



COMMISSION ON HUMAN RELATIONS

LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

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Hilda L. Solis
First District
Second District
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Third District
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Chief Executive Officer

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Sandra E. Thomas, Ph.D.
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Lisa Michelle Dabbs
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Preeti P. Kulkarni G
Guadalupe G. Montaño, Ed.D
Jeanette Ellis-Royston
Gay Q. Yuen, Ph.D.

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Robert Sowell
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Josh Parr
Gustavo Partida
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Terri Villa-McDowell
Marshall Wong

Administrative Staff

Grace Löwenberg
Siranush Vardanyan
Sharon Williams

November 29, 2022

MEMORANDUM TO THE COMMISSIONERS

FROM: Ilan Davidson, President

SUBJECT: Commission Meeting- **Monday**, December 5, 2022

Our Commission will meet on Monday, December 5, 2022 at 12:30 p.m.,
If you wish to join 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)

Attached is the Agenda, Draft Minutes of November 7, 2022 and other pertinent information for your review and approval.

If you are unable to join the meeting, please call me at (213) 639-6089 no later than 9:00 a.m., Monday, December 5th.

Grace

Grace Löwenberg
L.A. County Commission on Human Relations
510 S. Vermont Ave., 11th Floor
Los Angeles, CA 90020
(213) 639-6089

Ad Hoc Committee on Policing and Human Relations will meet prior to Commission meeting, via Teams Conference Call December 5th from 10:00-11:30 am.
Members: Commissioner Isabelle Gunning, Chair, Preeti Kulkarni, Derric Johnson, Jeanette Ellis-Royston, Fredrick Sykes, Sandra Thomas and Gay Yuen.
Staff: Robert Sowell, Joshua Parr, and Pierre Arreola



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

AGENDA
MEETING OF THE COMMISSION
Monday, December 5, 2022 – 12:30-2:00 pm
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 Acknowledgement*** (12:30)
- 2. Motion** finding a state of emergency continues to directly impact the ability of the members to meet safely in person, and state/local officials continue to impose or recommend measures to promote social distancing.
- 3. Review & Approval of October 3, 2022 Meeting Minutes*** (12:33)
- 4. President's Report** (12:35)
 - 4.1. Spotlight on a Partner: LA vs Hate reporting system contractor agency (211)
 - 4.2. January Commission meeting date, LAVsHate statement, and Hate Crime Report
- 5. Executive Director's Report** (12:45)
 - 5.1. Update on United Against Hate Week, election results, hate crime report, and other Commission priorities
 - 5.2. Administrative updates, including new updated website
- 6. Committee Reports** (12:55)
 - 6.1. Ad Hoc Committee on Policing and Human Relations (Gunning)
 - 6.2. Ad Hoc Committee on Strategic Planning (Kulkarni)
 - 6.3. John Anson Fords Awards Event (JAF) Committee (Montaño)
 - 6.4. LA vs Hate Committee (Montaño)
- 7. Public Comment** (3 minutes per person) (1:05)
- 8. Action/Discussion Items** (1:10)
 - 8.1. FY 2022-23 Committees and their membership*
 - 8.2. Location of Commission Offices*
 - 8.3. Feedback/Public Comment received re: Proposed Strategic Plan 2022-25*
- 9. Commissioner Announcements** (2 minutes per Commissioner) (1:55)
- 10. Adjournment** in memory of Paul Schrade, lifelong human rights activist and Ellie Wolfe* (2:00)

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

* Denotes that this agenda packet includes written material regarding the 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.

County of Los Angeles Land Acknowledgment

The County of Los Angeles recognizes that we occupy land originally and still inhabited and cared for by the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples. We honor and pay respect to their elders and descendants — past, present, and emerging — as they continue their stewardship of these lands and waters. We acknowledge that settler colonization resulted in land seizure, disease, subjugation, slavery, relocation, broken promises, genocide, and multigenerational trauma. This acknowledgment demonstrates our responsibility and commitment to truth, healing, and reconciliation and to elevating the stories, culture, and community of the original inhabitants of Los Angeles County. We are grateful to have the opportunity to live and work on these ancestral lands. We are dedicated to growing and sustaining relationships with Native peoples and local tribal governments, including (in no particular order) the:

- *Fernandeño Tataviam Band of Mission Indians*
- *Gabrielino Tongva Indians of California Tribal Council*
- *Gabrieleno/Tongva San Gabriel Band of Mission Indians*
- *Gabrieleño Band of Mission Indians - Kizh Nation*
- *San Manuel Band of Mission Indians*
- *San Fernando Band of Mission Indians*

To learn more about the First Peoples of Los Angeles County, please visit the Los Angeles City/County Native American Indian Commission website at lanaic.lacounty.gov.



Los Angeles County Commission on Human Relations

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

[PROPOSED] MINUTES
COMMISSION ON HUMAN RELATIONS
Meeting of November 7, 2022
Via Microsoft Teams Video & Audio Conferencing

PRESENT: Helen L. Chin
Ilan Davidson
Dandy De Paula
Azusena Favela
Derric Johnson

Kevork Keushkerian
Preeti P. Kulkarni
Guadalupe G. Montaña
Fredrick Sykes
Gay Yuen

STAFF: Pierre Arreola
Monica Lomeli
Grace Lowenberg
April Johnson

Robert Sowell
Robin S. Toma
Siranush Vardanyan
Theresa Villa-McDowell

GUESTS: Andrea Welsing

- 1. Call to Order and Land Acknowledgement of Indigenous Peoples:** Commission President Ilan Davidson called the meeting to order at 12:34 p.m. with a quorum in attendance. He acknowledged the indigenous peoples, the Gabrielino/Tongva, Tataviam, and Chumash, who were the first human inhabitants of the lands on which we reside in our county, and whose descendants are still residing here today.
- 2. Motion:** The Commission finds that a state of emergency continues to directly impact the ability of the members to meet safely in person, and/or state or local officials continue to impose or recommend measures to promote social distancing. Commissioner Gay Yuen made the motion as stated, and Commissioner Derrick Johnson seconded. The motion passed unanimously.
- 3. Review & Approval of October 3, 2022 Meeting Minutes:** The motion was moved by Commissioner Kevork Keushkerian to approve the minutes of the Commission meeting of October 3, 2022, as presented by Vice-President/Secretary (VP Sec.) Isabelle Gunning. Commissioner Sykes seconded the motion. One abstention by Commissioner Derric Johnson. The motion passed.
- 4. President's Report**

4.1 Spotlight on our Partners: Andrea Welsing, MPH, LA County Office of Violence Prevention:

President Davidson welcomed partner Ms. Andrea Welsing, who shared a PowerPoint presentation regarding the LA County Office of Violence Prevention (OVP). Ms. Welsing explained that this program was established in 2019 and since there have been collaborations with the Commission on Human Relations on many projects since then. Ms. Welsing shared OVP's six priorities and the OVP collaboration with our Commission including hate violence prevention and use of our hate crime data, being part of our County Leadership Committee, the Trauma Prevention Initiative, the Black and API Solidarity Project, and others. Executive Director (ED) Robin Toma thanked Ms. Welsing for all of their years of partnership and continuing valuable work together.

4.2 Other Items: President Davidson thanked Commissioner Guadalupe Montaña for helping draft a letter regarding the position of the Human Relations Commission regarding the LA City Council remarks. President Davidson also asked all Commissioners to be sure and vote in tomorrow's elections.

5 Executive Director's Report

5.1 Update on the Stop the Hate network and other Commission priorities: ED Toma thanked Commissioner Montaña for drafting a statement and informed the Commission that he spoke to several different media outlets to share the perspective of the Human Relations Commission (HRC), however, we did not issue that statement. ED Toma indicated he spoke about the LA City Council matter with the Stop the Hate Network, which is a new network of over 25 organizations that have been funded by the state of California in response to the rise in hate crime and hate incidents that have been experienced over the past year. He shared the perspective that what happened was detrimental to intergroup relations, and what was needed to effectively address it. He noted that we have been in communication since day one with our counterpart agency at LA City government to craft a response, as well as to facilitate conversations that will help enable our leaders and community members to respond and address hate in a way that is respectful of all groups. ED Toma also referenced a recent invitation by Chair of the Board of Supervisors Holly Mitchell, who had a racial justice event in the Crenshaw area for HRC to play a lead role in facilitation, including addressing the LA City Council scandal. ED Toma ended by sharing that California Attorney General Rob Bonta came down with Matt Fong, the leader of the state assembly API Caucus [Asian and Pacific Islander Legislative Caucus], to hold a special community meeting on responding to hate and HRC was part of the panel to present along with Community partners during that event as well. ED Toma shared a Commission Fact Sheet on his screen and encouraged utilizing the document to talk with others about the Commission's work.

5.2 Administrative updates including IAOHRA contribution from CEO: ED Toma shared that the funding was approved in the supplemental budget for ongoing funding for LA vs Hate, something that we have been working on since the inception of the program back in 2018. In addition, the Public Information Officer was not appropriately transferred and eventually was dissolved, but we advocated for and gained the ability to hire a communications staff to address that work. Commissioner Preeti Kulkarni asked about the amount of funding received and ED Toma shared he believes it is a total of \$4.5 million for this year. ED Toma also informed the Commissioners that offers have been made to individuals for the Senior Human Relations Consultant positions, including one for the LA vs Hate program area. Commissioner Kulkarni asked for an update on the Hate Crime Report and was informed we are on track to have the Hate Crime Report released in the first week of December, noting that members of the team who analyze each of the 1000+ reports were unexpectedly unavailable and

there were many more reports to review from law enforcement, which caused a delay. ED Toma lastly shared that there was a deficit in the amount HRC had committed for the IAOHRA conference and shared that he took the information to Executive Officer Celia Zavala, who committed to provide \$12,500 from the Executive Office to meet our commitment.

6 Committee Reports

6.1 Ad Hoc Committee on Policing & Human Relations: Commissioner Kulkarni volunteered to give a summary of updates on behalf of Committee Chair Isabelle Gunning and shared that there were issues which were concerning and began by stating that there were previous discussions in the Ad Hoc Committee meeting to put materials on our website around Measure A before the election so it could be a resource to county residents, but it has not yet happened. The Committee will be working on posting the information as many members expressed disappointment with that. The other topic of concern was regarding the Strategic Plan and being more visible and communicative regarding the City Council incident- specifically, what to do to remedy the situation. The Committee came up with 3 possible solutions such as coming up on a clear protocol in place, empowering staff in terms of the language to use to make a public statement and being clear with Commissioners as to what the Commission is doing. Lastly, Commissioner Kulkarni shared that the Alternatives to Incarceration Office, an independent department outside of the CEO's office, has funded roughly \$100 million to various programs within the first year of funding.

6.2 Ad Hoc Committee on Strategic Planning: Commissioner Kulkarni discussed the Commission's Proposed Strategic Plan for 2022-25, and the proposed revisions from pages 15-20 from the packet. ED Toma shared his screen to present the revisions for discussion. Commissioner Sykes added that on page 15, the suggested revision is not only having access for wheelchairs and disability, but also looking at our community and realizing the access is for youth and strollers as well. ED Toma shared that the revision on page 16 was the same content but was bullet pointed instead of in a paragraph to help make it clearer and simpler to read and grasp. Commissioner Yuen questioned the term "environmental justice" stating that she is unsure if that will be familiar to the public. Commissioner Kulkarni recommended having a committee meeting and opening it up to all commissioners to discuss the proposed revisions further.

6.3 John Anson Ford Awards Event (JAF) Committee: Commissioner Guadalupe Montañó shared that the John Anson Ford Awards (JAF) nominees have been selected and presented them to the Commission. The motion was made by Commissioner Gay Yuen to accept the nomination slate as presented by the JAF Awards Committee, Commissioner Keushkerian seconded the motion. With Commissioner Kulkarni abstaining, all other commissioner voted in favor, and the motion passed.

6.4 LA vs Hate Committee: Commissioner Montañó invited ED Toma to share an update. ED Toma shared that Commissioner Gunning brought a number of law students who are part of a street law clinic for LA vs Hate to give communities access to their legal rights with respect to acts of hate by providing alternatives to criminal prosecution regarding their civil rights being enforced. ED Toma stated that he believes that providing these resources and legal resources has been long missing from our communities, from the consciousness of organizations and the information that should have been provided more by government.

7 **Public Comment:** None.

8 **Action/Discussion Items**

8.1 FY 2022-23 Committees and their Membership: This was tabled due to lack of time without objection.

8.2 Follow up on Sheriff Accountability and LA City Council aftermath: This was previously discussed above in the committee reports with no other items to act on or discuss.

8.3 Location of Commission Offices: ED Toma noted that this is for the Commissioners to consider where they would like our offices located. This was tabled due to lack of time without objection.

8.4 Feedback/Public Comment received re: Proposed Strategic Plan 2022-25: Previously discussed. This was discussed earlier in item 6.2 and tabled without objection.

9 **Commissioner Announcements:** Commissioner Montaño invited everyone to please visit Unitedagainsthateweek.org regarding events that are happening. Commissioner Keushkerian shared that for the first time, an Armenian, Ardem Patapoutian, was presented the Nobel Peace Prize. Commissioner Dandy De Paula shared that there has been an increase in gun violence within the last four weeks in Hawaiian Gardens, so he has advocated for two individuals to speak for the TPI (Trauma Prevention Initiative) motion for additional funding during the County Board of Supervisors meeting and the funding was approved.

10 **Adjournment:** President Davidson invited a motion to adjourn the meeting in honor of Sheila Kuehl, our soon-to-retire LA County Supervisor and accomplished civil and human rights leader. Moved by Kulkarni, seconded by Keushkerian. Without objection, the meeting was adjourned.

Respectfully submitted,

Isabelle Gunning
Commission Vice President-Secretary



Contact: Brenda Duran
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213.974.1746

For Immediate Release
November 10, 2022

L.A. County Officials Launch United Against Hate Week

Residents Urged to Reject Hate, Promote Inclusion

LOS ANGELES - Renowned leaders from diverse racial and cultural sectors of the community will gather to kick off the annual United Against Hate Week on Monday, November 14 at the Kenneth Hahn Hall of Administration.

[United Against Hate Week](#), which runs from November 13-19 is intended to urge local communities to reject hate and bigotry and promote inclusion through a unique, community-building blend of art, social media, and educational resources. The annual event is part of [LA vs. Hate](#) - a project of the LA County Commission on Human Relations.

The press conference, which will kick off at 9 a.m. at the Grand Park entrance of the Hall of Administration will feature a “Wishing Tree” art intervention that will be displayed as a tree hung with paper tags expressing County residents’ wishes for a hate-free Los Angeles County.

It will also include 10 speakers including Chair of the Board of Supervisors, Holly J. Mitchell and honorary co-chairs for United Against Hate Week Dr. Debra Duardo, Superintendent of Los Angeles County Office of Education and Maria S. Salinas, president and CEO of the Los Angeles Area Chamber of Commerce.

“With recent events reminding us that hate and prejudice in our County continue to be highly visible and hidden in private meetings, we need LA vs. Hate’s United Against Hate Week more than ever,” stated Robin Toma, Executive Director of the LA County Commission on Human Relations.

Toma noted that residents are called on this week to take action against hate by going to LAvsHate.org and using the toolkits, participating in one of the week’s events, and

getting involved at the community level in light of the recent rise of anti-Semitism and hate speech.

“We need to turn acts of hate into changes in our own behaviors and in the practices, culture and systems around us, which perpetuate racism and prejudice in all its forms,” added Toma, who will release the annual 2021 Hate Crime Report next month.

“While I am proud of our innovative LA vs. Hate program, the soon-to-be-released 2021 Hate Crime Report will show that we have much more work to do,” said LA County Board of Supervisors Chair Holly J. Mitchell, Supervisor to the Second District. “We must have a shared commitment to address hatred and implicit bias every day, LA vs. Hate provides the tools and resources to help us do this. Our strength is in our diversity, hatred of any form will not be tolerated. We must ensure that Los Angeles County is truly a place where everyone can be who they are without fear.”

For more information, including shareable community-centric graphics ready-made for social media, or a complete list of United Against Hate Week activities in LA County, visit www.LAvsHate.org.

About LA vs. Hate

In response to the rise in hate, the LA County Board of Supervisors directed the LA County Commission on Human Relations to develop a program to prevent and respond to hate incidents in the County, which resulted in LA vs Hate.

The initiative has three components: an arts-led public engagement campaign to encourage residents and organizations to unite against and report acts of hate; the first government hotline (via 211 LA) for reporting acts of hate and providing assistance to hate victims; and a network of community agencies that provide hate prevention and rapid response services.

Since September 2019, LA vs. Hate has received nearly 2,000 reports of hate acts. The LA vs. Hate Action Committee includes civic leaders, educators, County departments, artists, health plans, immigrant rights groups, and more.

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Anna Kozma (she/her/hers)
Confidential Assistant to George Gascón
District Attorney George Gascón
Los Angeles County District Attorney’s Office
cell: 213-392-6042

Los Angeles County Commission on Human Relations
PROPOSED COMMITTEES FOR FY 2022-23*
July 27, 2022

JAF AWARDS EVENT COMMITTEE	AD HOC COMMITTEE ON POLICING PRACTICES AND HUMAN RELATIONS	COMMITTEE ON POLICY AND ADVOCACY COMMITTEE	IAOHRA 2022 CONFERENCE IN L.A. COMMITTEE	AD HOC COMMITTEE ON STRATEGIC PLANNING	LA VS. HATE COMMITTEE
<i>Guadalupe Montaño (Chair)</i>	<i>Isabelle Gunning (Chair)</i>	<i>Guadalupe Montaño (Chair)</i>	<i>Ilan Davidson (Chair)</i>	<i>Preeti Kulkarni (Chair)</i>	<i>Guadalupe Montaño (Chair)</i>
Ilan Davidson**	Derric Johnson	Isabelle Gunning	Azusena Favela	Jeanette Ellis-Royston	Helen Chin
Kevork Keushkerian	Preeti Kulkarni	Derric Johnson	Isabelle Gunning	Guadalupe Montaño	Isabelle Gunning
Sandra Thomas	Jeanette Ellis Royston		Guadalupe Montaño		Derric Johnson
Gay Q. Yuen	Fredrick Sykes		Jeanette Ellis- Royston		Guadalupe Montaño
	Sandra Thomas		Fredrick Sykes		Gay Yuen
	Gay Yuen		Sandra Thomas		
	<i>Tonya McKenzie (non-commissioner member)</i>				
Staff: Robert Sowell	Staff: <ul style="list-style-type: none"> • Robert Sowell • Monica Lomeli • Pierre Arreola • Joshua Parr 	Staff: Robin Toma	Staff: <ul style="list-style-type: none"> • Robin Toma • Robert Sowell • Marshall Wong • Siranush Vardanyan • Terri Villa-McDowell • Monica Lomeli 	Staff: Robin Toma Robert Sowell	Staff: Robin Toma Terri Villa-McDowell

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

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

8.2 Location of Commission Offices

Draft Motion on Office Location

The Commission on Human Relations staff, along with the entirety of the WDACS (Workforce, Aging and Community Services) staff, spent several months preparing to move from the aged county building at 3175 W. Sixth Street (slated for demolition), to the new county “Vermont Corridor” building at 510 S. Vermont. The Commission, along with the rest of the then-WDACS staff, officially moved in to the Vermont Corridor building on or about July 2020.

Historically, the Commission’s offices were for decades at the County’s Hall of Records building, 320 W. Temple Street, 11th floor, Suite 1184, next to the County Hall of Administration. In 2009, the Commission became part of the LA County Department of Community and Senior Services (CSS), which later became renamed WDACS.

In the summer of 2009, all of the Commission’s staff, files, records and offices were moved to 3175 W. Sixth Street (between Vermont Blvd and Shatto Place). In the process, the number of workspaces (a combination of cubicles, desks, offices) for all WDACS staff, including the Commission’s, was reduced to about 2 Commission staff for every workspace. This sharing of workspaces has sufficed because of the pandemic restrictions leading to Commission staff mostly teleworking from home offices. However, as the pandemic restrictions lessen, more staff return to working more days at the office, and the staffing vacancies are filled, so will the increased use of office space.

After the Commission moved into the new Vermont Corridor building, staff were informed that we would be remaining there for the foreseeable future. Relying upon those assurances, Commission staff have spent considerable time and effort to 1) establish their work spaces and offices, 2) ensure connectivity to the internet and County intranet, as well as printers, and 3) to learn and operate the systems and IT equipment for use in work meetings, particularly the regularly held Commission meetings so that will accommodate the new hybrid in-person/online Teams meetings.

Therefore, the Commission resolves that the Commission offices’ location remains where they are presently, in the currently assigned offices and workstations on the 11th floor of the Vermont Corridor building at 510 S. Vermont Ave., unless and until an equally suitable location is recommended by the Commission and its staff.

Compilation of Feedback on LACCHR Proposed Strategic Plan FY 2022-25

General Affirming

1	We appreciate the partnership with the HRC on several of our efforts to reform policing in South Pasadena over the years. We support the HRC's plans to continue partnering with community-based organizations such as ours and to try to find ways to be even more responsive to our needs. We see that the Strategic Plan includes increasing these partnerships across several of the HRC's programs in the coming years, and we also support that.
2	This is an outstanding document. Truly inspirational. I appreciate the invitation to review it. You inspire me to do better here in LAUSD.
5	I read through the draft strategic plan but don't have any suggestions. I am impressed with the specific goals and am inspired to see if we can do something similar here at Culver City.
7	First let me acknowledge and appreciate the work that the LA County Human Relations Commission has done for many years.
8	I was blown away by reading the Strategic Plan and the vision for achieving the mission of promoting better human relations in Los Angeles County by working to transform prejudice into acceptance, inequity into justice, and hostility into peace. I love that your mission also includes language focusing on equity and uplifting and protecting our most vulnerable.
9	I have thoroughly reviews you draft strategic and think the LACCHR is on the right track. I can't wait to see this plan implemented and look forward to working with the county to help make my
11	Congratulations. The plan is both aspirational and practical.

General Recommending

1	from the ground, we can't tell which organizations are partnered with the HRC and the depth and reach that the HRC has in our communities. We recommend the HRC to make public its partnerships with community-based organizations, and to use its role as a central organizing agency to help us make connections across the county.
4	please take into "great consideration when doing your job" the human need for peace of mind and soul that come from clean air, open green space and sights of wildlife. Don't "support the exploitation of nature."
6	We are writing to urge LACCHR to explicitly consider and include people with disabilities in its 2022-2025 Strategic Plan. While we strongly agree with LACCHR's stated attention to race and ethnicity, we ask that the Strategic Plan go further, and engage in an intersectional analysis to more effectively identify issues and propose solutions. From our experience advocating for the liberation of our diverse communities of people with disabilities, we know that taking an intersectional approach renders the most expansive, effective, and efficient results towards interrupting the systemic oppression of marginalized people.
8	the only thing I see missing is a specific strategy on how you plan to engage the youth and future generations within this work. However, that can be addressed when identifying the organization's you plan to work with.
9	I would ask that you pay special attention to SPA 1 and the Antelope Valley section of district 5! My district and SPA is greatly under serviced compared to the rest of the county and it seems sometimes as if we have fallen through the cracks. The sheriff departments in Lancaster and Palmdale are like night and day Lancaster station seems disconnected from their community , while Palmdale Station is very much i touch with the community. Personal as a transgender person I would rather deal with the Palmdale station then I would with the Lancaster station as Lancaster has always to go when it comes to LGBTQA Inclusiveness and race relations.

Mission, Vision, and Values pgs 2-3

7	One of the things that came to mind initially was to understand the difference between the work that ARDI (Anti-Racism, Diversity, & Inclusion) does and that of the Human Rights Commission. It seems that the work overlaps. The County may have defined the distinctions, and that might be a good thing to have explained on each of your websites: https://hrc.lacounty.gov and https://ceo.lacounty.gov/ardi/ The vision and core values statements of the proposed strategic plan are clear.
8	I feel like everyone having an "equal opportunity" throws me off a bit.

Definition pg 4

7	I wonder if the definition of "human relations" could be more succinct?
8	I love that you defined what you mean by human relations and including in your strategy the idea of responding to hate in a non violent way or "transforming hostility into peace"

Strategic Priority 1 pgs 5-6

2	I'm stumbling over the parenthesized content since those are programs not types of school. Does LA vs Hate run the Dream Resource Centers and the LA Co Community School Initiatives or partner with them? Maybe schools needs to be inside the parenthesis. something like ... "This priority will also build on our longtime work with young people, particularly students, through various initiatives (LA vs Hate, ARP-funded Dream Resource Centers, LA County's Community Schools Initiative, etc.)." Needs a period at after the end-parenthesis.
2	Goal 2 - For parallel construction, maybe at least "1" intervention that. One-word numbers, like 3 and 1, are usually spelled out in text (also 3 and 15 on page 10).
3	In addition, we recognize that migration is a human right, and therefore support the fight for humane immigration reform and better treatment of those seeking asylum in our borders. Goal 1 - recommend removing the word "cultural" and inserting the word "migration"
7	It makes sense that the Commission can help prepare more people with the knowledge, skills, and abilities to respond to human relations issues. However, I'm not sure that the Commission can prepare more people with "values." We can state the values of the LA County Commission on Human Relations. Identify and influence those who impart values? Families, faith traditions, schools, media, and what else? 2 If I read Goal #2 correctly, the Commission will offer three informational and action planning events on different human relations topics/issues, and will be able to describe a Commission intervention that has contributed to significant positive change.

Strategic Priority 2 pgs 7-8

2	Goal 1 - I stumbled here on the three groups. You want to help the criminal justice system reform their treatment of three specific groups -- one group that is affected by housing insecurity, one group that is affected by policing inequity, and a third group affected by issues of fairness? Is there a list of the groups who meet these criteria? Are these distinct groups or is it possible that one group will meet all three criteria?
3	recommend adding "and immigration detention" to 5th sentence; change end of last sentence to: "that impact policing and immigration enforcement in LA County, such as the state's Racial and Identity Profiling Act. Goal 1 - add "immigration status" to "repression based on race, class and other protected characteristics"
6	Strategic Priority 2 currently makes no reference to people with disabilities, even though disabled people, particularly disabled BIPOC, are dramatically overrepresented in the criminal legal system. In fact, according to the Bureau of Justice Statistics, people incarcerated in prisons are nearly three times as likely to report having a disability compared to the nonincarcerated population, and people incarcerated in jails are more than four times as likely. Additionally, people with disabilities have a higher cumulative probability of arrest than those without disabilities, and that probability increases disproportionately for disabled people of color.
7	It's critical that the Commission continue the work identified in the report "Redefining Policing with our Community." It may be enough to point out the need to address policing practices that undermine police-community relationships, without having to include, "triggered the largest episodes of largest racial/ethnic violence in the history of Los Angeles." Achieving major system reforms in three areas of the criminal legal system is an ambitious goal. It will be interesting to see how these areas are identified, what strategies would be implemented, and what measurements would constitute success. Yes! Chief Michel Moore has often asked for co-response services and/or non-law enforcement alternatives, citing the fact that police are not qualified to address things such as homelessness, mental health, substance abuse, and other non-criminal issues.
10	Promoting community safety more generally to support the public welfare could be a goal or separate priority. Make explicit statements about that. Helpful for staff to refer back to Strategic Priorities during external consultations and communications to tie work back into the bigger picture. "we must move beyond policing" sounds like abolition. Rewrite to say policing as only one public safety strategy. Goal 1 - Include court and justice system because plenty of bias present in those systems. Research study on how sports results impacted judge decisions. Highlight all the steps to include all players for systemic change.
11	The one topic I suggest could be added is LA County HRC leadership to educate local communities on how to access, interpret and use the AB953 Racial and Identity Profiling Act (RIPA) data to reform their local law enforcement agencies. Large law enforcement agencies (waves 1, 2 and 3) have already been mandated to collect officer stop data beginning in 2019, 2020 or 2021. Headlines have been made describing the reforms resulting from the use of these data. But the data don't speak for themselves. They need to be interpreted before they can be used. Wave 4 (smaller departments) are currently gathering their initial data for reporting to the State by April 1, 2023. They will need HRC support to enable reformers in these small cities leverage the data for change. Adding that commitment to the LA County HRC plan would be very welcome.

Strategic Priority 3 pgs 9-10

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1	We believe the HRC is uniquely positioned to facilitate the right level of government response when hate incidents and crimes do occur, and we hope that can be considered as part of the HRC's plans for the coming years. In May 2021, we reported seven (7) hate incidents against BLM protestors to the 211 LA County Anti-Hate hotline and received no follow up. While we understand the LA v. Hate campaign may have just been starting, launching a government program with no follow through deteriorates public trust in government systems and enables people to commit hate crimes knowing there will be no consequences. We are interested in the performance metrics of the LA v. Hate campaign, and whether the program has delivered results proportionate to the use of our public dollars. Related to hate crimes, we support the HRC's continued annual publication of the county's hate crime statistics. We are encouraged to see the HRC's goal to start reporting both hate crimes and hate incidents. We can appreciate the legal distinction between a hate crime and a hate incident, but believe the report should also contain an analysis of hate incidents. Police officers and prosecutors have large discretion in determining which incidents escalate to hate crimes, and may be politically motivated to not characterize incidents as hate crimes when they otherwise should. The tools available to police officers and prosecutors to analyze an incident as a hate crime are limited. For example, absent explicit racial epithets or symbols, crimes are rarely marked to be race-motivated. Yet racial animus can be expressed in more implicit or subtle ways. Furthermore, people's experiences with hate have little to do with the act's legal classification. We believe it would be worthwhile for the HRC to analyze hate incidents annually, with a comparison to hate crimes, and to provide the county with a more accurate picture of the intergroup tensions that exist in the county.
2	I love so much about this! I'm hanging on every brilliant word – transforming hostility into peace! Wondering about the use of hate v. bias. Many of the inequities, such as disproportional suspension rates for AA males, are likely due to bias, not hate. Hate is hard to measure, but bias and discrimination can be evidenced by their outcomes. Instead of adding longer prison sentences for perpetrators, which often has the unintended effect of increasing connections to racially based [should this be hyphenated?] gangs, we need to develop restorative justice programs that increase offender empathy for the victim and reduce recidivism. Your use of 'RJ programs' is excellent in this context. LAUSD promotes the term "restorative practices" because it's more expansive and includes prevention and community building, whereas restorative justice is responsive and is reserved for identified victim:perpetrator situations. We don't want to wait until there is a harm before we step up. Your HRC work is the epitome of restorative practices. We start with RP for all, then end up with RJ for some.
2	Goal 3 - Wonder about echoing the 'positive intergroup solidarity messages of unity and peace' that you state as priority 3 and ask to see more of those messages and actions, and the restorative approach you recommend in Priority 3. We tell our schools to focus on the desired replacement behaviors that they want to see more of, such as pro-social rather than anti-bullying. Anti-bullying messages increase divisiveness, anxiety and over-identification of bullying. Since no one self-identifies a bully, the message misses the intended target.
7	Strategic Priority #3 - The introduction seems to be aimed at traditional gang activity in "affected neighborhoods.". Is that correct? How could this section be edited to demonstrate the need to focus also on White Supremacist groups and individuals? All four of the goals are written broadly enough to incorporate data and solutions for addressing all hate acts.
10	Goal 3 - Make explicit that we are making improvements around outreach tools and strategies, not just numbers/reach.

Strategic Priority 4 pgs 11-12

2	This is the only place that the acronym "HRC" appears. Consider spelling it out. If you have the bandwidth, would love to see a little blurb on the history of LACCHR
6	We also ask that LACCHR recognize people with disabilities as invaluable stakeholders to engage with when it comes to Strategic Priority 4. A communications strategy which considers and accommodates the diverse, expansive needs of our disabled communities will, by nature, be extremely comprehensive.
7	I wonder if the strategic plan should define "human relations proficiencies" in this section.

Strategic Priority 5 pgs 13-14

7	By providing consultation and training to County agencies, cities, and organizations, the Commission expands its influence and strengthens their capacity to advance equity and promote positive human relations. An example: The Commission presented to the Burbank Human Relations Council in April 2021. They identified the fact that they still have a lot of work to do, "but it shifted the conversation and brought together many in our community who weren't talking to one another or listening to one another."
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Respondents	
1	Care First South Pasadena
2	Judy Chiasson LAUSD Commission on Human Relations, Diversity & Equity
3	Coalition for Humane Immigrant Rights of Los Angeles
4	Gary Devlin and Nienchuen Ku
5	Anissa Di Vincente Culver City Equity & Human Relations Advisory Committee
6	Kirsten Firstenberger Disability Community Resource Center
7	Carolina Goodman League of Women Voters of Greater Los Angeles
8	Lucy Herrera Legacy LA
9	Sky Jung Palmdale Human Rights Advisory Committee
10	Reid Wilson Long Beach Police Department Office of Constitutional Policing
11	Michele Wittig Santa Monica Coalition for Police Reform

Proposed Revisions to LACCHR Strategic Plan FY 2022-25

(Per the Commission’s Ad Hoc Strategic Planning Committee and its evaluation of the public comments/feedback received)

Pg 2 of the Proposed FY 2022-25 LACCHR Strategic Plan (which follows this document in the meeting packet)

Current

OUR MISSION To promote better human relations in Los Angeles County by working to transform prejudice into acceptance, inequity into justice, and hostility into peace.

To be an unwavering force that uplifts and protects our most vulnerable, and builds vibrant, thriving communities, free from prejudice and inequity.

Suggested Revision

OUR MISSION To promote better human relations in Los Angeles County and help build vibrant, thriving communities by working to transform prejudice into acceptance, inequity into justice, and hostility into peace.

Current and Suggested Revision

- Human relations are at their best because fundamental human rights have been met for everyone and all groups, including our most basic human needs for safety, food, clothing, shelter, [access for persons with disabilities](#), education, health care, free expression, and a voice in governance.

Pg 4

Current

Our use of the term “human relations” includes elements of our establishing ordinance such as eliminating prejudice and inequity; promoting public health, welfare, and security; promoting good will; eradicating prejudice, intolerance, and discrimination; lessening and eliminating prejudice and its effects; fostering attitudes which lead to civic peace and intergroup understanding; promoting equal opportunity and full acceptance of all persons; fostering mutual understanding and respect among all population groups; discouraging discriminatory practices; and identifying and ameliorating human relations problems.

“Human relations” also entails the study and promotion of healthy interpersonal and intergroup relationships, through both intervention and prevention, to foster enthusiastic regard for social diversity, to promote productive management of conflict, to promote respect

for and fulfillment of human rights for all, and to ensure equitable distribution and use of power. At its most basic level, it also means helping people get along with each other so that they actually enjoy their differences and trust their intentions, bridging separations between groups, and generating genuine equity and a fair opportunity for those who are being excluded or have been disadvantaged.

Suggested Revision

“Human relations” is the study and promotion of healthy interpersonal and intergroup relationships, through both intervention and prevention, to foster enthusiastic regard for social diversity, promote productive management of conflict, promote respect for and fulfillment of human rights for all, and ensure equitable distribution and use of power. Human relations specialists help bridge separations between groups so they value their differences and trust one another’s intentions for collaboration to generate genuine equity and fair opportunity for those who are being excluded or have been disadvantaged.

Key features of human relations work are highlighted in our establishing ordinance and include

- Eliminating prejudice, intolerance, discrimination, inequity, and their effects
- Promoting public health, welfare, and security
- Promoting good will
- Fostering attitudes which lead to civic peace and intergroup understanding
- Promoting equal opportunity and full acceptance of all persons
- Fostering mutual understanding and respect among all population groups
- Identifying and ameliorating human relations problems

Pg 5

Current

In order to ‘transform prejudice into acceptance,’ we must continue to focus on preparing more people with the knowledge, skills, abilities, as well as values, to lead now and in the future towards greater justice, equity, compassion, and non-violence in human relations. Recognizing that the county ordinance establishing the LACCHR speaks of its role to address discrimination and inequity broadly, some emerging human relations issues and cultural shifts include the impact of the pandemic on social isolation – namely in disadvantaged and targeted communities; change efforts related to housing insecurity; and the impact of social media on intergroup relations. This priority will also build on our longtime work with young people, particularly students, through our LA vs Hate work at schools (e.g., ARP-funded Dream Resource Centers, LA County’s Community Schools Initiative, etc.) We will also need to use indicators that serve as vital signs of racial equity in our county, track narratives and communications from key partners with a pulse on communities, and monitor hate crime and hate incident data.

Suggested Revision

Human relations in Los Angeles County are constantly shifting, continually confronting us with new challenges and offering new opportunities. The county ordinance establishing the LACCHR requires that we address discrimination and inequity broadly. To fulfill this assignment, we must maintain awareness and agility in identifying and responding to human relations issues and cultural shifts as they emerge. Examples of such matters include the impact of the pandemic on social isolation and targeted communities, change efforts to address housing insecurity, environmental justice, the influence of social media on intergroup relations, justice for persons with disabilities, just immigration policy, and the distinct needs and potential of young people. Adequate response to these and other emerging issues will require ongoing attention to indicators that serve as vital signs of racial equity in our county, hate crime and hate incident data, and narratives and communications from key community partners.

Pg 7

Current and Suggested Revision

Racial discrimination and other inequities in our criminal justice systems are among the greatest barriers to our mission of “transforming inequity into justice.” ~~We want to build on the work done as part of our Policing and Human Relations Project, which produced our seminal report “Redefining Policing with Our Community”. We will advance the action recommendations in our “Redefining Policing” report.~~ Fundamental human rights are at issue ~~w~~When the likelihood of ~~police misconduct or violence~~ death or recidivism being arrested, jailed, shot, executed, or rearrested after being released from incarceration in LA County is tied to one’s race, ethnicity, gender, disability –or other protected characteristics– ~~fundamental human rights are at issue.~~ We must strategically work to ~~change these systems to~~ break the cycle of incarceration. ~~We must by addressing root causes of violence in LA County invest more in communities suffering violence and investing in communities suffering violence~~ get at the root causes and conditions of violence in LA County. We must ~~address~~ denounce racial and identity/ethnic profiling ~~and among~~ other police practices that undermine ~~good positive~~ police-community relations and have triggered the largest episodes of racial/ethnic violence in the history of Los Angeles. To eliminate systemic discrimination in our justice systems, we must ~~also move beyond policing and~~ uplift the public community safety continuum that includes non-police agencies responding to crises and addressing the ~~barriers and lack of support for those~~ challenges experienced disproportionately numbers of by people of color especially those who are justice-involved, entering and re-entering our criminal justice systems. ~~We must also challenge systemic discrimination in our school disciplinary systems which have led to the overrepresentation of young people of color in the school-to-prison pipeline.~~ In doing so, we must invest in building community safety strategies that center trauma-informed and harm-reduction approaches in crisis management and conflict resolution. ~~We must challenge systemic discrimination in our schools and justice systems that have led to the overrepresentation of young people of color in the school-to-prison pipeline.~~ ~~We want to build on our seminal report “Redefining Policing with Our Community” which details action recommendations we intend to advance.~~ We will not be limited to any single ~~policing-law enforcement~~ agency that operates within LA County, but we will turn our attention to whichever agency ~~—whether city- or school-based police departments—~~ that is in need of change in its policies, practices and procedures. We will work in concert with other LA County efforts and entities ~~(including the Countywide Criminal Justice Coordinating Committee (CCJCC), Civilian Oversight Commission, Inspector General, Alternatives to Incarceration (ATI), Care First and Community Investment (CFI) (also known as Measure J), the Anti-Racism, Diversity and Inclusion (ARDI) initiative, etc.)~~ on all of the above-cited such issues, including as racial profiling and ~~reducing~~ the deadly impact of implicit biases in policing use of force encounters. ~~We will also address legislation and policies at all levels—federal, state and local—that impact policing in LA County, such as the state’s Racial and Identity Profiling Act (RIPA).~~

Pg 8

Goal 2

Current and Suggested Revision

Between July 1, 2022 and June 30, 2025, increase by at least 10% each year the number of LA County units, cities, and organizations provided with consultation and/or training to build their capacity to provide co-response services and/or non-law enforcement alternatives ~~to proactively address core issues and root causes of poverty, violence, and inadequate education, health, safety and youth development.~~

Pg 9

Current and Suggested Revision

We must make sure our leadership and communities understand hate-motivated hostility (includes hate crimes and incidents), and act to effectively prevent and respond to it in ~~smart,~~ transformational, and socially responsible ways. “Transforming hostility into peace” requires that we build on and advance beyond current efforts. Instead of relying solely on ~~law enforcement~~ police to respond to hate crime based on race, ethnicity, national origin, religion, sexual orientation, gender, immigration status, and/or disability, we must demonstrate and replicate effective prevention and response strategies in affected neighborhoods ~~and~~ communities. Instead of adding longer prison sentences for perpetrators, ~~which often has the unintended effect of increasing connections to racially based gangs,~~ we need to develop restorative justice programs that increase offender empathy for the victim and reduce recidivism. Instead of media focusing on coverage of a violent hate crime in ways that fuel intergroup tensions, we can create intergroup solidarity by ensuring a message of unity and peace from affected communities.

Pg 11

Current and Suggested Revision

The LACCHR has faced major changes and transitions in recent years. In order to fulfill its mission and vision, the Commission needs to develop a greater ability to assert and protect the fundamental human rights of vulnerable populations, especially during times of crisis. We need to create greater autonomy in our actions without having to be concerned about severe budget reductions or structural changes that can weaken the Commission’s effectiveness. We can do so by increasing the visibility, awareness and support of our Commission’s work among key stakeholders and the public, and ensuring ~~HRCour~~ programs are based on relationship building, practice-based evidence, and evidence-based practices. We aim to integrate human rights education and advocacy into our work, increase human relations proficiencies among staff, and promote such proficiencies in our department and throughout county government.

Pg 12

Current and Suggested Revision

GOAL 1 By January 1, 2023, develop and implement systems and procedures to address priority requests, including establishing criteria and procedures to prioritize requests, for the purpose of improving the quality of LACCHR’s response to requests for assistance from all constituents including: Board of Supervisors, CEO, Commissioners, Department executives, partners, organizations, constituents and other stakeholders.

GOAL 2 By ~~March 30, 2023, etween July 1, 2022 and June 30, 2025,~~ increase the scope and frequency of communications with partners and constituents to at least one weekly communication, in order to strengthen engagement and expand network of stakeholders.

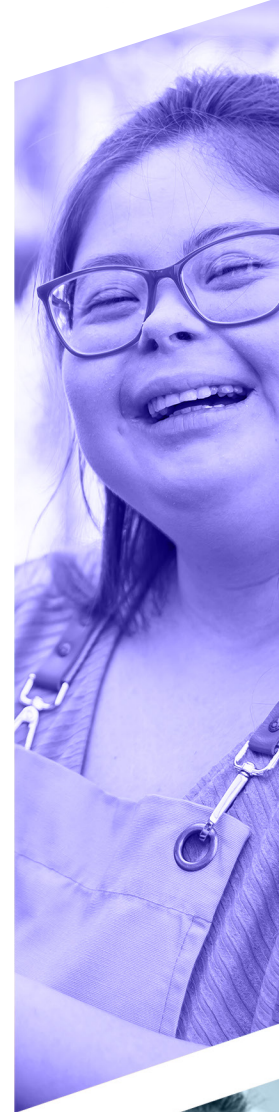
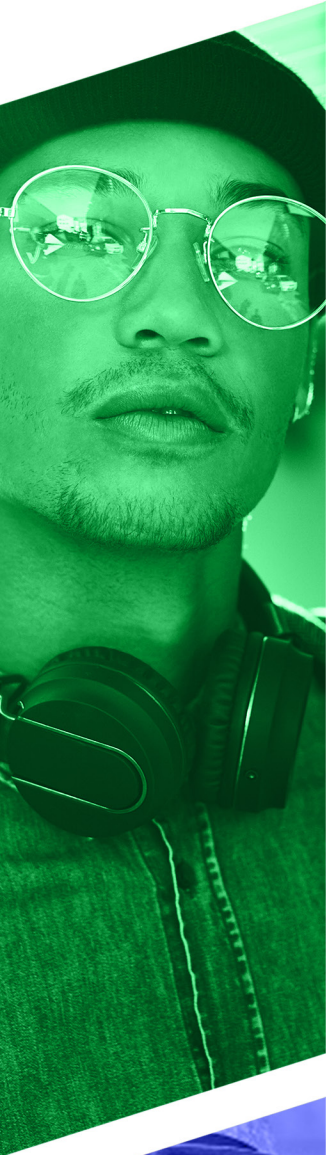
Commented [TR1]: This revised target date reflects the anticipated hire of a communications specialist onto our staff, which we received in the supplemental budget.

~~GOAL 3 Between July 1, 2022 and June 30, 2025, increase by 25% each year the number of responses from LA County Board offices and other stakeholders to communications from the Commission and staff that raise our visibility~~

Commented [SR2]: This Goal is problematic in that it requires us to measure something we're not measuring and won't figure out how to measure soon: "increase...number of responses...to communications". We don't know how many responses to our communications we had before July 1, 2022 so we don't have the baseline this Goal requires and we don't have a way of counting responses now so we aren't collecting the data this Goal requires. If we are able to develop measures for this in the future, we can reconsider including it.

LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS

PROPOSED FY 2022-2025 STRATEGIC PLAN



MISSION, VISION, AND VALUES

OUR MISSION

To promote better human relations in Los Angeles County by working to transform prejudice into acceptance, inequity into justice, and hostility into peace.

To be an unwavering force that uplifts and protects our most vulnerable, and builds vibrant, thriving communities, free from prejudice and inequity.

OUR VISION

We envision a County where...

- Human relations are at their best because fundamental human rights have been met for everyone and all groups, including our most basic human needs for, safety, food, clothing, shelter, education, health care, free expression, and a voice in governance.
- All people and groups enjoy an equal opportunity to realize our full potential to do good for ourselves and our communities, unfettered by personal, institutional, or structural prejudice or discrimination, or abuse of power.
- It is the norm to value and draw upon cultural diversity to enrich all aspects of our lives, and to understand and appreciate individual differences and commonalities as well, so that everyone feels a sense of belonging.
- Through universally taught and practiced effective conflict resolution skills, we enjoy greater harmony in our intergroup and interpersonal relations, resulting in increased cooperation and collaboration between people and organizations.
- Our County government leads and models the highest level of respect for civil liberties, human rights, and the intrinsic dignity of every human being through its policy and budgetary priorities and practices.

OUR CORE VALUES AND GUIDING PRINCIPLES

Justice and Human Rights: We strive for social justice. We believe the foundation of positive human relations is to treat everyone with respect that affirms their intrinsic dignity as a human being and protects and fulfills their fundamental human rights.

Diversity and Inclusion: We must continue to move beyond tolerance as a goal. We celebrate the splendid diversity of human cultures, identities, and expressions. We seek mutual understanding and the full acceptance and inclusion of everyone in the essential aspects of community life.

Understanding and Compassion: We know that if we seek to understand the perspective of others, if we listen intently, try to experience life from another’s point of view, our compassion for others will grow.

Cooperation and Collaboration: We engage others because we know that none of us succeeds alone, we need the support of others, and together we are stronger.

Non-Violence: We believe in the general principle of non-violence, knowing that violence begets violence. We must learn and teach how to express dissatisfaction, resolve conflicts, and achieve positive change peacefully, with respect for human dignity and without resorting to violence.

Concrete Results and Deliberate Process: We believe that the social transformation we seek requires dialogue, but not dialogue as an end in itself. We persevere to discover and devise solutions that bring about real change. We know that the process through which change is created is as important as the results. The ends never justify the means: the end result does not permit us to violate our principles to reach those results. So we consciously employ processes that respect and reflect our values.

Teaching over Doing for Others: We believe that our work is more effective, meaningful and long lasting when we emphasize teaching others how to do what needs to be done, instead of doing it for them.



LACCHR STRATEGIC PRIORITIES AND GOALS FY 2022-2025

WHAT DO WE MEAN BY "HUMAN RELATIONS?"

Our use of the term "human relations" includes elements of our establishing ordinance such as eliminating prejudice and inequity; promoting public health, welfare, and security; promoting good will; eradicating prejudice, intolerance, and discrimination; lessening and eliminating prejudice and its effects; fostering attitudes which lead to civic peace and intergroup understanding; promoting equal opportunity and full acceptance of all persons; fostering mutual understanding and respect among all population groups; discouraging discriminatory practices; and identifying and ameliorating human relations problems.

"Human relations" also entails the study and promotion of healthy interpersonal and intergroup relationships, through both intervention and prevention, to foster enthusiastic regard for social diversity, to promote productive management of conflict, to promote respect for and fulfillment of human rights for all, and to ensure equitable distribution and use of power. At its most basic level, it also means helping people get along with each other so that they actually enjoy their differences and trust their intentions, bridging separations between groups, and generating genuine equity and a fair opportunity for those who are being excluded or have been disadvantaged.



STRATEGIC PRIORITY 1

RESPONDING TO EMERGING HUMAN RELATIONS ISSUES & CULTURAL SHIFTS

In order to ‘transform prejudice into acceptance,’ we must continue to focus on preparing more people with the knowledge, skills, abilities, as well as values, to lead now and in the future towards greater justice, equity, compassion, and non-violence in human relations. Recognizing that the county ordinance establishing the LACCHR speaks of its role to address discrimination and inequity broadly, some emerging human relations issues and cultural shifts include the impact of the pandemic on social isolation – namely in disadvantaged and targeted communities; change efforts related to housing insecurity; and the impact of social media on intergroup relations. This priority will also build on our longtime work with young people, particularly students, through our LA vs Hate work at schools (e.g., ARP-funded Dream Resource Centers, LA County’s Community Schools Initiative, etc.) We will also need to use indicators that serve as vital signs of racial equity in our county, track narratives and communications from key partners with a pulse on communities, and monitor hate crime and hate incident data.

STRATEGIC PRIORITY 1

GOAL 1

By June 30, 2023, create and implement a process for tracking key indicators and other information to identify emerging human relations issues and relevant cultural shifts.

GOAL 2

Between July 1, 2022, and June 30, 2025, respond to at least 3 identified human relations issues or relevant cultural shifts with: a summary of key information, at least 1 informational and action-planning event, and intervention that contributes to change in public or private institutional policy or practice in LA County.



STRATEGIC PRIORITY 2

INCREASING EQUITY AND JUSTICE IN LA COUNTY'S CRIMINAL JUSTICE SYSTEMS

Racial discrimination and other inequities in our criminal justice systems are among the greatest barriers to our mission of “transforming inequity into justice.” We want to build on the work done as part of our Policing and Human Relations Project, which produced our seminal report “Redefining Policing with Our Community”. We will advance the action recommendations in our “Redefining Policing” report. When the likelihood of being arrested, jailed, shot, executed, or rearrested after being released from incarceration in LA County is tied to one’s race, ethnicity, gender or other protected characteristics, fundamental human rights are at issue. We must strategically work to change these systems to break the cycle of incarceration. We must invest more in communities suffering violence and get at the root causes and conditions of violence in LA County. We must address racial/ethnic profiling and other police practices that undermine good police-community relations and have triggered the largest episodes of racial/ethnic violence in the history of Los Angeles. To eliminate systemic discrimination in our justice systems, we must also move beyond policing and uplift the public safety continuum that includes agencies addressing the barriers and lack of support for those disproportionate numbers of people of color entering and re-entering our criminal justice systems. In doing so, we must invest in building community safety strategies that center trauma-informed and harm-reduction approaches. We must challenge systemic discrimination in our schools and justice systems that have led to the overrepresentation of young people of color in the school-to-prison pipeline. We will not be limited to any single policing agency that operates within LA County, but we will turn our attention to whichever agency – whether city- or school-based police departments – that is in need of change in its policies, practices and procedures. We will work in concert with other LA County efforts and entities (including the Countywide Criminal Justice Coordinating Committee (CCJCC), Civilian Oversight Commission, Inspector General, Alternatives to Incarceration (ATI), Care First and Community Investment (CFCI) (also known as Measure J), the Anti-Racism, Diversity and Inclusion (ARDI) initiative, etc.) on such issues as racial profiling and reducing the deadly impact of implicit bias in use of force encounters. We will also address legislation and policies at all levels – federal, state and local - that impact policing in LA County, such as the state’s Racial and Identity Profiling Act (RIPA).





STRATEGIC PRIORITY 2

GOAL 1

Between July 1, 2022 and June 30, 2025, achieve a major system reform to produce more equitable treatment in L.A. county criminal justice systems (including its constituent agencies such as the Sheriff's Department, the District Attorney, the Probation Department, and city-based police departments) for at least three groups, at least one of which is affected by housing insecurity, at least one of which is affected by policing inequity (including but not limited to oppression and repression based on race, class and other protected characteristics), and one of which may be affected by other selected issues of fairness.

GOAL 2

Between July 1, 2022 and June 30, 2025, increase by at least 10% each year the number of LA County units, cities, and organizations provided with consultation and/or training to build their capacity to provide co-response services and/or non-law enforcement alternatives to proactively address core issues and root causes of poverty, violence, and inadequate education, health, safety and youth development.

STRATEGIC PRIORITY 3

DOCUMENTING, PREVENTING, AND RESPONDING TO HATE

We must make sure our leadership and communities understand hate-motivated hostility (includes hate crimes and incidents), and act to effectively prevent and respond to it in smart, transformational, and socially responsible ways. “Transforming hostility into peace” requires that we build on and advance beyond current efforts. Instead of relying solely on police to respond to hate crime based on race, ethnicity, national origin, religion, sexual orientation, gender, immigration status, and/or disability, we must demonstrate and replicate effective prevention and response strategies in affected neighborhoods. Instead of adding longer prison sentences for perpetrators, which often has the unintended effect of increasing connections to racially based gangs, we need to develop restorative justice programs that increase offender empathy for the victim and reduce recidivism. Instead of media focusing on coverage of a violent hate crime in ways that fuel intergroup tensions, we can create intergroup solidarity by ensuring a message of unity and peace from affected communities.





STRATEGIC PRIORITY 3

GOAL 1

Between July 1, 2022, and June 30, 2025, compile, analyze, and report annually information on hate acts (both hate crimes and hate incidents) in LA County.

GOAL 2

Between July 1, 2022 and June 30, 2025, participate in the creation or revision of the policies or practices of at least 3 municipal or LA County government, educational institution, or public accommodation (restaurants, transportation, hotels, and other such businesses serving the public) organizations to strengthen prevention or response to hate acts.

GOAL 3

Between July 1, 2022 and June 30, 2025, increase by 10,000 each year the number of people participating in anti-hate messaging and action.

GOAL 4

Between July 1, 2022 and June 30, 2025, increase by 15 the number of organizations collaborating to provide services to persons targeted by hate acts.

STRATEGIC PRIORITY 4

ENGAGING INTERNAL AND EXTERNAL STAKEHOLDERS WITH A COMPREHENSIVE COMMUNICATIONS STRATEGY

The LACCHR has faced major changes and transitions in recent years. In order to fulfill its mission and vision, the Commission needs to develop a greater ability to assert and protect the fundamental human rights of vulnerable populations, especially during times of crisis. We need to create greater autonomy in our actions without having to be concerned about severe budget reductions or structural changes that can weaken the Commission’s effectiveness. We can do so by increasing the visibility, awareness and support of our Commission’s work among key stakeholders and the public, and ensuring HRC programs are based on relationship building, practice-based evidence, and evidence-based practices. We aim to integrate human rights education and advocacy into our work, increase human relations proficiencies among staff, and promote such proficiencies in our department and throughout county government.



STRATEGIC PRIORITY 4

GOAL 1

By January 1, 2023, develop and implement systems and procedures to address priority requests, including establishing criteria and procedures to prioritize requests, for the purpose of improving the quality of LACCHR's response to requests for assistance from all constituents including: Board of Supervisors, CEO, Commissioners, Department executives, partners, organizations, constituents and other stakeholders.

GOAL 2

Between July 1, 2022 and June 30, 2025, increase the scope and frequency of communications with partners and constituents to at least one weekly communication, in order to strengthen engagement and expand network of stakeholders.

GOAL 3

Between July 1, 2022 and June 30, 2025, increase by 25% each year the number of responses from LA County Board offices and other stakeholders to communications from the Commission and staff that raise our visibility.





STRATEGIC PRIORITY 5

BUILD CAPACITY OF LA COUNTY AGENCIES, CITIES, AND ORGANIZATIONS TO ADVANCE EQUITY AND PROMOTE POSITIVE HUMAN RELATIONS

To have a greater impact with limited staff resources in such a large and populous county, we need to increasingly build the capacity of communities and institutions, and away from service delivery-oriented projects that are dependent on our individual staff relations and skills and cannot be institutionalized or replicated in other contexts. As the County’s Human Relations Commission, we need to strengthen our leadership among the other governmental and non-governmental human relations agencies in our county. Sharing resources and information can produce impactful results and increase coordination and collaboration on key issues and solutions. Education and training are important parts of capacity-building work.

STRATEGIC PRIORITY 5

GOAL 1

Between July 1, 2022 and June 30, 2025, increase by at least 10% each year the number of LA County agencies, cities, and organizations provided with consultation and/or training to build their capacity for advancing equity and promoting positive human relations.

GOAL 2

Expand the sharing of information and resources among the city-based human relations commissions and similar agencies in the county by increasing the number of new partnerships to 25% of those entities by June 30, 2025, with the goal of undertaking or joining in coordinated efforts to advance a human relations end, such as joining the LA vs Hate campaign.





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REMOTE MEETINGS ALTERNATIVE LOCATIONS FOR COMMISSIONERS

In partnership with the Executive Office of the Board Supervisors and LA County Library, we are pleased to announce alternative locations for commissioners to participate in remote meetings. Ten libraries throughout the county have been identified where commissioners can utilize a conference room to participate in a meeting, subject to availability.

Commissioner Requirements:



Please bring your own laptop, phone or other device to participate in the meeting. Laptops may be available upon request at the Library Customer Service Counter for Commissioners and the public



Commissioners should be willing to act as a liaison to alert the commission of any public participation/comment at their location



Wi-Fi is available and users must agree to Library's Internet Acceptable Use Policy

In accordance with LA County Library guidelines all participants are recommended to:



Confirm current guidelines with Community Library Manager when booking a room



Follow any physical distancing capacities provided by the location



Masks are strongly recommended, but not required, for all persons, regardless of vaccine status.

THE FOLLOWING LA COUNTY LIBRARY LOCATIONS ARE NOW AVAILABLE!

Commissions may book any county library with available space, however, there are 10 primary locations that may be best suited for those alternate locations. Also, additional library protocols will be available and additional sites may be available upon request.

El Camino Real Library 4264 East Whittier Blvd. Los Angeles, CA 90023	AC Billbrew Library 150 E. El Segundo Blvd. Los Angeles, CA 90061	San Fernando Library 217 N. Maclay Avenue San Fernando, CA 91340	Lomita Library 24200 Narbonne Avenue Lomita, CA 90717	Quartz Hill Library 5040 West Avenue M-2 Quartz Hill, CA 93536
Baldwin Park Library 4181 Baldwin Park Blvd. Baldwin Park, CA 91706	Lennox Library 4359 Lennox Blvd. Lennox, CA 90304	West Hollywood Library 625 N. San Vicente Blvd. West Hollywood, CA 90069	South Whittier Library 11543 Colima Road Whittier, CA 90604	La Crescenta Library 2809 Foothill Blvd. La Crescenta, CA 91214

To participate at an alternate location for future commission meetings and to meet Brown Act posting requirements, please work with your commission staff to make arrangements. A full list of libraries is attached.

PROTOCOLS FOR REMOTE MEETING ALTERNATIVE LOCATIONS

As we return to in person/hybrid meetings, we are pleased to announce alternative locations for commissioners to participate in remote virtual commission meetings. The Executive Office of the Board of Supervisors in partnership with the LA County Library have identified two primary libraries per supervisorial district where commissioners can reserve a conference room to participate in a meeting, subject to availability. Additional library locations are available and contact information is provided on the attached list. Below are protocols and tips for a successful meeting.

COMMISSIONER REQUIREMENTS

- All participants are required to adhere to the LA County Library Guidelines
 - LA County continues to strongly encourage the use of masks and physical distancing in indoor facilities and workspaces regardless of vaccination status
 - Please confirm current guidelines with the Community Library Manager when booking a room
 - A laptop may be available for check-out. Please bring your own laptop, phone or other device to participate in the meeting in the event one is not available.
 - If using the Library's wi-fi, agree to the Acceptable Use Policy.
- Commissioners should contact their commission staff to reserve a designated library conference room prior to the posting of the agenda
- Commissioners should be willing to act as a liaison to alert the Commission Chair of any public participation, facilitate public comment, and monitor attendance levels to ensure physical distancing at their location

COMMISSION STAFF PROTOCOLS FOR RESERVING CONFERENCE ROOMS

- Upon receipt of Commissioners request, confirm library location with Commissioners
 - Requests for library locations to be made at least 2 weeks in advance and meetings should take place during the library hours of location choice
- Access [online booking portal](#) for availability, choose "Nonprofit" in the pop up
- When ready to book a room, contact the library and speak to the "Community Library Manager" to secure conference room and discuss room set up, number of participants and agenda posting
 - Please note: the request must be completed by library staff over the phone or in person
- In accordance with the Brown Act, list library address on meeting agenda
- Library staff to provide commissioners with library internet access information

TIPS AND BEST PRACTICES FOR A SUCCESSFUL MEETING

- Ensure the meeting agenda includes the Library address and room name, if applicable, listed as an alternate location
- Mute your device when not speaking
- Use only one device to log in to a meeting
- Silence your cellphone to avoid interruptions
- Use the raise hand feature when requesting to speak
- For any meeting related questions contact staff

LIBRARY CONTACT INFORMATION

Primary Library Locations

A C Bilbrew Library 150 E. El Segundo Blvd. Los Angeles, CA 90061 310.538.3350	Mon-Thurs 10 am - 8 pm, Fri - Sat 10 am - 6 pm, Sun Closed	COVID seating capacity 40
Baldwin Park Library 4181 Baldwin Park Blvd. Baldwin Park, CA 91706 626.962.6947	Mon Closed, Tue -Weds 12 pm - 8 pm, Thurs -Sat 10 am - 6 pm Sun Closed	COVID seating capacity 13
El Camino Real Library 4264 East Whittier Blvd. Los Angeles, CA 90023 323.269.8102	Mon - Thurs 10 pm - 8 pm, Fri - Sat 10 am - 6 pm Sun Closed	COVID seating capacity 8
La Crescenta Library 2809 Foothill Blvd. La Crescenta, CA 91214 818.248.5313	Mon - Thurs 10 pm - 8 pm, Fri -Sat 10 am - 6 pm Sun 1 pm - 5 pm	COVID seating capacity 20
Lennox Library 4359 Lennox Blvd. Lennox, CA 90304 310.674.0385	Mon - Thurs 10 pm - 8 pm, Fri - Sat 10 am - 6 pm Sun Closed	COVID seating capacity 18
Lomita Library 24200 Narbonne Avenue Lomita, CA 90717 310.539.4515	Mon Closed, Tue - Weds 12 pm - 8 pm, Thurs -Sat 12 pm - 6 pm Sun Closed	COVID seating capacity 16
Quartz Hill Library 5040 West Avenue M-2 Quartz Hill, CA 93536 661.943.2454	Mon - Thurs 10 pm - 8 pm, Fri - Sat 10 am - 6 pm Sun Closed	COVID seating capacity 11
South Whittier Library 11543 Colima Road Whittier, CA 90604 562.946.4415	Mon Closed, Tue - Weds 12 pm - 8 pm, Thurs -Sat 12 pm - 6 pm Sun Closed	COVID seating capacity 35
San Fernando Library 217 N. Maclay Avenue San Fernando, CA 91340 818.365.6928	Mon Closed, Tue - Weds 12 pm - 8 pm, Thurs -Sat 12 pm - 6 pm Sun Closed	COVID seating capacity 20
West Hollywood Library 625 N. San Vicente Blvd. West Hollywood, CA 90069 310.652.5340	Mon - Thurs 11 am - 7 pm, Fri - Sat 10 am - 6 pm Sun 1 pm - 5 pm	COVID seating capacity 21

LIBRARY CONTACT INFORMATION

Additional Library Locations

Acton Agua Dulce Library 33792 Crown Valley Rd. Acton, CA 93510 661.269.7101	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity 20
Angelo M. Iacoboni Library 4990 Clark Avenue Lakewood, CA 90712 562.866.1777	Mon Closed, Tue-Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 22
Anthony Quinn Library 3965 Cesar E. Chavez Ave. Los Angeles, CA 90063 323.264.7715	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity 8
Artesia Library 18801 Elaine Ave. Artesia, CA 90701 562.865.6614	Mon Closed, Tue-Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 28
Carson Library 151 East Carson Street Carson, CA 90745 310.830.0901	Mon 10 am-6 pm, Tues-Weds 12pm-8pm, Weds-Fri 10 am-6 pm, Sat -Sun Closed	COVID seating capacity 12 Closed for refurb; call for availability
Castaic Library 27971 Sloan Canyon Road Castaic, CA 91384 661.257.7410	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity 12
City Terrace Library 4025 East City Terrace Drive Los Angeles, CA 90063 323.261.0295	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity 8
Claremont Helen Renwick Library 208 N. Harvard Ave. Claremont, CA 91711 909.621.4902	Mon Closed, Tue-Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 25
Clifton M. Brakensiek Library 9945 E. Flower Street Bellflower, CA 90706 562.925.5543	Mon Closed, Tue-Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 15
Compton Library 240 West Compton Blvd. Compton, CA 90220 310.637.0202	Mon Closed, Tue-Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 33

Culver City Julian Dixon Library 4975 Overland Avenue Culver City, CA 90230 310.559.1676	Mon, Wed, Thur, Fri 10 am -6 pm, Tue 12 pm - 8 pm, Sat - Sun Closed	COVID seating capacity 18
Diamond Bar Library 21800 Copley Dr. Diamond Bar, CA 91765 909.861.4978	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity 15
Duarte Library 1301 Buena Vista Street Duarte, CA 91010 626.358.1865	Mon, Wed, Thur, Fri 10 am -6 pm, Tue 12 pm - 8 pm, Sat - Sun Closed	COVID seating capacity 40
East Rancho Dominguez Library 4420 East Rose Street E. Rancho Dominguez, CA 90221 310.632.6193	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity 18
El Monte Library 3224 Tyler Avenue El Monte, CA 91731 626.444.9506	Mon Closed, Tue-Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 20
Gardena Mayme Dear Library 1731 West Gardena Blvd. Gardena, CA 90247 310.323.6363	Mon Closed, Tue-Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 18
Hacienda Heights Library 16010 La Monde St. Hacienda Heights, CA 91745 626.968.9356	Mon - Thurs 10 pm - 8 pm, Fri - Sat 10 am - 6 pm, Sun 1 pm - 5 pm	COVID seating capacity 20
Hawthorne Library 12700 Grevillea Avenue Hawthorne, CA 90250 310.679.8193	Mon Closed, Tue-Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 18 Closed for refurb; call for availability
Huntington Park Library 6518 Miles Avenue Huntington Park, CA 90255 323.583.1461	Mon Closed, Tue-Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 9
La Canada Flintridge Library 4545 North Oakwood Avenue La Canada Flintridge, CA 91011 818.790.3330	Mon Closed, Tue-Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 15

LIBRARY CONTACT INFORMATION

Additional Library Locations

La Mirada Library 13800 La Mirada Blvd. La Mirada, CA 90638 562.943.0277	Mon Closed, Tue- Wed 12 pm - 8pm, Thurs-Sat 10 am- 6 pm, Sun Closed	COVID seating capacity 22
La Puente Library 15920 East Central Avenue La Puente, CA 91744 626.968.4613	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 21
La Verne Library 3640 D. Street La Verne, CA 91750 909.596.1934	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 12 Closed for refurb; call for availability
Lancaster Library 601 W. Lancaster Blvd. Lancaster, CA 93534 661.948.5029	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 36
Lawndale Library 14615 Burin Avenue Lawndale, CA 90260 310.676.0177	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 18
Leland R. Weaver Library 4035 Tweedy Blvd. South Gate, CA 90280 323.567.8853	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 21
Library Headquarters 7400 E Imperial Hwy Downey, CA 90242 562-940-8400	Monday - Friday 9am -5pm	Call for COVID seating capacity
Live Oak Library 22 W. Live Oak Ave. Arcadia, CA 91007 626.446.8803	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity 12
Lloyd Taber-Marina del Rey Library 4533 Admiralty Way Marina del Rey, CA 90292 310.821.3415	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity N/A Closed for refurb; call for availability
Los Nietos Library 8511 Duchess Drive Whittier, CA 90606 562.695.0708	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity 9

Lynwood Library 11320 Bullis Road Lynwood, CA 90262 310.635.7121	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 16
Malibu Library 23519 West Civic Center Way Malibu, CA 90265	Mon - Thurs 10 pm - 8 pm, Fri - Sat 9 am - 5 pm Sun 1 pm - 5 pm	COVID seating capacity 18
Manhattan Beach Library 1320 Highland Avenue Manhattan Beach, CA 90266	Mon - Weds 10 pm - 8 pm, Thurs - Sat 10 am - 6 pm Sun 1 pm - 5 pm	COVID seating capacity 24
Montebello Library 1550 West Beverly Blvd. Montebello, CA 90640 323.722.6551	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 10
Norwalk Library 12350 Imperial Hwy. Norwalk, CA 90650 562.868.0775	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 31
Norwood Library 4550 North Peck Road El Monte, CA 91732 626.443.3147	Mon 10 am-6 pm, Tues-Weds 12pm-8pm, Weds-Fri 10 am-6 pm, Sat -Sun Closed	COVID seating capacity 12
Paramount Library 16254 Colorado Avenue Paramount, CA 90723 562.630.3171	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 5
Pico Rivera Library 9001 Mines Ave. Pico Rivera, CA 90660 562.942.7394	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 12
Rivera Library 7828 S. Serapis Avenue Pico Rivera, CA 90660 562.949.5485	Mon 10 am-6 pm, Tues-Weds 12pm-8pm, Weds-Fri 10 am-6 pm, Sat -Sun Closed	COVID seating capacity 8
Rosemead Library 8800 Valley Blvd. Rosemead, CA 91770 626.573.5220	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 8

LIBRARY CONTACT INFORMATION

Additional Library Locations

San Dimas Library 145 North Walnut Avenue San Dimas, CA 91773 909.599.6738	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 12
San Gabriel Library 500 South Del Mar Avenue San Gabriel, CA 91776 626.287.0761	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 10
Sorensen Library 6934 Broadway Avenue Whittier, CA 90606 562.695.3979	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity 10
South Whittier Library 11543 Colima Road Whittier, CA 90604 562.946.4415	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 35
Stevenson Ranch Library 25950 The Old Rd. Stevenson Ranch, CA 91381 661.255.2707	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity 15
Sunkist Library 840 North Puente Avenue La Puente, CA 91746 626.960.2707	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity 10

Temple City Library 5939 Golden West Avenue Temple City, CA 91780 626.285.2136	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	Call for COVID seating capacity
Walnut Library 21155 La Puente Road Walnut, CA 91789 909.595.0757	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	COVID seating capacity 12
West Covina Library 1601 West Covina Parkway West Covina, CA 91790 626.962.3541	Mon Closed, Tue- Weds 12 pm - 8 pm, Thurs-Sat 10am - 6pm, Sun Closed	Closed for refurb; call for availability
West Hollywood Library 625 N. San Vicente Blvd. West Hollywood, CA 90069 310.652.5340	Mon-Thur 11 am -7 pm, Fri - Sat 10am -6 pm, Sun 1pm - 5pm	COVID seating capacity 21
Willowbrook Library 11737 Wilmington Avenue Los Angeles, CA 90059 323.564.5698	Mon-Thur 10 am -8 pm, Fri-Sat 10 pm - 6pm, Sun Closed	COVID seating capacity 16

LIBRARY SMARTBOARD CONNECTION INSTRUCTIONS

For library locations with a Webex Smartboard

WEBEX MEETING LOG ON

1. You can enter your Webex meeting number and meeting password on the screen of the smartboard to connect to a meeting directly from the Smartboard.
2. If you want to connect your device, Laptop, iPad, or Chromebook you will need to connect to the smartboard via an HDMI cable.

Note: If connecting from a device via HDMI cable, you will not have control of the volume or camera on the smartboard. You will utilize the speaker and camera from your device

3. Your device must have either the Webex Meetings app or you can connect the meeting via internet browser to launch the meeting if connecting from your device.

Note: Chromebooks are internet browser-based only to connect to meetings.

4. If logging in on your device, locate Webex Meetings app and launch or launch via a web browser.

Note 1: To connect via Webex Meetings app, enter the meeting number or link and password.

Note 2: To connect via Web browser, please open the meeting link from the calendar invite, and copy & paste the meeting link into the browser URL. Once the website is launched, click the **Join from your browser** button in the middle of the device screen to join the meeting.

App Download: <https://www.webex.com/app-redirect>

ZOOM MEETING LOG ON

1. To connect from your device, Laptop, iPad, or Chromebook you will need to connect to the smartboard via an HDMI cable.

Note: If connecting from a device via HDMI cable, you will not have control of the volume or camera on the smartboard. You will utilize the speaker and camera from your device

2. Your device must have either the Zoom app to launch the meeting, or the meeting can be open via a web browser if connecting from your device.

Note 1: To connect to meeting via app, locate and open the Microsoft Teams App, and enter the link

Note 2.: To connect via Web browser, please open the meeting link from the calendar invite, and copy & paste the meeting link into the browser URL. Once the website is launched, click the **Start from browser** button at bottom of the device screen to join the meeting.

App Download: <https://zoom.us/client/5.10.4.5035/ZoomInstaller.exe?archType=x64>

LIBRARY SMARTBOARD CONNECTION INSTRUCTIONS

For library locations with a Webex Smartboard (Cont'd)

MICROSOFT TEAMS MEETING LOG ON

1. To connect your device, Laptop, iPad, or Chromebook you will need to connect to the smartboard via an HDMI cable.

Note: If connecting from a device via HDMI cable, you will not have control of the volume or camera on the smartboard. You will utilize the speaker and camera from your device

2. Your device must have either the Microsoft Teams app launch the meeting, or the meeting can be open via a web browser if connecting from your device.

Note 1: To connect to a meeting via app, locate and open the Microsoft Teams App, and enter the link

Note 2.: To connect via Web browser, please open the meeting link from the calendar invite, and copy & paste the meeting link into the browser URL. Once the website is launched, click the **Join from web instead** button at bottom of the device screen to join the meeting.

App Download for Desktop:

<https://www.microsoft.com/en-us/microsoft-teams/download-app#desktopAppDownloadregion>

App Download for Mobile:

<https://www.microsoft.com/en-us/microsoft-teams/download-app#office-CustomSpacingTemplate-uoh60pc>



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

AGENDA
MEETING OF THE AD HOC COMMITTEE
ON POLICING & HUMAN RELATIONS

Monday, December 5, 2022
10:00AM – 11:30AM

Via Microsoft Teams
Or Call In at +1 (213) 204-2512
Phone Conference ID: 531 983 627#
Los Angeles County, CA

Our Mission: To transform Prejudice into Acceptance, Inequity into Justice, and Hostility into Peace.

Members: Commissioners Isabelle Gunning, Sandra Thomas, Preeti Kulkarni, Fredrick Sykes, Derric Johnson, Jeanette Ellis-Royston, Gay Yuen, Tonya McKenzie

Guests: Seva Rodnyansky, Jorgen Harris, Intern Cynthia Chockalingam

Staff: Robin Toma, Robert Sowell, Monica Lomeli, Pierre Arreola, Joshua Parr

AGENDA

- I. Report: Research Partners (SOW I) – 30 Minutes
- II. Discussion: Project Updates – 40 Minutes
 - a. Sheriff Accountability
 - b. Trauma-Informed Policing
 - c. San Gabriel Valley Updates
 - d. Long Beach Updates
- III. Discussion: County Updates – 15 Minutes
 - a. Public Safety Cluster
 - b. Alternative Crisis Response Convenings
 - c. Care First Community Investment Initiative
 - d. Countywide Criminal Justice Coordination Committee
- IV. Discussion: Future Business – 5 Minutes
 - a. Current Events

CALIFORNIA

Paul Schrade dies; union leader survived bullet to the head when Robert F. Kennedy was killed



Paul Schrade, hit by one of the bullets fired the night Sen. Robert Kennedy was assassinated, holds a news conference in 1968.

(Associated Press)

BY [STEVE MARBLE](#) OBITUARIES EDITOR

NOV. 9, 2022 12:33 PM PT

Paul Schrade soaked up the excitement as the crowd roared and Robert Kennedy smiled and leaned into the microphone: “So my thanks to all of you, and on to Chicago and let’s win there.”

Kennedy had just won the 1968 Democratic presidential primary in California, and there was a palpable sense inside the old Ambassador Hotel that the young New York senator had seized enough momentum to carry his suddenly super-charged campaign through to the convention in Chicago.

And then everything went to hell.

An auto workers union leader who had introduced Kennedy to powerful labor figures such as Cesar Chavez and Dolores Huerta, Schrade was walking a pace or two behind Kennedy when the first shot was fired.

“I got hit by the first shot,” Schrade told *The Times*. “I was right behind Bobby. It was meant for him and got me. I thought I had been electrocuted. I was shaking violently on the floor and saw flashes.”

When he looked up, Schrade saw Kennedy slumped on the ground, a young busboy cradling the dying senator’s head in his hands. By the following day, Kennedy was dead and a young Jordanian immigrant named Sirhan Sirhan was behind bars, accused of killing the senator.

Kennedy’s death hung over the nation for decades, altering the course of American politics and forming a dismal closing chapter to a turbulent decade. To some, it marked a farewell to a generation’s innocence.

Schrade slid into depression, lost reelection to his union leadership post and returned to the auto assembly line. He also became convinced that there was more than one gunman in the hotel ballroom that June night and that Sirhan — who has repeatedly been denied parole over the last half century — did not fire the shot that killed Kennedy.

An authority on the Kennedy assassination who testified on Sirhan’s behalf at parole hearings, Schrade died early Wednesday after a brief illness at his home in Los Angeles, according to his brother-in-law, Martin Weil. Schrade was 97.



Paul Schrade holds photos of Sirhan Sirhan's revolver. Schrade became an authority on the assassination and testified on Sirhan's behalf at parole hearings.

(Damian Dovarganes / Associated Press)

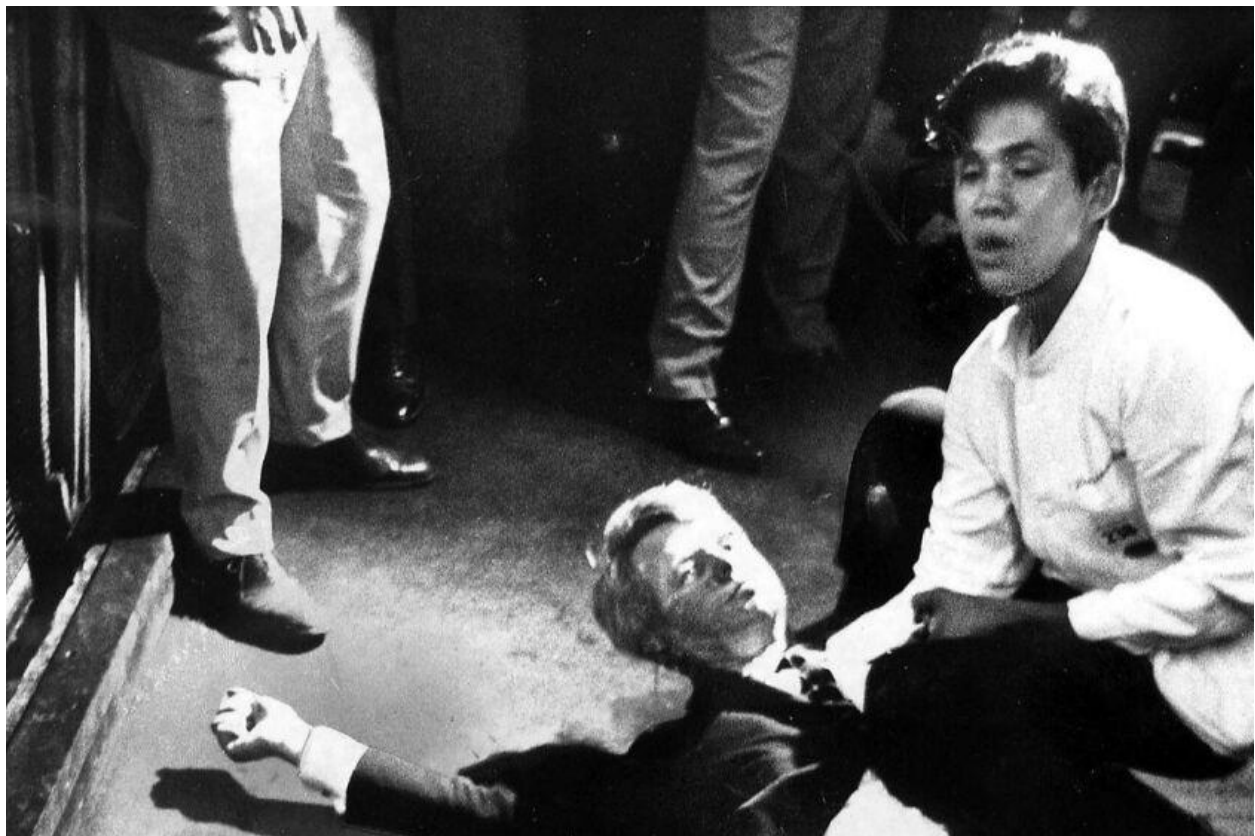
While he believed police and prosecutors had bungled the assassination probe and had failed to earnestly look for a second shooter, he spent the bulk of his energy chasing the causes Kennedy had embraced — ending the war in Vietnam, fighting for the marginalized, dampening the racism that still flared in plain view.

Schrade also helped lead the effort to transform the Ambassador Hotel into a school complex, upending Donald Trump's plan to build what the future president pledged would be the tallest building in the country. The library at Robert F. Kennedy Communities Schools is now named in Schrade's honor.

Born Dec. 17, 1924, Schrade was raised in Saratoga Springs, N.Y., and briefly attended Yale before heading west for a job at North American Aviation in Los Angeles and then rising up the ranks of the United Automobile Workers Union. He struck up a friendship with Kennedy when the future senator's brother was on his way to becoming president.

In 1965, he joined Chavez and Huerta in the farmworkers' struggles and twice arranged for Kennedy to travel to Delano to support striking farmworkers. The connection between the New England-bred politician and the charismatic Chavez may well have helped propel Kennedy to victory in California.

Many of America's darkest moments, the assassinations of President John F. Kennedy and the Rev. Martin Luther King Jr. among them, spawned mysteries and conspiracy theories. And so it was with the death of Robert Kennedy. How could it be, skeptics asked, that Kennedy was shot from behind while Sirhan was standing in front of him? Sirhan's revolver held eight bullets, but some insisted more shots had been fired and that ballistics evidence pointed to a second gun.



CALIFORNIA

[Must Reads: The busboy who tried to help a wounded Robert F. Kennedy in 1968 dies. His life was haunted by the violence](#)

Oct. 3, 2018

Los Angeles police grudgingly reinvestigated the shooting in the 1970s and again concluded that Sirhan was the lone gunman.

For his own part, Sirhan was little help. He testified that he had been at a firing range earlier that day, had come to the Ambassador to attend a party and had briefly left the hotel and then returned after deciding he was too drunk to drive. The rest of the night was enveloped in fog, he said.

Sirhan offered contrition at his parole hearings, but always stopped short of taking full blame.

“Sen. Kennedy was the hope of the world and I injured, and I harmed all of them and it pains me to experience that, the knowledge for such a horrible deed, if I did in fact do that,” he testified after being recommended for parole in 2021.

To Schrade, none of it added up. The police investigation felt rushed and sloppy, and key pieces of evidence had been ignored, he said. The closer he looked, the more convinced he was that Sirhan did not shoot Kennedy.

“Yes, he did shoot me. Yes, he shot four other people and aimed at Kennedy,” Schrade told the Washington Post. “The important thing is he did not shoot Robert Kennedy. Why didn’t they go after the second gunman? They knew about him right away. They didn’t want to know who it was. They wanted a quickie.”

In 2016, Schrade testified on Sirhan’s behalf but the parole board, as it had before and would again, denied him parole.

“Sirhan, I’m so sorry this is happening to you,” Schrade shouted as Sirhan was led away in handcuffs.

When Gov. Gavin Newsom rejected parole for Sirhan in January 2022, marking the 16th time he’d been denied freedom, Schrade was saddened, but hardly surprised.

“He did not shoot Robert Kennedy and should have been released long ago,” he said.

Schrade is survived by a sister, Louise “Weezie” Stone Duff. His wife, Monica Weil, died in 2019.

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GET IN TOUCH

510 S. Vermont Avenue
 Los Angeles, CA 90020
 ad.lacounty.gov
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**Aging & Adult Information &
 Assistance Line:**
 (800) 510-2020

Report Elder Abuse:
 (877) 477-3646

Community & Senior Centers:
 (323) 260-2003

**Disability Information &
 Access Line:**
 (888) 677-1199

November 8, 2022

TO: All Aging and Disabilities Employees

FROM: *Dr. Laura Trejo*
 Dr. Laura Trejo, Director
 Aging and Disabilities Department

**SUBJECT: PASSING OF ELLIE WOLFE, PROGRAM
 MANAGER, INTERNAL SERVICES & SUPPORTS
 DIVISION, ADMINISTRATIVE SERVICES BRANCH**

It is with heavy heart and great sadness that I announce the death of Ellie Wolfe. Our beloved manager, coworker, and friend, passed away on Sunday, October 30, 2022, holding her daughter's hand.

Ellie as you all know was the Program Manager over the Internal Services and Supports Division. Her dedication to the department, to the community and her co-workers is one of the reasons why CSS, WDACS and now Aging & Disabilities has succeeded. Ellie's work ethic, knowledge, vast relationships throughout the county, and her genuine and unconditional love for all is what made her truly a unique human being.

She was instrumental with many projects within the service and senior centers, APS and with Purposeful Aging Los Angeles. She led many capital projects and emergency preparedness fairs and was a leader in her field. The creation of 510 S. Vermont, as we know to be our headquarters with its amazing structure, beautiful artwork, incredible outdoor spaces was because of Ellie's perseverance to make things beautiful for all.

Ellie started her County career at Community & Senior Services (CSS) on July 28, 1997, as a Community Services Analyst Aid. She moved up the ranks and promoted to a Community Services Analyst II, a Community Services Analyst III, an Administrative Services Manager I, and an Administrative Services Manager II.



On December 26, 2012, Ellie was promoted to a Program Manager at WDACS, and then in July 2022, she became an employee with the Aging & Disabilities Department.

As a Program Manager, Ellie was very excited that the Aging & Disabilities Department was launched, as she wanted for older and disabled adults to have a place to call home if they needed services.

The loss of Ellie Wolfe has touched us all. We all have memories, funny and sad stories we shared with Ellie and she listened and gave support and encouragement. Ellie loved her co-workers and her job. She enjoyed coming to work everyday and we enjoyed her. Ellie would share her stories about work and her work family with her children.

Here is a note from her daughter Lori:

A farewell message to her work family...

Ellie Wolfe spent over a third of her life working for the County of Los Angeles and considered it a second family. She lost her battle with Cancer on October 30th, just before her 75th birthday.

What started as a temp job turned into a life's passion of public service. She loved working with so many bright and talented people, and always credited teamwork for getting a job done. She saw potential in every person, project, and challenge. From the late 90's, when she helped set up job retraining programs for people whose careers had become obsolete.

To the pandemic when the department needed to find creative ways to feed thousands of homebound seniors, after many senior centers and services had to shut down. No idea was too out of the box, and every idea was listened to with respect. When she heard something could not be done her response was always the same "who's going to stop us?" because she truly cared about every person receiving services and would not stop until they had what they needed. That's who my mom was, committed to serve the most in need. She had no plans to retire, she always said that she worked with an amazing group of people and what they accomplished together made a real difference, in the real world, to people every day. Why would she want to stop doing that?

It would be her hope that her energy, work ethic, care and compassion would live on through those who knew her. She would want you to continue to care and help the most in need and be the great public servant she was. She would want that as you all truly inspired her and loved her and for that I am forever grateful.

It is a difficult time for all of us, therefore, we have reached out to the Department of Human Resources, Employee Assistance Program. As soon as a meeting is scheduled you will be notified.

In the meantime, do not hesitate to reach out to the Employee Assistance Program for assistance and support. The links are provided below:

<https://employee.hr.lacounty.gov/employee-assistance-program/>

<https://employee.hr.lacounty.gov/wp-content/uploads/2022/09/EAPBrochure8.22.pdf>

<https://employee.hr.lacounty.gov/wp-content/uploads/2022/02/Wellness-Resources-for-County-Employees-FINAL-2-14-22.pdf>

Celebration of Life for Ellie Wolfe

The family has scheduled a **Celebration of Life for Ellie on Sunday, November 20, 2022, at 3 p.m.** The family requests that anyone that is interested in attending, please click the Facebook link below and click interested. The family is requesting a head count as soon as possible to ensure the location is secured and able to accommodate all that wish to attend.

Facebook link

https://m.facebook.com/events/418752593797275/?acontext=%7B%22ref%22%3A%2252%22%2C%22action_history%22%3A%22%5B%7B%5C%22surface%5C%22%3A%5C%22share_link%5C%22%2C%5C%22mechanism%5C%22%3A%5C%22share_link%5C%22%2C%5C%22extra_data%5C%22%3A%7B%5C%22invite_link_id%5C%22%3A615851856949640%7D%7D%5D%22%7D&refsrc=deprecated&_rdr

Anyone that does not have Facebook and wishes to confirm their attendance for Sunday, November 20, 2022, please email Henry Lopez at hlopez@ad.lacounty.gov

As soon as the location is confirmed by the family, it will be provided to all of you.

Cards and Expressions of Sympathy

Cards may be sent to Ellie's daughter:

Lori Reese

231 E. Alessandro Blvd. A526

Riverside, CA 92508

In lieu of flowers

The family kindly asks for donations to the Los Angeles Zoo in honor of Ellie. Please click the link below, follow the instructions, and indicate that you are donating in honor of Ellie Wolfe.

<https://lazoo.wedid.it/>



Our deepest condolences and prayers are extended to the family and all of you during this difficult time.

LT:LCS:lcs