 am until 4:00 pm.

5.2 Transformative Justice Committee (Gunning): Committee chair/Commissioner Gunning shared that the Committee approved the custody facilities report and asked Commissioners to approve the report. President Chin said the report will be shared with all Commissioners for review and discussion/approval at the next Commission meeting.

5.3 Human Rights Committee (Yuen): Commissioner Davidson gave the report for the January meeting of the Committee, stating that they were able to review the Human Rights Reference Guide, and it is an incredible document in setting forth human rights treaties and principles that successfully embodies LA County. Committee chair/Commissioner Gay Yuen reported on the February meeting, stated that the Committee looked at the proposed strategic priority and goals on human rights to determine how the topic of human rights can and should be integrated into the Commission’s practical work.

5.4 John Anson Ford Human Relations (JAF) Awards Committee (Davidson): Committee chair/Commissioner Davidson invited all to attend the JAF Awards event on March 20th at 9:30 am on the 8th floor balcony of the Hahn Hall of Administration.

5.5 LA vs Hate Committee (Montaño): Committee chair/Commissioner Montaño stated she has no report at this time.

6. **Public Comment: (3 minutes per person):** None was offered.
7. **Action/Discussion Items:**
- 7.1 **JAF Awards event decisions:** Commission Davidson asked the Commission whether to move forward with giving the John Allen Bugs Leadership Award during the JAF Award ceremony this year. After conversing in depth regarding the pros and cons of presenting the award, the motion was made by Commissioner Davidson to not present the John Allen Bugs Leadership Award this year; seconded by Commissioner Gay Yuen. The motion passed unanimously with an abstention by Commissioner Ellis Royston.
 - 7.2 **Strategic Planning for FY 2025-30:** Item was continued to the next meeting without objection due to lack of time.
 - 7.3 **New HRC resource on international human rights for local government:** Item was continued to the next meeting without objection due to lack of time.
 - 7.4 **Special convening of community partners to coordinate actions:** Item was continued to the next meeting without objection due to lack of time.
 - 7.5 **Specific actions to address new levels of reported hate:** Item was continued to the next meeting without objection due to lack of time.
 - 7.6 **Collaboration with County Office of Anti-Racism, Diversity and Inclusion (ARDI):** Item was continued to the next meeting without objection due to lack of time.
8. **Commissioner Announcements:** Commissioner Moss invited Commissioners to attend an event on March 22nd called Every Person Has a Name where names are read for 24 hours straight of individuals who have lost their lives in the Holocaust. Commissioner Davidson shared he is celebrating the 30th anniversary of serving Temple Beth El in a Gala. Commissioner Yuen shared that there will be an event on March 15th commemorating the anniversary of the murders in Atlanta. Commissioner Ellis Royston shared that Gustavo from HRC has reached out to NAACP and partnering with Pitzer College to have an anti-hate forum on March 22nd. Commissioners lastly asked for the W2 forms and were informed that HRC is working with HR and Auditor Controller regarding this. Commissioner Montaña brought everyone's attention to the LA Times article highlighting the efforts of Commissioner Favela. Commissioner Yuen requested information the upcoming deadline regarding Measure G, which will expand the BOS to 9 seats and create an elective county executive and ethics commission and officer. The deadline to apply to the implementation body is March 7. Commissioner Ellis Royston shared that California Attorney General Rob Bonta was a keynote speaker for her NAACP event, and his speech was profound.
9. **Adjournment:** A motion to adjourn in memory of those who died in the LA County Wildfires was moved by Montaña and seconded by Commissioner Kulkarni. The motion passed unanimously. President Chin adjourned the meeting at 2:18 p.m.

Respectfully submitted,

Ilan Davidson
Commission Vice President-Secretary

GRACE M. LÖWENBERG

Grace M. Löwenberg began her career as a stenographer with the Los Angeles County Commission on Human Relations on June 14, 1974, and was promoted several times over the years to Executive Secretary, working for three directors: Eugene S. Mornell, Ronald K. Wakabayashi and Robin S. Toma;

She has been an extremely dedicated, trustworthy, and hard worker throughout her tenure with the County Human Relations Commission, serving as a liaison with commissioners and staff, and became an unofficial historian for the commission, ensuring safekeeping of sensitive official documents and decisions;

Her passion is charity work helping the underserved and those that need help with basic necessities, having spent countless hours volunteering with a myriad of organizations, such as Liga International (Flying Doctors of Mercy) traveling to rural towns in Mexico to interpret for doctors helping people in need of healthcare; the LA County Sheriff's Department, entering sensitive information into databases; religious institutions such as the Archdiocese, Sacred Heart Retreat House, the Fraternity/Poor of Jesus Christ, the LILLI Program (Low Interest Loans for Low Income Families) through St. Vincent de Paul Society; and assisted in training immigrants to secure a driver's license through the Archdiocese and fundraising for other charitable organizations;

[She is also member of the Autumn Pointe Homeowners Association, Cathedral Bishop's Council Associates, Ladies of Charity of St. Vincent de Paul Society, Los Angeles County Executive Roundtable; and LA County Secretarial Council.]

Therefore, be it resolved that the Board of Supervisors of the County of Los Angeles hereby congratulates, commends and sincerely thanks Grace M. Löwenberg for fifty years of exemplary service, and extends best wishes for a healthy and fulfilling retirement.

[Excerpt from www.Pasadenanow.com]

‘Every Person Has a Name’ Honors Holocaust Victims with 25-Hour Vigil

Hundreds of names of Jewish victims solemnly read throughout the weekend at City Hall

BY EDDIE RIVERA

Published on Monday, March 24, 2025 | 6:36 am



Jason Moss, executive director of the Jewish Federation, leads the “Every Person has a Name” remembrance at City Hall on Saturday, March 22, 2025. [Eddie Rivera / Pasadena Now]

As dusk fell Saturday evening, scores of people gathered on the steps of Pasadena City Hall for a solemn tradition—the 25-hour community-wide Holocaust remembrance program, “Every Person Has a Name.”

The remembrance takes its title from the ‘70s poem of the same name by acclaimed Israeli poet Zelda Schneersohn Mishkowsky, originally entitled “Each of Us Has a Name.”

“This event continues to provide our entire community an opportunity to remember and honor those who were murdered during the Holocaust,” said Jason Moss, Executive Director of the Jewish Federation. “By saying their names out loud, we restore some of the dignity and humanity they lost.”

Organized by the Jewish Federation of the Greater San Gabriel and Pomona Valleys, the event began with speeches, prayers, and musical performances, launching an around-the-clock reading of the names of Holocaust victims. Volunteers then took turns reciting thousands of names—one by one—ensuring that the individuals behind the six million murdered Jews are remembered as more than a number.

Now in its seventh year, the event usually takes place in January to coincide with International Holocaust Remembrance Day. However, this year's vigil coincided with the March 22 anniversary of the opening of Dachau, the first Nazi concentration camp, in 1933.

"We have a responsibility, knowing the history that we know, to stand up," said Pasadena Mayor Victor Gordo. "It's not okay in Pasadena, it's not okay in California, and it's not okay anywhere."

Participants included state legislators, U.S. Congress members, and civic leaders, who echoed a common theme: the rise in antisemitism and hate crimes today demands remembrance and action. "Seventy-six percent of American adults believe something like the Holocaust could happen again," Moss said, referencing a survey from the Conference on Jewish Material Claims Against Germany. "That's why we continue to hold this event."

Congresswoman Judy Chu emphasized the importance of education, recounting her support for legislation like the Holocaust Education and Antisemitism Lessons (HEAL) Act and the Never Again Education Reauthorization Act. "By remembering these names over these 25 hours and reading them aloud, we ensure that these lives are not forgotten," Chu said. "They are not numbers but individuals who lived, learned, and loved."

State Assemblymember John Harabedian, drawing on his Armenian heritage, reflected on shared histories of genocide. "The perpetrators were not successful," he said. "Both the Jewish and Armenian people survived."

Harabedian underscored the need for allyship, saying, "Tonight, we are all Jewish," he said. "Anytime we hear or see antisemitism, we are all Jewish."

Throughout the 25-hour reading period, community partners including the Anne Frank L.A. Foundation, LA vs Hate, and the American Red Cross Holocaust Tracing Services offered educational exhibits and support. High school docents guided visitors through Anne Frank's story, while American Red Cross volunteers helped families trace Holocaust-era records of lost relatives.

Robin Toma, Executive Director of the LA County Human Relations Commission, pointed to a troubling statistic: hate crimes in the county are at their highest in over 40 years. "It's a broadside against all communities," Toma said. "But we are also investing more than ever in anti-hate strategies."

To date, the Federation estimates that it has read just over 48,000 names since the program began in 2019—less than 1% of the six million. “If we read all six million names,” Moss noted, “we would need to continue this nonstop for approximately the next 750 days.”

State Senator Susan Rubio, a longtime educator, stressed the importance of teaching accurate history. “If we don’t teach our students proper history, we leave it to others to teach it in a way that’s not accurate and is hurtful,” she said.

As the names continued through the night and into Sunday evening, the message resonated: remembrance is a collective responsibility. “This is our solemn promise,” said State Senator Sasha Renee Perez. “To refuse to let the hatred of the past creep into our present and future.”

At its heart, “Every Person Has a Name” was more than a commemoration, it was a call to stand together, speak out, and ensure that the horrors of the past are never repeated.

4.3 Other Program and Administrative (Budget) Updates

LA County Announces New Report Revealing More Complete Picture of Hate Activity in Los Angeles

For the first time, LA County's new "Hate Incident Report" finds that 821 acts of hate – in addition to 1,350 hate crimes previously reported - occurred in LA County, including shocking bias-motivated hostilities that include verbal attacks and harassment. This report reveals an alarming growth in incidents at schools, colleges and universities, as well as incidents evidencing white supremacist ideology, and related to the Middle East violence.

LOS ANGELES, CA—Today, the Los Angeles County Commission on Human Relations (LACCHR) released its first ever annual [Hate Incident Report](#), with some alarming findings. Reported hate incidents in Los Angeles County grew 35% from 609 in 2022, to 821 in 2023. Reported hate incidents taking place at schools, colleges, and universities rose 234% (from 59 to 197). Incidents with White supremacist ideology increased 124% (from 33 to 74). Middle East conflict-related incidents grew from 2 to 45, an astounding increase of 2,150%.

This report is based on the reporting of hate incidents documented for 2022 and 2023 and includes actual hate incidents reported in LA County. The hate information for this report, as distinct from hate crime data, is collected and analyzed with the same methodology as LACCHR's annual hate crime report, drawing data from law enforcement agencies, our LAvsHate countywide anti-hate program, educational institutions, and community-based organizations. Included in the document are actual hate incidents reported in LA County, such as the following: *A Black woman and her fiancé hired a moving company. She was not happy with the service and price and called the company while the white male supervisor of the crew was present. He began yelling anti-female and anti-Black epithets and profanities at her.*"

Although some of the Hate Incident Report findings align with those in the [2023 Hate Crime Report](#), published in December 2024, this new report provides a more comprehensive picture of hate activity in LA County. For example, the hundreds of hate incidents analyzed in this report show a significant growth of hate activity at schools, colleges, and universities, as well as hate acts related to the conflict in the Middle East and White supremacist ideology.

"Hate incidents can be just as traumatic for victims as hate crimes, and can perpetuate systemic inequality; so all of us must report them, not accept them as 'normal'," stated Robin Toma, LACCHR Executive Director. "Understanding hate incident data along with hate crime data is a crucial new dimension for effective prevention and intervention policies and action."

The report's principal author, Dr. Monica Lomeli, who leads LACCHR's Hate Documentation and Data Analytics Team, noted "Hate incidents can include situations where someone is being threatened with being reported to ICE, the distribution of White supremacist literature in front of a supermarket, and a gender non-conforming individual being told demeaning comments while on public transportation based on a perceived gender identity." Commission President Helen Chin added that "Tracking and documenting hate incidents are important because they can provide the groundwork for victims to obtain services or remedies for violations of their rights."

"Hate crimes are violations of state and federal laws, and both hate crimes and hate incidents are serious breaches of international human rights standards," pointed out Robert Sowell, LACCHR Assistant Executive Director. "A central goal of the Hate Crime Report and the Hate Incident Report is to raise awareness about these human rights violations."

The report's significant findings also include the following:

- African Americans were targeted for 52% of all racial/ethnic/national origin - motivated hate incidents (52%), and anti-Black incidents increased 12% from 211 to 237.
- Incidents targeting Jewish persons spiked 153% from 66 to 167. Ninety percent of religious motivated hate incidents targeted the Jewish community.
- Sexual orientation incidents increased 24% from 119 to 148. Incidents targeting gay males, lesbians, and LGBT (non-specified)* all grew.
- Latino/as were the second largest racially targeted group, reporting 69 hate incidents (15%), and 60% of these incidents included anti-immigrant slurs.
- Asian Americans comprised 15% of all reported racial incidents, with a decrease from 76 to 66. Thirty-three percent of these incidents were anti-Chinese.
- Gender motivated incidents increased by 52% from 38 to 55. Forty of these

- Gender-motivated incidents increased by 55% from 56 to 86. Forty of these incidents were anti-transgender and 13 were anti-female.
- Disability-motivated incidents grew from 3 to 11.

Using this Hate Incident Report's new data on hate incidents, as well as the 2023 Hate Crime Report, [the countywide anti-hate program "LA vs Hate" will launch a "Signs of Solidarity" campaign](#) this spring in neighborhoods in each of the five Supervisorial districts with the highest rates of reported hate and areas where immigrant, African American, and transgender residents have been disproportionately affected. This grassroots campaign is driven by our hate crime and hate incident data and will help combat the alarming rise in hate by distributing community signage—such as yard signs, posters, and murals—to foster a shared neighborhood identity rooted in inclusion and respect for diversity.

Understanding some key factors about hate incidents can help identify and better comprehend them. The following are some key identifiers to keep top of mind.

- Hate incidents are noncriminal acts motivated by prejudice or bias against a person or group's actual or perceived identity(ies). These incidents can include non-criminal verbal abuse, harassment, and display of offensive material.
- Perpetrators are motivated by bias based on race, ethnicity, national origin, sexual orientation, religion, disability, or gender, including gender identity.
- In the United States, hate speech is not necessarily a crime. However, it is a criminal offense when the perpetrator threatens violence with spoken or written words against a specific person or group.

Since 1980, the LA County Commission on Human Relations has utilized hate crime data to document, prevent, and respond to hate.

For more information on the most recent Hate Incident Report, click [here](#).

For more information on the LA vs Hate initiative, including shareable graphics ready-made for social media, please click [here](#).

**LGBT (non-specified) refers to cases in which an LGBT individual, business, or organization was targeted but there were no slurs made against a specific sexual orientation (e.g. gay, lesbian).*

About the LA County Commission on Human Relations

[The Los Angeles County Commission on Human Relations](#) is dedicated to securing human rights to strengthen healthy relations throughout our richly diverse, multicultural county, encompassing 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](#).

About LA vs Hate

LA vs Hate is a community-centered system designed to support all residents of Los Angeles County. Led by the Human Relations Commission, LA vs Hate partners with community partners from all five County districts, representing a diverse coalition of voices committed to ending hate. The system 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 and reporting hate, we can ensure that resources are allocated appropriately, that those targeted by hate receive the support they need, and that together, we can build respectful and resilient communities in solidarity with one another.

For more information about LA vs Hate, click [here](#).

###



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2025-30 STRATEGIC PLAN DRAFT

MISSION STATEMENT

The Commission on Human Relations champions human rights as the foundation for cultivating healthy relations in Los Angeles County by bringing people together across boundaries of diverse identities and histories to transform prejudice into acceptance, inequity into justice, and hostility into peace.

PRIORITIES AND GOALS

Priority 1: Monitoring and Advocating for Human Rights

Human rights are the cornerstone of a just and equitable society, encompassing foundational, inalienable freedoms, protections, and benefits to which all individuals and groups are entitled, such as life, liberty, self-determination, and fair process. They are grounded in the equal, intrinsic dignity and value of every human being. It is especially clear at this time in our history that we cannot take human rights for granted. Since protecting and upholding human rights is essential for cultivating harmonious human relations, and cultivating healthy relations is crucial to securing human rights, we advocate for and work to ensure the full realization of these rights for every individual and all peoples in Los Angeles County. To accomplish this, we will prioritize educating County, city, and community partners about the essence and importance of internationally recognized human rights while implementing impactful initiatives to enhance their fulfillment. We will align these efforts with the Board of Supervisors' Strategic Priorities. Examples include County approval of international human rights instruments not yet ratified by the federal government and development and implementation of initiatives crucial to address gaps in fulfilling instruments already in force. A crucial task will be regularly correcting misinformation and calling attention to purged information. The efforts to address priority aim to bridge policy and practice, ensuring that Los Angeles County leads in upholding and advancing human rights. By integrating human rights principles into local governance, we will help to build a more just, equitable, and inclusive future for all County constituents.

Goal 1.1

By June 30, 2027, publish an annual "State of Human Rights in LA County" report that evaluates fulfillment of human rights in LA County, with emphasis on the Board of Supervisors' strategic priorities.

Goal 1.2

By June 30, 2030, provide the Board of Supervisors with actionable recommendations on at least two major policy and/or practice changes that advance the fulfillment of human rights in LA County.

Priority 2: Documenting, Preventing, and Responding to Hate

Both criminal and noncriminal acts of Hate – i.e., bias-motivated hostility – violate LA County’s core values of Inclusivity, Compassion, and Equity. They also violate internationally recognized rights for all people to security of person and home, equality without discrimination based on identity or origin, protection from being targeted by efforts to incite hostility, freedom of religious practice, and protection from attacks on honor or reputation. The personal and societal damage that Hate produces is neither morally acceptable nor functionally defensible. We have documented the substantial incidence and multi-year increase in Hate activity in LA County and greatly improved prevention and response. Moving forward, we will continue to prevent Hate by monitoring Hate acts and cultivate solidarity to challenge Hate in any form by rigorously and thoroughly analyzing Hate activity; making information about Hate activity public accessible online; providing safe, reliable ways to report Hate; helping those people and communities most affected by Hate with access to needed supportive resources; and engaging our leadership and communities to understand Hate-motivated hostility and collaborate towards its elimination. This will include focusing on areas where Hate is happening most with visible signage and organizing coalitions to establish a culture against Hate; continuing to build skills, strength, and intergroup solidarity of our diverse networks of anti-Hate community partners; and increasing participation in LA vs Hate events, such as United Against Hate Week, trainings, and other key initiatives. Engagement of our communities will include leveraging major sporting events to educate attendees about LA vs Hate and how to report Hate. The aim will be boosting calls reporting Hate, expanding services and support for affected people and communities, building marketing connections, distributing branded materials, and amplifying the program by posting about these events on social media, creating shareable reels, and engaging online audiences.

Goal 2.1

Between July 1, 2025 and June 30, 2030, expand knowledge about Hate activity in LA County by compiling, analyzing, and reporting annually on both Hate crimes and incidents in LA County.

Goal 2.2

Between July 1, 2025 and June 30, 2030, engage each year at least 100 groups, organizations, and government units in Hate prevention and response.

Goal 2.3

Between July 1, 2025 and June 30, 2030, at least 60% of people we serve who have been targeted by Hate and respond to our requests for feedback report that our support was significant in helping them address what they experienced.

Priority 3: Fostering Equity and Wellbeing in LA County's Justice Ecosystem

In contrast to LA County's core value of Equity and the Board of Supervisors' strategic priorities to reduce the use of jails and undo systemic racism, entrenched inequities in LA County's criminal justice and public safety systems continue to perpetuate cycles of violence and discrimination as well as legal estrangement in many of our communities. Fundamental human rights are at issue when the likelihood of police misconduct, violence, and recidivism is tied to one's race, gender, class, religion, sexual orientation, or other protected characteristics. Our Transformative Justice work challenges these conditions by addressing root causes of harm, fostering collective healing and transformation, and developing alternative community safety infrastructures that prioritize wellbeing and harm-reduction. This effort includes engaging community stakeholders in shaping policies, practices, and procedures through the collection and dissemination of narratives that reflect lived experiences. Our intent is to challenge structures that contribute to systemic violence and disenfranchisement while realizing a vision of safety and justice that centers community-driven, trauma-informed approaches. By enhancing community safety infrastructure, dismantling the school-to-prison pipeline, addressing policing inequities, and fostering generational healing from trauma caused by criminal justice inequity, we aim to redefine public safety as a cooperative, community-centered endeavor.

Goal 3.1

By June 30, 2030, achieve a major system change that advances equity in LA County's criminal justice ecosystem for at least three communities: one affected by economic instability, one affected by systemic policing inequities, and one experiencing one or more other forms of marginalization or injustice.

Goal 3.2

Between July 1, 2025 and June 30, 2030, engage at least three LA County units, cities, or organizations annually in capacity-building initiatives, community engagement efforts, and the development and implementation of innovative public safety models that redefine safety as a collective community responsibility.

Priority 4: Training to Build the Effectiveness of County and Community Partners

To foster fulfillment of the County's values and implementation of the Board's Priorities, we equip other County units as well as community partners with both understanding and skills in securing human rights and strengthening healthy relations. We design and deliver training experiences that inspire and empower participants with proven tools to address conflicts constructively, communicate effectively, manage implicit bias, and promote mutually supportive intercultural collaboration. With heightened awareness and practical techniques, participants are prepared to create and maintain inclusive, safe, nondiscriminatory environments that actively safeguard and advance human rights.

Goal 4.1

Between July 1, 2025 and June 30, 2030, train a minimum of 1,200 individuals annually to secure human rights and strengthen healthy relations.

Goal 4.2

By June 30, 2030, in collaboration with the Human Rights Monitoring and Advocacy Team, create and begin to deliver training specifically designed to increase understanding of and skill in implementing human rights.

Priority 5: Increasing Familiarity and Engagement with Our Work

In order for us to achieve our maximum effectiveness in supporting fulfillment of the County's core values and implementation of the Board's Priorities, current and potential partners need to be thoroughly familiar with what we do and what we're capable of. We need to continue enhancing our communications capacities and execution to cultivate widespread, robust awareness of, respect for, and engagement with our unique perspective, technical expertise, and well-developed skills. This will require that we develop an inclusive, multi-brand marketing strategy to build public awareness of all our programs and initiatives. The goal is to appeal to increasingly broader and more diverse audiences. We will rely on emerging technologies to target multiple demographics grouped by race, culture, ethnicity, gender, sexual orientation, abilities, and even personality traits and attitudes. We will apply insights from newly acquired marketing analytical tools to create promotional materials and establish sponsorship agreements for collaboration and support. Special attention will be given to using social media and to addressing cyberbullying and other forms of online hate. We will increase our reach by building a coalition of corporate partners to advance diversity and human rights through training, dialogue, and engagement.

Goal 5.1

By June 30, 2027, establish and maintain at least monthly contact with all Supervisorial District offices to ensure familiarity and engagement with progress of our ongoing work and services as well as new projects we initiate.

Goal 5.2

By June 30, 2030, establish and maintain a coalition of at least 15 corporate allies committed to securing human rights, including equitable human relations.

DRAFT



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

**AGENDA FOR MEETING OF THE
TRANSFORMATIVE JUSTICE COMMITTEE
LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS**

Monday, April 7, 2025 | 10:45AM – 12:15PM

510 S. Vermont Avenue
Los Angeles, CA 90020
15th Floor, Conference Room (15H02)

[Via Microsoft Teams](#)
Or Call In at +1 (213) 204-2512
Phone Conference ID: 333 921 796#

Chair: Commissioner Isabelle Gunning | **Secretary:** Commissioner Azusena Favela

Members: Commissioners Preeti Kulkarni, Fredrick Sykes, Derric Johnson,
Jeanette Ellis-Royston

Staff: Robin Toma, Robert Sowell, Pierre Arreola, Joshua Parr, Paul Smith

- 1. Call to Order and Land Acknowledgement of Indigenous Peoples (10:45)**
- 2. Review & Approval of March 3, 2025 Meeting Minutes (10:47)**
- 3. Discussion: Sheriff Accountability (10:50)**
 - 3.1. LA County Custody Facilities Visits Report Presentation
- 4. Discussion: Staff & County Updates (11:20)**
 - 4.1. Strategic Planning – Strategic Priority #3
 - 4.2. Regional Projects
- 5. Public Comment (3 Minutes Per Person) (12:00)**
- 6. Action Items (12:05)**
 - 6.1. LA County Custody Facilities Visits Report Presentation
 - 6.2. Strategic Planning – Strategic Priority #3
- 7. Commissioner & Staff Announcements (12:10)**
- 8. Adjournment (12:15)**

Note: The following Commissioners will be participating by conference telephone communication from the following locations: Preeti Kulkarni, 3419 Federal Avenue, Los Angeles, CA 90066; Azusena Favela, 700 S. Flower Street, Los Angeles, CA 90017.

For translation to other languages o para más información en Español, call (213) 738-2788 or email us at PArreola@hrc.lacounty.gov. An asterisk () 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 Human Relations 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.



Los Angeles County Commission on Human Relations

510 South Vermont Avenue, 11th Floor
Los Angeles, California 90020
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PROPOSED MINUTES TRANSFORMATIVE JUSTICE COMMITTEE

*Meeting of March 3, 2025
In Person and via Microsoft Teams Video & Audio Conferencing
510 South Vermont Avenue, 9th Floor
Los Angeles, California 90020*

PRESENT:	Chair Isabelle Gunning	Derric Johnson*
	Secretary Azusena Favela*	Preeti Kulkarni
	Jeanette Ellis-Royston	Fredrick Sykes
STAFF:	Pierre Arreola	Paul Smith
	Robert Sowell	

- 1. Call to Order & Land Acknowledgement of Indigenous Peoples:** Chair Isabelle Gunning called the meeting to order at 10:47 AM, with a quorum in attendance. Secretary Azusena Favela and Commissioner Derric Johnson joined the meeting virtually in a previously disclosed publicly accessible location per Brown Act requirements. Chair Isabelle Gunning then acknowledged that settler colonization has caused intergenerational trauma and the loss of lands and lives to the native cultures who lived here prior to the later waves of migrants who came to what is now called Los Angeles County.
- 2. Review & Approval of January 6, 2025 Meeting Minutes:** At 10:50 AM, Secretary Azusena Favela invited a motion to approve the minutes of the Transformative Justice Committee meeting on January 6, 2025, as presented by staff. Commissioner Azusena Favela flagged an issue with the date of the header on page 2, and Staff Pierre Arreola amended the document as requested. Commissioner Azusena Favela moved to approve the minutes, and Chair Isabelle Gunning seconded the motion. The motion passed with one abstention from Commissioner Derric Johnson, who was absent from the January 6, 2025 meeting.
- 3. Discussion: Sheriff Accountability:**
 - 3.1. LA County Custody Facilities Visits Report:** Staff presented the final draft of the custody visits report. The report is eleven pages long and incorporates all previous grammatical and language edits. Committee members discussed the procedural implications of forwarding the report to the General Commission for immediate consideration versus formally adding it to the agenda for the next meeting. Despite the procedural complexities and possible delays, the committee decided, given the extended timeline since the report was drafted and recent developments such as the recent firestorm and the publication of related oversight reports, that there was sufficient urgency to warrant presenting the report immediately to the General Commission.

3.2. Civilian Oversight Commission 2024 Conference Report: The committee discussed the 2024 Civilian Oversight Commission (COC) Conference, highlighting its successes and improvement areas. The session included a discussion focused on community voices, civilian oversight, and engagement. Feedback from the committee members who were in attendance identified significant attendance from law enforcement personnel, potentially influenced by the recent election, which altered the event's dynamics and potentially impacted community members' participation and comfort levels.

Commissioner Fredrick Sykes and Commissioner Jeanette Ellis-Royston noted a markedly reduced presence of community activists compared to previous years, which has been supplanted by participants more connected to or already positively collaborating with law enforcement. This change did not limit the diversity of perspectives, emphasizing cooperation with law enforcement over critical oversight or accountability discussions. A significant challenge highlighted was the perceived emotional strain and discomfort among community members, some of whom felt uneasy participating due to the substantial visible presence of law enforcement officers.

An incident discussed involved a community member who experienced unresolved harm from law enforcement and felt repeatedly ignored by oversight bodies, illustrating the need for dedicated mechanisms to handle individual community grievances. While mental health resources were present to provide support during the event, the committee acknowledged that simply providing mental health resources without meaningful pathways to address underlying grievances was inadequate. The committee recognized a clear need for intentional engagement strategies to ensure community voices, especially those directly impacted by law enforcement practices, were genuinely heard, validated, and responded to effectively.

Several suggestions emerged for enhancing future conferences. The committee proposed increasing community outreach, involving community voices early in the event schedule, and strategically managing interactions between law enforcement and community members to prevent intimidation or alienation. The committee recognized the need for more interactive components that allow community participation beyond passive listening, fostering genuine dialogue and trust-building.

4. Discussion: Staff & County Updates

4.1. RIPA Data Transparency & Accessibility Fact Sheet: Staff Pierre Arreola provided a briefing on the fact sheet outlining the current state of Racial and Identity Profiling Act (RIPA) data dissemination. The fact sheet offered a comparative analysis of various law enforcement agencies' methods, highlighting significant inconsistencies and challenges regarding community access to critical oversight data. Notably, the Long Beach Police Department was recognized for setting a commendable standard by providing user-friendly, comprehensive data visualization and manipulation options. Staff Pierre Arreola also provided updates on data accessibility initiatives related to the RIPA. Staff underscored significant accessibility issues in current data reporting methods, emphasizing that agency data is often overly complex, difficult to interpret, and not sufficiently disaggregated or user-friendly for laypersons or community stakeholders. Nine recommendations were proposed to enhance data accessibility, highlighting the necessity for state-level standards, clear dissemination protocols, and improved transparency at the local level. These recommendations aimed to empower community stakeholders, researchers, and oversight bodies to effectively access and utilize critical oversight data, fostering more informed community engagement and discussions on policy reform.

4.2. Regional Projects: Staff member Paul Smith shared an early version of the vignette animation currently in production as part of the narrative collection project being implemented in Antelope Valley.

5. **Public Comment:** There was no public comment at this meeting.

6. **Action Items**

6.1. LA County Custody Facilities Visits Report: Commissioner Derric Johnson moved to approve the custody facilities report. Chair Isabelle Gunning seconded the motion. The committee unanimously approved the custody facilities report.

Commissioner Derric Johnson moved to present the custody facilities report to the General Commission for their approval during the March General Commission meeting. Commissioner Jeanette Ellis-Royston seconded the motion. The committee unanimously agreed to seek the General Commission's acceptance during the March General Commission meeting.

The committee acknowledged that General Commission approval might be delayed until the April General Commission meeting but prioritized quickly distributing the report to the Office of Constitutional Policing and the Sheriff's Department for consideration and collaboration on necessary improvements and reforms.

7. **Commissioner & Staff Announcements:** The meeting concluded with the committee recognizing the staff for effectively consolidating complex feedback into cohesive reports despite encountering logistical and timing challenges.

8. **Adjournment:** Chair Isabelle Gunning invited a motion to adjourn. Commissioner Fredrick Sykes motioned to adjourn, which was seconded by Commissioner Preeti Kulkarni. The motion was passed unanimously. The meeting adjourned at 12:23 PM.

Respectfully Submitted,

Azusena Favela

Transformative Justice Committee Secretary



HUMAN RIGHTS COMMITTEE of the Los Angeles County Human Relations Commission

March 25, 2025 2pm – 3pm
Teams Video and Audio Conferencing 213-204-2512, 412963333#

Committee Members

Committee Members: Gay Yuen, Chair; Ilan Davidson, Fredrick Sykes,
Guadalupe Montaña, Helen Chin, Jeanette Ellis Royston

Staff Members: Robin Toma, Robert Sowell, Aneisa Bolton, Roland Gilbert

Agenda

- I. Call to Order – Commissioner Gay Yuen, Chair
- II. 2025-2030 Strategic Plan Goals – Human Rights
- III. Draft HRC Report - Recognizing Human Rights in LA County Departments
- IV. Human Rights Assessment – New Project with UCI
- V. Human Rights Reference Guide
- VI. Commissioner Announcements
- VII. Adjournment

Next Meeting Date – April 29, 2025 at 2pm



**HUMAN RIGHTS COMMITTEE
of the Los Angeles County Human Relations Commission**

March 25, 2025 2pm – 3pm
Teams Video and Audio Conferencing 213-204-2512, 412963333#

Committee Members

Committee Members Present: Gay Yuen, Chair; Fredrick Sykes, Guadalupe Montaña, Jeanette Ellis Royston

Committee Members Absent: Ilan Davidson and Helen Chin

Staff Members: Robin Toma, Robert Sowell, Aneisa Bolton, Roland Gilbert

Meeting Minutes

- I. Meeting was called to order at 2:13pm
- II. 2025-2030 Strategic Plan Goals – Human Rights

Commissioners and staff discussed the proposed Priority 1 statement and related goals in preparation for the April retreat.

- The Priority 1 statement emphasizes integrating human rights into all Commission initiatives and programs.
- Commissioner Ellis-Royston brought up the concern of using our own language in the strategic priority. She wanted to know if the language was adopted from an outside source. Staff assured the committee that this is our language and not adopted from an outside source. It is aligned with the principles, concepts and statements that you will find in United Nations instruments.
- Commissioner Montaña inquired about Goal 1.1 which is to publish an annual “State of Human Rights in LA County” report that evaluates fulfillment of human rights in LA County and about the statement in Priority 1 which states that there will be correction of misinformation and calling attention to purged information.
 - Robin mentioned, regarding the “State of Human Rights Report”, we don’t want to be too specific about what aspect of human rights we will focus on because we will need to see what the current human rights issues are as it relates to the BOS priorities. Our agency advises the BOS on policy and/or practice and provide positive or critical feedback as it relates to current human rights issues in LA County.

- Commissioner Montaña suggested that we remove the sentence: *“Examples include County approval of international human rights instruments not yet ratified by the federal government and development and implementation of initiatives crucial to address gaps in fulfilling instruments already in force.”* She felt that it is important not to be too specific about what we are going to do to give us more flexibility. Commissioner Ellis-Royston suggested using language in the Constitution and Declaration of Independence in the document because there is human rights language in these two documents as well. Robin mentioned that we emphasize human rights because they are not determined by your citizenship of the US, but because you are a human being regardless of citizenship status. That is the reason we are emphasizing internationally recognized human rights treaties rather than they have been signed by the US or not because a local government entity can adopt the treaty on its own. Commissioner Yuen suggested that we don’t distinguish between an instrument being or not being ratified but emphasizing the instrument because it supports human rights. She also mentioned that she likes what is covered in Priority 1 and that it is important that it is the first priority that is addressed in the strategic plan.

- Robert addressed Commissioner Montaña’s question about the statement in Priority 1 that says, *“A crucial task will be regularly correcting misinformation and calling attention to purged information.”* Robert mentioned that a basic human right is to have access to information. Currently in the US there is an attempt to spread misinformation and ban information such as banning books. LA County government is not participating in misinformation and banning books, but these types of activities from institutions outside of LA County can have an affect on LA County constituents. Robin mentioned that we can review how we are wording the statement so that we are not giving the impression that the LA County government is disseminating misinformation and purging information. Several Commissioners agreed that this section of Priority 1 needs to be revised with more clarity as to its meaning. Commissioner Montaña also suggested making that statement goal 1.3.

- Goal 1.1 – *By June 30, 2027, publish an annual “State of Human Rights in LA County” report that evaluates fulfillment of human rights in LA County, with emphasis on the Board of Supervisors’ strategic priorities.* Commissioner Yuen asked if this goal will be flushed out in future drafts. Robin mentioned that we are trying not to be too specific because we want the flexibility to address the most current human rights issues that are present when it is time to draft the report. Robert added that the intent is to make brief outcome statements for the goals.

- Goal 1.2 - *By June 30, 2030, provide the Board of Supervisors with actionable recommendations on at least two major policy and/or practice changes that advance the fulfillment of human rights in LA County.*
 - Robin mention that an example of this is CEDAW (Convention on the Elimination of Discrimination Against Women). The Commission made a policy recommendation to the BOS that lead to the adoption of CEDAW in LA County and created the Gender Impact Assessment. The policy recommendations will be determined on the current state of human rights in LA County during the strategic plan period.

III. Draft HRC Report - Recognizing Human Rights in LA County Departments

- UC Irvine did the 1st draft and Northeastern is adding supplemental documents that will be incorporated into the final draft.

IV. Human Rights Assessment – New Project with UCI

- UCI Irvine is researching human rights assessment tools and how we can use them to evaluate human rights in LA County.

V. Human Rights Reference Guide

- We are in the final stages of finishing the production of the document.

VI. Commissioner Announcements

- No Commissioner announcements

VII. Adjournment

Commissioner Ellis-Royston moved to adjourn the meeting and Commissioner Montañó 2nd the motion. The motion was unanimously approved, and the meeting was adjourned at 3pm.

Next Meeting Date – April 29, 2025 at 2pm

7.1 Custody Facilities Report



Los Angeles County Commission on Human Relations
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 (213) 738-2788

Transformative Justice Committee
[FINAL DRAFT] Custody Facilities Visits Report

This report was produced by the Transformative Justice Committee of the Los Angeles County Commission on Human Relations for the Los Angeles County Sheriff's Department Office of Constitutional Policing. The observational report addresses key observations and findings from a series of custody facilities visits completed by the Transformative Justice Committee in 2023. The visits were coordinated in partnership with the Office of Constitutional Policing with the support of Sgt. Ray Hicks, Lt. Eric Strong, Lt. Melynie Rivers, Director Eileen Decker, and Sheriff Robert Luna.

COMMISSION MISSION & VISION

The Los Angeles County Commission on Human Relations is committed to promoting better human relations in Los Angeles County and helping build vibrant, thriving communities by working to transform prejudice into acceptance, inequity into justice, and hostility into peace. 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. Partnering with law enforcement, schools, cities, community-based organizations, youth, academics, policymakers, businesses, and other leaders, the Commission brings key players together to resolve immediate intercultural conflicts and to work toward the longer-term aim of eradicating bias and prejudice.

TRANSFORMATIVE JUSTICE COMMITTEE

The Transformative Justice Committee is a body of the Commission on Human Relations charged with providing in-depth study, advice, and recommendations to the full Commission regarding the intersection of human relations, human rights, and the criminal justice system, law enforcement, and community safety. The Committee is composed of six Commissioners and three Commission staff members who provide technical assistance and support to the Committee.

PURPOSE OF VISITS – EDUCATIONAL AND REFORMATIVE INTENTIONS

The custody facility visits were designed to educate Committee members and deepen their understanding of the criminal justice system, justice reform, and related issues. The objective was to foster a comprehensive systems approach to the Committee's work by examining how various justice partners collaborate within custody settings and the challenges they contend with.

CUSTODY FACILITIES – LOCATIONS & DATES OF VISIT

Men's Central Jail – May 16, 2023 (Lt. Strong) & December 7, 2023 (Sgt. Hicks)

Twin Towers Correctional Facility – May 16, 2023 (Lt. Strong)

Century Regional Detention Facility – May 17, 2023 (Lt. Strong)

Inmate Reception Center – August 23, 2023 (Lt. Rivers)

Pitchess Detention Center North – August 29, 2023 (Lt. Rivers)

Pitchess Detention Center South – August 29, 2023 (Lt. Rivers)

North County Correctional Facility – August 31, 2023 (Lt. Rivers)

PARTICIPANTS

Six Committee members and the former Commission President participated in the custody facilities visits. Eight Commission staff members and the Commission Executive Director accompanied Commissioners at these visits. Participants self-selected which visits they attended based on their availability. Staff Pierre Arreola, who serves as the manager of the Commission’s Transformative Justice Team, attended all the visits. Below is a list of all the participants:

Commissioners:

Isabelle Gunning (*Committee Chair*)
Azusena Favela (*Committee Secretary*)
Derric Johnson (*Committee Member*)
Fredrick Sykes (*Committee Member*)
Jeanette Ellis-Royston (*Committee Member*)
Preeti Kulkarni (*Committee Member*)
Ilan Davidson (*Former Commission President*)

Staff:

Robin Toma (*Executive Director*)
Antonio Cowser
April Johnson
Joshua Parr
Oscar Hernandez
Paul Smith
Pierre Arreola
Salvador Avila
Yadira Pineda

NORTH STAR GOAL

The following north star goal was informed by participant observations and insights, compiled from responses to surveys and individual interviews. It reflects the Committee’s collective vision for custody operations that prioritizes equity and justice for incarcerated persons and custody staff alike.

Develop a **comprehensive inside-out model** of custody operations that **prioritizes human rights** by **safeguarding the health and safety** of all incarcerated individuals and custody staff, while **integrating community-based services to ensure seamless resource connections upon reentry** and **effective care coordination within community settings**.

EXECUTIVE SUMMARY

This report highlights significant operational, infrastructural, and systemic challenges across various correctional facilities, emphasizing the urgent need for reform. It identifies critical issues related to facility conditions, rehabilitation programs, mental health care, human dignity and rights, staff wellbeing, and broader systemic problems that affect both incarcerated individuals and custody staff.

The conditions within many facilities are substandard, with outdated infrastructure, poor lighting and ventilation, and insufficient safety measures. Men’s Central Jail, Pitchess Detention Center, and Twin Towers Correctional Facility are particularly affected by overcrowding, inadequate maintenance, and deteriorating physical environments. Structural flaws within these facilities compromise the safety of both incarcerated individuals and custody staff. The lack of modernization and adequate resources has led to a severe gap in providing humane and rehabilitative environments, contributing to heightened stress and health risks. Additionally, many facilities do not comply with ADA standards, and the outdated transportation and documentation systems further exacerbate operational inefficiencies.

Rehabilitation programs in these facilities are severely lacking. There is a strong emphasis on punishment rather than rehabilitation, with limited access to educational, vocational, and mental health services. This lack of support significantly hinders the successful reintegration of incarcerated individuals into society, leading to higher recidivism rates. Furthermore, there is little coordination with community-based service providers, which limits access to support systems upon release. Changes in sentencing laws have further

reduced eligibility for many rehabilitation programs, diminishing opportunities for incarcerated individuals to engage in meaningful activities that could reduce reoffending. In addition, the disruption of family connections due to inadequate visitation and communication systems exacerbates the challenges of reintegration.

Mental health issues are prevalent among incarcerated individuals, with high rates of trauma, depression, and anxiety. The facilities lack adequate mental health services, and the limited staffing of mental health professionals fails to meet the needs of this vulnerable population. Existing programs, such as the FIP Step-Down Program, are beneficial but underfunded and insufficient to address the scale of need. The harsh environmental conditions in many facilities exacerbate mental health issues, creating a cycle of trauma that affects both incarcerated individuals and staff. Expanding mental health care services, improving treatment spaces, and providing more comprehensive training for custody staff on mental health challenges are critical to addressing these concerns.

Human dignity and rights are also significant concerns. Incarcerated individuals face frequent violations of their privacy and dignity, including the use of invasive surveillance practices and the lack of proper facilities. Female inmates, in particular, face heightened privacy violations when exposed to male deputies during sensitive interactions. Additionally, practices akin to solitary confinement, as well as inadequate medical care, raise serious ethical concerns. The absence of clear human rights education and visible reminders of these rights within the facilities further contributes to an environment where incarcerated individuals' rights are not consistently upheld. There is a pressing need to integrate human rights principles into the culture of custody facilities and ensure that both incarcerated individuals and staff are educated about their rights.

Custody staff are also significantly affected by systemic challenges. Understaffing and chronic overwork contribute to high-stress levels, job dissatisfaction, and poor staff morale. These conditions lead to a strained relationship between staff and incarcerated individuals, further complicating efforts to maintain safety and promote a humane environment. The lack of support for staff well-being, such as on-site psychological resources and regular ethics training, exacerbates the negative impact of these challenges. A more supportive work environment and improved staff training are necessary to foster positive relationships between staff and incarcerated individuals.

Systemic issues, such as inadequate funding, resource allocation, and political conflicts, further hinder the effectiveness of correctional management. While oversight partners have made efforts to address these issues, there is a lack of integration between their findings and the operational strategies of the Sheriff's Department. The proposed closure of Men's Central Jail presents additional challenges, particularly in managing the transition and ensuring the continuity of care and safety at other facilities. Effective management of this transition, alongside adequate resources and coordination, is essential to avoid exacerbating existing problems.

KEY OBSERVATIONS

1. Operational & Infrastructure Issues

- **Inhumane Conditions:** Facilities are in poor condition with outdated infrastructure. Infrastructural problems such as poor lighting and ventilation, temperature regulation, broken escalators, inadequate safety measures, and general disrepair were observed. Office spaces are generally better maintained compared to the holding cells, which are often unclean. There is a lack of timely maintenance and outdated technology. The perceived filth and disrepair are compounded by the

lack of proper lighting, making it difficult to fully assess the extent of cleanliness issues. This affects not only the health of incarcerated individuals but also the morale of custody staff and visitors.

- **Men's Central Jail:** Described as particularly grim with severe overcrowding, dark, damp conditions, and general neglect, affecting the health and morale of both incarcerated individuals and custody staff. Incarcerated individuals have resorted to using cartons to keep vermin out of their cells, though custody staff claimed this was to block out light and visibility. The facility smelled of smoke because of poor ventilation and the central wind tunnel installed to improve air flow was a workplace hazard.
- **Pitchess Detention Center North & South:** Incarcerated individuals live in cramped conditions with closely stacked bunk beds, increasing the risk of violence and disturbances. At PDC South, custody staff were relegated to makeshift outdoor tent offices that would often reach over 100 degrees. These working conditions created a high-stress environment for custody staff which exacerbated engagements with incarcerated individuals.
- **Twin Towers Correctional Facility:** Incarcerated individuals were not afforded the opportunity to recreate outdoors. Their recreation space was an indoors area that was not well lit or ventilated and often was extremely noisy due to HVAC systems. This environment can be notably daunting for the high-needs population housed in this facility, who are challenged with mental health conditions.
- **Overcrowding:** Notably affecting facilities like Men's Central Jail, overcrowding is pervasive and exacerbates stress and health risks for both incarcerated individuals and custody staff. Even though current overcrowding levels are below pre-pandemic levels, they remain problematic in safeguarding health and safety and ensuring the adequate provision of resources to incarcerated individuals. Custody staff at several facilities mentioned that reforms at the Inmate Reception Center, which called for faster processing times, have caused processing delays and housing issues at the facility level.
- **OC Spray:** Visitors experienced two incidents involving OC spray that went unreported at the moment because there was a general lack of notice given to custody staff and visitors themselves. This lack of notice raised concerns about the care afforded to incarcerated individuals exposed to and/or in the vicinity of OC spray.
- **ADA Compliance:** Issues with accessibility for individuals with disabilities are prevalent, including a lack of wheelchair ramps, adaptive commodes, and accommodations when moving between floors. There is a lack of clarity on how well these facilities accommodate physical disabilities, which reflects broader concerns about compliance with ADA standards.
- **Transportation of Incarcerated Individuals:** The conditions and management of transportation (e.g., buses) for moving incarcerated individuals are subpar. There are concerns about the state of transport vehicles and the potential use of transportation to certain facilities as a punitive measure. Custody staff at North County custody facilities repeatedly reported an insufficient number of vehicles for medical and discharge transport.
- **Documentation Issues:** Intake, transfer, and release documentation for all incarcerated individuals is managed in paper form and handled between facilities using satchels manufactured in the previous century. This leads to a high margin of error, the possibility of adulteration, and the inability to conduct effective oversight.

Findings

- Lighting, ventilation, and cleanliness in custody facilities is subpar, particularly at Men's Central Jail and the Inmate Reception Center. There is a lack of modern technology and outdated building infrastructure such as inoperable escalators and elevators.

- The privacy and safety of incarcerated persons and custody staff are jeopardized because of structural inadequacies with physical spaces used for dormitories, recreation, and observation. Structural flaws like the wind tunnel at Men’s Central Jail create daily hazards for incarcerated persons and custody staff.
- There is a lack of rehabilitative and care-focused environments in each facility commensurate with the population of incarcerated persons as compared to spaces used for detention and discipline.
- Staff complaints about not completing regular maintenance were common across all facilities, including inoperable CCTV systems, broken water heaters at Men’s Central Jail, and dirty communal toilets at the Inmate Reception Center.
- Staff communicated a desire to be engaged directly by leadership to strategically alleviate overcrowding of facilities so they can be responsive to the needs of the inmate population and not reactive to top-down directives that lead to understaffing and inhumane treatment.
- Facilities were not fully compliant with ADA standards to provide equitable access and support for individuals with physical disabilities.
- The current processing system for incarcerated individuals is antiquated and creates barriers to communication between facilities, department leadership, and oversight partners.

2. Inadequate Rehabilitation and Support

- **Lack of Rehabilitation:** Facilities focus predominantly on punishment rather than rehabilitation. This lack of support impedes incarcerated individuals' reintegration into society and contributes to recidivism. Economic instability and the erosion of job opportunities for incarcerated individuals further impact successful reintegration and the cycle of reoffending. The stark contrast between the sense of purpose for those outside the system and the bleak reality for those inside emphasizes the need for meaningful activities and support.
- **Education:** Limited space and resources for educational and vocational programs hinder opportunities for incarcerated individuals to gain skills or certifications. There are also significant gaps in connecting incarcerated individuals with continued education opportunities upon release where they can complete unfinished programs and/or connect with mentors. Providing access to education within the jail system supports incarcerated individuals' personal development and future prospects upon release, including a reduction in recidivism.
- **Enrichment:** Custody staff reported that eligibility to serve as trustees and participate in certain educational/vocational programming has been impacted due to sentencing reforms. County jails are seeing an increase in incarcerated individuals who committed higher-category crimes, which makes them ineligible for certain enrichment opportunities based on current policies.
- **Social Disconnection:** The disconnection from external social networks like family, exacerbated by reduced visitation post-pandemic, is troubling as it affects reintegration and social supports upon release. The telephone system is inadequate because of the collect call model it operates and power dynamics between incarcerated individuals dictating who can use the phones and for how long.
- **Service Integration:** There is little to no visible coordination with community-based service providers, such as homelessness services, who can facilitate resource connections via reentry programming. Linkages to health care and housing services are important to ensure incarcerated individuals can continue their care upon reentry. Visitors noted that at the Inmate Reception Center there was no hand-off of medical records or health information to inmates upon release listing diagnosis and treatment received while incarcerated to continue care in community-based settings.

Findings

- There is a lack of supportive, rehabilitative environments that benefit both incarcerated individuals and custody staff.
- There is no institutional compensation program for incarcerated individuals to be paid for their labor via commissary and for them to be able to access any remaining balance upon release.
- Successful rehabilitative models like the “Resolve to Stop the Violence Project” (RSVP) and efforts at “Prisneyland” (Valley State Prison) can be studied to understand their effectiveness and potential for replication in County custody facilities.
- There is a need for comprehensive rehabilitative programs that address mental health needs, offer educational opportunities and vocational training, and support successful reintegration into society. Current program offerings are not accessible to all incarcerated individuals and are not tailored to the diverse needs of the inmate population.
- While some vocational training and educational opportunities are provided, there is a need to ensure these programs are consistently linked to post-incarceration employment prospects. Current programs do not prioritize the development of transferable skills and certifications to facilitate a successful transition back into the community.
- The categories for eligibility to serve as trustees and participate in certain educational/vocational programming do not fully align with changes in the custody population due to resentencing and statewide public safety realignment.
- There is a need for programs that strengthen and maintain connections with family and community members, such as improving facilities to accommodate virtual meetings with family member and loved ones. These connections are crucial for the emotional well-being of those incarcerated and their successful reintegration upon release.
- While coordination between law enforcement and community-based systems of care such as homeless services has been initiated, there is still a need to enhance the consistency and scope of services, such as on-site office hours and warm referrals/hand-offs upon release.

3. Mental Health and Emotional Wellbeing

- **Mental Health Concerns:** The emotional and mental wellbeing of both incarcerated individuals is of great concern, with many reporting a pervasive sense of hopelessness, depression, and trauma. A significant proportion of incarcerated individuals, especially at Twin Towers and MCJ, have diagnosed mental health conditions and an even greater number have experienced at least one traumatic event in their lifetime. Visitors observed high levels of anxiety and distress among incarcerated individuals, worsened by the harsh conditions. This environment exacerbates mental health issues and retriggers people who have experienced trauma which in turn affects morale and rehabilitation efforts. It was observed that many incarcerated individuals in the mental health housing units seemed chemically subdued/restrained.
- **Counseling Services:** There is a significant lack of comprehensive mental health services across all facilities. Visitors observed a focus on intervention for seriously ill incarcerated individuals, but limited resources for preventative services and individuals challenged by acute mental health conditions such as depression and anxiety. It is apparent that the current systems in place are inadequate at addressing mental health issues among incarcerated individuals and that many would receive more adequate care in mental health facilities. Moreover, visitors noted a lack of coordination with community-based mental health services for individuals receiving care while incarcerated upon reentry.
- **Specialty Mental Health Services:** Visitors observed the Forensic In-Patient (FIP) step-down program at Twin Towers, which provides a therapeutic environment for incarcerated individuals with the most serious mental illnesses. This specialized program includes therapeutic physical

spaces, more out-of-cell time, and specially trained clinical and custody staff. Visitors were impressed by a key feature of the program – incarcerated peer caregivers, also known as mental health assistants (MHAs), who work 24/7 with patients, helping with medication, legal issues, and other activities of daily living. There were concerns about the limited capacity of the FIP step-down program and the ability of incarcerated individuals in the general population to access similar wrap-around specialty mental health care services.

- **Mental Health Personnel:** Visitors observed a lack of round-the-clock mental health personnel. Often only one psychiatric therapist was assigned to a facility, and mental health support staff was seemingly unavailable. There is a stark imbalance between the number of mental health professionals and the number of incarcerated individuals. The nature of this environment leads to custody staff serving as de-facto mental health support staff without appropriate knowledge or training on how to care for vulnerable populations.
- **Isolation and Solitary Confinement:** While some facilities claim not to use solitary confinement, disciplinary practices akin to it were observed. The emotional impact of such isolation is significant, raising concerns about the mental health implications for those subjected to it.

Findings

- Staff reported the desire to have care-focused personnel available 24/7 to increase mental health supports and services for incarcerated persons.
- Comprehensive mental health care is not available for all incarcerated persons, particularly individuals who have not been formally diagnosed with acute or chronic mental health conditions.
- There are limited opportunities for meaningful engagement of incarcerated persons to reduce feelings of isolation and hopelessness.
- Care-focused personnel reported that significant infrastructural improvements are needed for housing and care-focused spaces to cultivate environments that support mental health and emotional wellbeing.
- There are limited opportunities for custody staff to learn about mental health challenges impacting the inmate populations.
- While some training is provided to custody staff, there is a need for more comprehensive and specialized training to improve mental health outcomes for incarcerated individuals.
- There is insufficient observation housing to meet the growing need for mental health and substance use treatment of the inmate population.
- The FIP Step Down program is beneficial, but it needs to be expanded to all custody facilities to ensure consistent access to specialty mental health care services and peer-to-peer support. Additionally, there is a need to implement a promotional ladder for incarcerated individuals to be of service to their peers that fosters hope, resilience, and rehabilitative opportunities.
- Although Mental Health Assistants in the FIP Step Down program are doing important work, there is a need to ensure they are provided with sufficient resources to implement the program effectively. Furthermore, transferrable certifications for Mental Health Assistants upon release that may enable them to continue working in a peer capacity in community-based mental health programs are not provided.

4. Human Dignity and Rights

- **Privacy & Dignity:** Incarcerated individuals face significant issues regarding privacy and dignity including invasive surveillance practices, such as cameras in restrooms, and outdated facilities reminiscent of the 1970s. Such conditions undermine incarcerated individuals' dignity and contribute to their overall distress.

- **Health and Safety:** It was observed that custody facilities often function as de facto medical facilities for individuals challenged with substance use and mental health illness. Medical staff informed visitors of inadequate care due to lack of space, equipment, resources, and delayed maintenance to medical facilities. Medical staff also reported that poor working conditions and lower wages leads to an insufficient number of qualified medical staff to care for incarcerated individuals. Furthermore, they shared that some medical staff are underqualified – at times having subpar performance elsewhere in community-based care facilities and finding opportunities for employment in carceral settings. Visitors were also informed of challenges with providing continuity of care for individuals receiving treatment while incarcerated due to a high turnover rate of medical staff.
- **Vulnerable Populations:** There are concerns about the treatment and safety of LGBTQ+ individuals, women, and sex offenders. Privacy concerns were elevated with regards to the exposure of female inmates to male deputies during sensitive interactions like cavity searches and health examinations. There was also concern about the general lack of visibility into the housing areas for these vulnerable populations due to the possibility of them being harmed by custody staff or other incarcerated individuals.
- **Slavery & Servitude:** Visitors were concerned that unpaid inmate work programs at North County Correctional Facility amounted to slave labor and/or indentured servitude.
- **Cruel & Unusual Punishment:** Coupled with the decrepit condition of custody facilities, visitors observed that certain incarcerated individuals placed in solitary confinement were subject to inhumane or degrading treatment or punishment that may be deemed cruel and/or torture.
- **Rights of Incarcerated Individuals:** Incarcerated individuals retain certain rights, and acknowledging and upholding these rights is essential for their dignity. It was observed that incarcerated individuals were not educated about their fundamental rights, such as voting rights. Emphasis on humane conditions, free from discrimination and implicit bias, and the right to healthcare, clean water, and other social rights is crucial. Empowering individuals and acknowledging their rights can lead to better behavior and a more positive outlook on reintegration.

Findings

- There are significant concerns regarding the consistent physical safety of incarcerated individuals across all facilities throughout their sentence.
- While protocols exist, there may still be instances where female inmates are exposed to male deputies during sensitive interactions, potentially leading to privacy violations and emotional distress.
- Human rights principles are not acknowledged and embedded in custody facilities. There are no visible indicators of human rights to reinforce a culture that prioritizes and respects human rights.
- There is a need to explore comprehensive ways to integrate custody staff into human rights education programs, providing retraining and shifting towards roles that emphasize empathy and support rather than focusing primarily on control.

5. Impact on Custody Staff

- **Understaffing:** Custody staff shared that they are frequently overworked due to understaffing and mandatory overtime, often working double or triple shifts which impairs their ability to supervise incarcerated individuals and manage facilities effectively. Chronic understaffing and overwork among custody staff contributes to high stress levels and job dissatisfaction. The combination of exhaustion and insufficient staffing negatively impacts the quality of interactions between custody staff and incarcerated individuals, often leading to a less humane environment. When asked about

staff-to-inmate ratios, custody staff could not provide clear answers, and some referenced the information being somewhere in a policy but could not point to that policy. Visitors noted a lack of clear guidelines on the ideal staff-to-inmate ratio, which complicates efforts to address the reported problem of understaffing effectively. Contrastingly, during the visits it was not apparent that all custody staff were actively working because they were often observed passing time congregating around common areas.

- **Wellbeing of Custody Staff:** The challenging environment and chronic understaffing negatively impact the well-being and effectiveness of custody staff. Lack of consideration for the health and safety of custody staff leads to feelings of apathy and heightened aggression. At PDC South, custody staff contend with having to bear the heat in inadequate outdoor working spaces while remaining cool-headed to contend with issues that may arise.
- **Secondary Trauma for Staff:** The distress experienced by incarcerated individuals also impacts custody staff, potentially leading to secondary or vicarious trauma due to constant exposure to inmate suffering, unsafe working conditions, and a toxic workplace culture. Custody staff may not fully acknowledge the psychological toll of their work, with some attributing their stress to the behavior of incarcerated individuals rather than systemic issues within the facility.
- **Combat Style Relationships:** The relationship between custody staff and incarcerated individuals is often described as combative, contributing to a hostile environment. There is an expressed distrust between incarcerated individuals and custody staff as well as custody staff and department leadership which further exacerbates conditions in custody facilities. Custody staff expressed that they often feel they are on their own in contending with facility-related matters and issues with their inmate population.

Findings

- There are no accessible, on-site psychological support systems or visible workplace culture campaigns for custody staff to manage vicarious trauma and improve working conditions.
- Custody staff reported not receiving ongoing ethics and bias management training on a regular basis to develop a culture that embraces equity, builds trust, and prioritizes the humane treatment of incarcerated individuals.
- There is no transparent formula to determine adequate staff-to-inmate ratios at each facility.

6. Systemic Challenges

- **Resource Allocation:** Insufficient funding and political conflicts hinder the effectiveness of the jail system and the implementation of improvements for both incarcerated individuals and custody staff. Effective management requires adequate resources and support from elected officials. These challenges affect safety, professional training, and the overall quality of care.
- **Inmate Welfare Fund:** Custody staff reported that the availability of programming and similar rehabilitative initiatives for incarcerated individuals would be impacted because phone calls would be made free, thereby losing a significant revenue stream. In conversations with custody staff, visitors noted that there is a lack of understanding of how much money is in the fund – collectively and per facility – and what the fund is being used for.
- **Innovation and Oversight:** Effective management requires ongoing adaptation and collaboration. Continuous evaluation and oversight are essential for addressing systemic issues and ensuring human rights are upheld. An oversight professional who was present during one of the visits shared that their presence is usually frowned upon by custody staff, and they are often not supported by the Sheriff's Department in their efforts to improve custody facilities.
- **Jail Closure:** The proposed closure of Men's Central Jail requires strategic planning to address its implications on custody operations across other facilities and ensure an effective transition of its

inmate population. Custody staff reported issues with requesting maintenance, general upkeep, and improvements due to plans to close the jail. Issues with maintenance requests included water heater and CCTV surveillance camera replacements which are integral to the health and safety of incarcerated individuals and custody staff alike.

Findings

- The Sheriff's Department does not consistently integrate findings from oversight partners to drive improvements to custody operations and support internal advocacy efforts to secure adequate resources for reform implementation.
- Although some coordination exists, there is a need to strengthen oversight through improved coordination and collaboration between the Sheriff's Department and oversight partners.

CONCLUSION

The criminal justice landscape in Los Angeles County and across California is undergoing significant changes that will shape efforts to improve and reform the system. While Proposition 6 was rejected by voters, there is a growing movement advocating for the abolition of forced labor and involuntary servitude as punishment for incarcerated individuals, reflecting broader human rights concerns. Meanwhile, the passage of Proposition 36, which reclassified certain misdemeanor drug and theft offenses as felonies, will further alter the criminal justice landscape, influencing incarceration rates and judicial practices. At the same time, prosecutorial dynamics are shifting locally, with the election of a tough-on-crime district attorney likely to impact law enforcement strategies and prosecution priorities.

In Los Angeles County, the Board of Supervisors is advancing efforts to close Men's Central Jail by overhauling its management structure to enhance efficiency and accountability. The Jail Closure Implementation Team, originally established to guide this initiative, has faced operational challenges, prompting supervisors to place oversight under the Chief Executive Office. This reorganization is designed to streamline collaboration among key departments, including the Office of Diversion and Reentry, the Department of Health Services, and the Justice, Care and Opportunities Department, all of which play pivotal roles in providing alternatives to incarceration. To ensure effective leadership and alignment with the County's "Care First, Jails Last" philosophy, the Board is prioritizing the appointment of an Executive Director to oversee the closure process and drive forward community-based solutions.

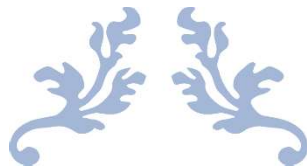
The findings in this report underscore the critical need for comprehensive reforms across the correctional system to address persistent challenges and deficiencies. Urgent attention must be directed toward improving facility conditions, enhancing access to rehabilitation programs, ensuring adequate mental health care, upholding human dignity, and supporting the wellbeing and effectiveness of custody staff. Tackling these systemic issues is fundamental to creating a safer, more humane, and rehabilitative environment for incarcerated individuals while strengthening the operational effectiveness and morale of staff. By prioritizing these reforms, the Sheriff's Department can advance meaningful change that benefits both the incarcerated population and those tasked with their care. The observations outlined in the report and the questions below serve as a roadmap for action, emphasizing collaboration and accountability while identifying opportunities for further optimization.

- What are the detailed revenues and expenditures of the inmate welfare fund, and how are they managed transparently to ensure accountability and alignment with its intended purposes?
- What constitutes an optimal custody staff-to-inmate ratio in each facility to balance safety, security, and rehabilitation objectives while maintaining staff well-being and operational efficiency?

- What is the net economic impact of incarcerated individuals' labor through trustee work and vocational programs at the North County Correctional Facility, and how does it contribute to the county's financial and operational goals?
- How are incarcerated individuals participating in trustee and vocational programs compensated—whether through wages, commissary credits, or reductions in sentences—to align with fairness and equity principles?
- What systems exist to ensure incarcerated individuals can access their medical records while incarcerated and upon reentry to ensure they are able to receive continuity of care?
- What resources are in place for incarcerated individuals without a formal diagnosis or pre-existing mental health condition to access appropriate mental health resources?
- How have improvements in processing times at the Inmate Reception Center affected the efficiency of intake procedures and the overall management of incarcerated individuals within custody facilities?
- In order to enhance the safety of incarcerated individuals and prevent injuries to staff, what strategies are being implemented to reduce reliance on mandatory overtime and alleviate the negative effects of double or triple shifts on custody staff?
- What strategies are being implemented to address the adverse effects of challenging working conditions, particularly through the development of comprehensive psychological support systems and resilience-building programs for custody staff?

In light of current challenges and evolving dynamics, the Los Angeles County Commission on Human Relations remains deeply committed to assisting the Sheriff's Department in advancing equity within its custody practices. The Commission stands ready to collaborate on initiatives that drive meaningful reforms, foster inclusive policies, and uphold the dignity and rights of all incarcerated individuals, ensuring progress towards a more just and humane criminal justice system.

7.2. New HRC resource on international human rights for local government



INTERNATIONALLY RECOGNIZED HUMAN RIGHTS

Reference Guide



COUNTY OF LOS ANGELES COMMISSION ON HUMAN RELATIONS

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Personal

Right	Instruments
Life	<p>African Charter on Human and Peoples' Rights</p> <p>American Declaration of the Rights and Duties of Man</p> <p>Convention on the Elimination of Discrimination Against Women</p> <p>Convention on the Rights of Persons with Disabilities</p> <p>Convention on the Rights of the Child</p> <p>Declaration on the Rights of Indigenous Peoples</p> <p>International Covenant on Civil and Political Rights</p> <p>International Covenant on Economic, Social, and Cultural Rights</p> <p>Universal Declaration of Human Rights</p>
Liberty	<p>African Charter on Human and Peoples' Rights</p> <p>American Declaration of the Rights and Duties of Man</p> <p>Convention on the Elimination of Discrimination Against Women</p> <p>Convention on the Rights of Persons with Disabilities</p> <p>Convention on the Rights of the Child</p> <p>Declaration on the Rights of Indigenous Peoples</p> <p>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</p> <p>International Covenant on Civil and Political Rights</p> <p>International Covenant on Economic, Social, and Cultural Rights</p> <p>Universal Declaration of Human Rights</p>
Freedom from slavery and servitude.	<p>African Charter on Human and Peoples' Rights</p> <p>International Covenant on Civil and Political Rights</p>

	<p>International Covenant on Economic, Social, and Cultural Rights</p> <p>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</p> <p>Universal Declaration of Human Rights</p>
Integrity and security of person.	<p>African Charter on Human and Peoples' Rights</p> <p>American Declaration of the Rights and Duties of Man</p> <p>Convention on the Elimination of Discrimination Against Women</p> <p>Convention on the Rights of Persons with Disabilities</p> <p>Declaration on the Rights of Indigenous Peoples</p> <p>International Convention on the Elimination of All Forms of Racial Discrimination</p> <p>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</p> <p>International Covenant on Civil and Political Rights</p> <p>International Covenant on Economic, Social, and Cultural Rights</p> <p>Universal Declaration of Human Rights</p>
Privacy	<p>Convention on the Rights of Persons with Disabilities</p> <p>International Covenant on Civil and Political Rights</p>
Equality, including before the law, without discrimination based on race, color, sex, language, religion, opinion, national or social origin, property, birth, political status, jurisdictional status, or status of home country or territory.	<p>African Charter on Human and Peoples' Rights</p> <p>American Declaration of the Rights and Duties of Man</p> <p>Convention on the Elimination of Discrimination Against Women</p> <p>Convention on the Rights of Persons with Disabilities</p> <p>Declaration on the Rights of Indigenous Peoples</p> <p>International Convention on the Elimination of All Forms of Racial Discrimination</p> <p>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</p>

	<p>International Covenant on Civil and Political Rights</p> <p>International Covenant on Economic, Social, and Cultural Rights</p> <p>Universal Declaration of Human Rights</p>
Protection from advocacy of hatred to incite discrimination, hostility, or violence.	<p>International Convention on the Elimination of All Forms of Racial Discrimination</p> <p>International Covenant on Civil and Political Rights</p> <p>International Covenant on Economic, Social, and Cultural Rights</p>
Legal protection against and remedies for racial discrimination.	<p>International Convention on the Elimination of All Forms of Racial Discrimination</p>
Freedom of information and investigation.	<p>African Charter on Human and Peoples' Rights</p> <p>American Declaration of the Rights and Duties of Man</p> <p>Convention on the Rights of Persons with Disabilities</p> <p>International Covenant on Civil and Political Rights</p> <p>International Covenant on Economic, Social, and Cultural Rights</p> <p>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</p> <p>Universal Declaration of Human Rights</p>
Freedom of thought and opinion.	<p>African Charter on Human and Peoples' Rights</p> <p>American Declaration of the Rights and Duties of Man</p> <p>Convention on the Elimination of Discrimination Against Women</p> <p>Convention on the Rights of the Child</p> <p>Convention on the Rights of Persons with Disabilities</p> <p>International Convention on the Elimination of All Forms of Racial Discrimination</p>

	<p>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</p> <p>International Covenant on Civil and Political Rights</p> <p>International Covenant on Economic, Social, and Cultural Rights</p> <p>Universal Declaration of Human Rights</p>
Freedom of expression and dissemination of ideas.	<p>African Charter on Human and Peoples' Rights</p> <p>American Declaration of the Rights and Duties of Man</p> <p>Convention on the Elimination of Discrimination Against Women</p> <p>Convention on the Rights of the Child</p> <p>Convention on the Rights of Persons with Disabilities</p> <p>International Convention on the Elimination of All Forms of Racial Discrimination</p> <p>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</p> <p>International Covenant on Civil and Political Rights</p> <p>International Covenant on Economic, Social, and Cultural Rights</p> <p>Universal Declaration of Human Rights</p>
Inviolability and transmission of correspondence.	<p>American Declaration of the Rights and Duties of Man</p> <p>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</p> <p>International Covenant on Civil and Political Rights</p> <p>Universal Declaration of Human Rights</p>
Profession of religious faith and public and private practice, including, for indigenous peoples, maintenance and strengthening of	<p>African Charter on Human and Peoples' Rights</p> <p>American Declaration of the Rights and Duties of Man</p> <p>Convention on the Elimination of Discrimination Against Women</p> <p>Convention on the Rights of the Child</p>

<p>distinctive spiritual relationship with lands, territories, waters, coastal seas, and other resources.</p>	<p>Declaration on the Rights of Indigenous Peoples</p> <p>International Convention on the Elimination of All Forms of Racial Discrimination</p> <p>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</p> <p>International Covenant on Civil and Political Rights</p> <p>International Covenant on Economic, Social, and Cultural Rights</p> <p>Universal Declaration of Human Rights</p>
<p>Social and international order.</p>	<p>Universal Declaration of Human Rights</p>
<p>Legal protection against attacks on honor, reputation, and private and family life.</p>	<p>American Declaration of the Rights and Duties of Man</p> <p>International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</p> <p>International Covenant on Civil and Political Rights</p> <p>Universal Declaration of Human Rights</p>



Signs of Solidarity

Community Signage, 2025 Campaign Memo

Program Background Hate can happen in our community spaces, at our homes, businesses, and between neighbors. LA vs Hate was created to address this reality—to provide support to victims, encourage reporting, and engage communities in taking a stand against hate.

In 2024, LA vs Hate looked at data from the [2023 Hate Crime Report](#) and other sources and decided to focus on the neighborhoods in L.A. County with the highest numbers of hate incidents and hate crimes against the most hate-targeted groups. We also confirmed that hate crimes are most commonly reported in public places, residences, and businesses, reinforcing the urgent need for proactive, community-driven solutions. Political rhetoric/messaging and divisive language can contribute to an environment where some may feel emboldened to act on hostile attitudes towards others based on gender, race, ethnicity, nationality, sexual orientation, religion, immigrant status, and other protected traits. We intend to address this head-on and remind people that while many communities are experiencing trauma and fear, these signs stand as a symbol for collective action, community solidarity, and a call for a safe and inclusive neighborhood. Our message is that there we are united and strong, standing together against hate.

This initiative builds upon LA vs Hate’s ongoing work by supporting residents to reclaim their neighborhoods with a visible show of unity. Through community signage—yard signs, posters, murals, and digital engagement—we will foster a shared identity rooted in inclusion and respect for diversity. By giving people the tools to publicly display their values, we help shift social norms and create neighborhoods that are not only free from hate, but actively stand against it.

The Power of Community Signage

For decades, signs on lawns, and signage by businesses, community buildings have been used to drive civic engagement, shape public discourse, and signal shared beliefs. They are a powerful form of peer-to-peer communication, reinforcing community values in ways that are both personal and public. Political campaigns have long understood their effectiveness in influencing voter behavior, and social justice movements have used them to spark conversations and build solidarity.¹ This initiative harnesses that same strategy—blanketing Los Angeles County with messages of inclusion and resistance against hate.

Community signage does more than raise awareness; it builds social cohesion. When residents see the same messaging reflected across their neighborhood, it reinforces a collective identity and creates opportunities for dialogue. Research shows that shared geographic and cultural pride strengthens interpersonal connections, making people more invested in their communities.² In Los Angeles County, where neighborhood identity is deeply meaningful, this campaign taps into that existing pride to create a network of visible support.

Strategic Goals

While raising awareness is a fundamental objective, this initiative is built upon several key strategies:

1. **Driving Behavior Change:** Visibly increase recognition and awareness - while influencing behavior, focused on reporting hate acts of all kinds, and empowering standing up to those expressing prejudice and hostility/disrespect.

¹ [Politics on Display: Yard Signs and the Politicization of Social Spaces](#)

² ["No Justice, No Peace": Yard Signs as Public Pedagogy and Community Engagement at the Intersection of Public Health Crises](#)

2. **Encouraging Peer-to-Peer Communication:** Like digital content, lawn signs encourage discussions among neighbors about shared values, potentially leading to collective action, such as conveying support for a neighbor or resident who has been targeted for hate.
3. **Fostering Neighborhood Unity and Pride:** Signage reinforcing a shared geographic or community identity strengthens a sense of belonging and interpersonal and intergroup connections in the face of hate. Neighborhood pride is integral to local culture and safety.

Bringing the Initiative to Life

This initiative will take multiple forms, ensuring that every resident/person with a regular presence (business owners/employees/customers, etc.) have an opportunity to participate in a way that resonates with them. Lawn signs and posters provide an immediate, accessible way for individuals to express their values from their own homes and businesses. Public art, including murals, extends that message into the public sphere, reinforcing a countywide movement. Digital tools will mirror this presence online, creating a cohesive experience across physical and virtual spaces.

To encourage broad participation, we will make these materials widely available through strategic distribution efforts. Street teams will target areas with high rates of reported hate incidents and crimes, delivering signs to residents, businesses, and community events. Partnerships with government representatives, neighborhood councils, business associations, schools, faith communities, and grassroots organizations will expand our reach, ensuring that every neighborhood has the resources to take part. Libraries, YMCAs, or other partners in the neighborhood will serve as community hubs where neighbors can pick up signs and learn more about LA vs Hate.

At the same time, we will amplify this effort digitally. Social media campaigns, community-driven content, and targeted advertising will drive engagement, ensuring that our messaging reaches audiences both in person and online. Digital advertising will reach people who might have seen physical signage, reinforcing the messaging and providing a smooth pathway into reporting.

A Strategic Shift Toward Visibility & Action

This initiative represents a shift toward long-term, visible engagement. Rather than focusing on one-off events, we will prioritize sustained presence through signage and public messaging. Our goal is to embed this movement into the fabric of Los Angeles County, making opposition to hate an unmistakable part of the community landscape.

We will deepen our partnerships with high-visibility media and civic organizations, ensuring that our signage campaign is reinforced by broader institutional support. Merchandise and standalone events that do not align with this core strategy will be deprioritized in favor of more impactful, scalable efforts. By concentrating resources on community-led signage and digital amplification, we will create a campaign that is both enduring and adaptable.

Summary

The Signs of Solidarity campaign and its community signage is more than a symbol—it's a call to action. By making these tools and strategies widely available, neighbors have a tangible way to express their values and take a visible stand against hate. This initiative builds on the core mission of LA vs Hate: to amplify community voices, heal and empower those affected by hate, and create a culture where inclusion is not just encouraged, but expected. Through visible, sustained engagement, we will transform neighborhoods into spaces of solidarity, ensuring that every person knows they belong.