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Edward Yen

Board Executive Officer

COMMISSION ON HUMAN RELATIONS

LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

October 1, 2025

MEMORANDUM TO THE COMMISSIONERS

FROM: Helen Chin, President

SUBJECT: Meeting of the Commission/Executive
Committee on Human Relations, October 6, 2025

Our Commission will meet on Monday, October 6, 2025 at 12:30 p.m.,

at 510 S. Vermont Ave., 9th Floor, Room B-TK08, Los Angeles.

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

Parking is located at 523 Shatto Place. Please pull a ticket when entering the parking structure. Please take the elevator to the 9th floor and walk through the bridge, which is located towards the northwest corner of the parking structure, to reach Terrace (T) Level of the building. Call 323-719-9187 when you are in the lobby, (unless you have a key card to enter the elevators going up to the 15th floor). Prior to leaving the facility, please take your ticket to either security desk (Ground Level or Terrace Level) for validation. **Do not park at the 510 South Vermont Avenue structure. Violators may be towed at vehicle owner's expense.**

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

If you are unable to join the meeting, please call me at (323) 719-9187 no later than 9:00 a.m., Friday, October 3rd.

Brittany Martinez
L.A. County Commission on Human Relations
Executive Office of the Board of Supervisors

510 S. Vermont Ave., 15th Floor
Los Angeles, CA 90020
(323) 719-9187

Los Angeles County Commission on Human Relations, 510 S. Vermont Ave, Los Angeles, CA 90020 – (323) 719-9187



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

AGENDA

MEETING OF THE COMMISSION/EXECUTIVE COMMITTEE ON HUMAN RELATIONS

Monday, October 6, 2025 – 12:30-2:00 pm

LA County Vermont Corridor Bldg. - 510 S. Vermont Ave. - LA, CA 90020
9th Floor Terrace Conference Room B (TK08)

Also via MS Teams Video and Audio Conferencing 213-204 2512,,980587174# [Click here to join the meeting](#)

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

- 1. Call to Order and Land Acknowledgment (12:30)**
- 2. Review & Approval of September 8, 2025 Meeting Minutes***
- 3. President's Report (12:33)**
 - 3.1. Spotlight on our Staff: Brittany Martinez, Commission Secretary
 - 3.2. Participation in Meeting on the EO Report on Commissions to the Board
 - 3.3. Actions taken regarding supplemental budget impact on HRC*
- 4. Executive Director's Report (12:45)**
 - 4.1. Budget, Admin and Program Updates
 - i Budget actions and impact on HRC programs and services
 - ii Known departmental organizational changes
 - iii FIFA Human Rights Action Plan Stakeholder Feedback sessions
 - iv Upcoming LA vs Hate United Against Hate Week Oct 19-24*
 - 4.2. Communications Update (PIO Cowser)
- 5. Committee Reports (12:55)**
 - 5.1. Transformative Justice Committee* (Gunning)
 - 5.2. Human Rights Committee (Yuen)
 - 5.3. Policy and Advocacy Committee (Gunning)
 - 5.4. Ad Hoc Strategic Planning Committee (Kulkarni)
- 6. Public Comment (3 minutes per person) (1:05)**
- 7. Action/Discussion Items (1:10)**
 - 7.1. Status of LA County Human Rights Award Nominations*
 - 7.2. Impact of Sept 30th budget actions on HRC staff and services
 - 7.3. Federal Immigration Activities in LA County and Commission/Community responses
 - 7.4. Collaboration with County Office of Anti-Racism, Diversity and Inclusion (ARDI)
- 8. Commissioner Announcements (2 minutes per Commissioner) (1:55)**

9. Adjournment

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

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

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

Note: The following Commissioners will be participating by teleconference communication from the following corresponding locations: Asuzena Favela- 700 S. Flower, Los Angeles, CA 90017; Dandy De Paula- 21815 Pioneer Blvd., Hawaiian Gardens, CA 90716; Isabelle Gunning: 6215 Acacia St, Los Angeles, CA 90056; Derric Johnson- 901 Massachusetts Avenue, NW, Washington, DC 20001

PUBLIC COMMENT

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

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



Los Angeles County Commission on Human Relations

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

PROPOSED MINUTES

COMMISSION ON HUMAN RELATIONS

Meeting of September 8, 2025

PRESENT:	Michael Cheung	Kevork Keushkerian*
	Helen L. Chin	Preeti Kulkarni
	Dandy De Paula*	Jason Moss
	Jeanette Ellis Royston	Serena Oberstein
	Azusena Favela*	Fredrick Sykes
	Derric J. Johnson**	
ABSENT:	Ilan Davidson	Isabelle Gunning
	Lisa Dabbs	Gay Yuen
STAFF:	Tony Cowser	Robin Toma
	Brittany Martinez	Siranush Vardanyan
	Robert Sowell	

- 1. Call to Order and Land Acknowledgment of Indigenous Peoples:** Commission President Helen Chin called the meeting to order at 12:31 p.m. with a quorum in attendance. President Chin began by reading the LA County Land Acknowledgment, which can be found at the following link: [Land Acknowledgment – \(lacounty.gov\)](http://lacounty.gov). She recognized the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples as original inhabitants of these lands, honoring and paying respect to their elders and descendants; acknowledged that settler colonization resulted in land seizure, disease, subjugation, slavery, relocation, broken promises, genocide, and multi-generational trauma; and reminded us of our responsibility and commitment to truth, healing, and reconciliation, and to elevating the stories, culture, and community of the original inhabitants of Los Angeles County.
- 2. Review & Approval of August 4, 2025 Meeting Minutes:** The proposed minutes of the Commission meeting of August 4, 2025 as submitted by Vice President/Secretary Ilan Davidson (VP/Sec. Davidson) were presented by President Chin. A motion to approve was made by Commissioner Fredrick Sykes and seconded by Commissioner Michael Cheung. The motion passed with no opposition and an abstention by

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

** This commissioner, and others marked by double asterisks, attended the meeting via internet video (MS Teams link), but did not provide their location address for inclusion on the posted agenda, and were not in compliance with applicable open meeting laws and policies, causing them not to be counted for quorum or for votes.

3. President's Report

3.1 Spotlight on our Partner: William Dyson, Artificial Intelligence (AI) and Human Rights:

President Chin welcomed partner William Dyson, Artificial Intelligence expert. Mr. Dyson thanked the commission for inviting him to speak and shared that he has been involved in AI for 30 years and was one of the few Americans that worked in the AI lab in Cambridge University. A discussion was held regarding the energy demands of current AI platforms, with concerns raised about the significant power consumption and heat generation, to the extent that some companies are exploring offshore server farms to manage overheating. In contrast, the Sojourner AI model was introduced as a more sustainable alternative, capable of running directly on personal laptops with approximately 85% greater energy efficiency compared to large server-based systems, and with minimal water usage—comparable to leaving a single light on. This challenges the prevailing narrative that massive infrastructure and high costs are required for advanced AI performance. Additionally, concerns about ethical safeguards in the context of AI and information warfare were addressed, with the current federal administration negotiating financial support to major AI platforms in exchange for access to all searches, search results, and the identity (IP address) of the searchers. Sojourner is guided by a "beloved community license," inspired by Martin Luther King's principles, which imposes stronger ethical guardrails than traditional frameworks, including those used by major AI developers. Notably, Sojourner is built with a consciousness-first perspective, distinguishing it from materialist approaches in mainstream AI design.

3.2 Resisting the Normalization of the Abnormal: President Chin opened with a powerful reflection on the current social and political climate, emphasizing the need to move beyond symbolic solidarity and instead deepen our relationships by engaging in conflict and discomfort together. Participants were invited to consider critical questions: Who are we in solidarity with? What relationships are we nurturing? And whose futures are included in our vision? President Chin called for a collective effort to reject the normalization of systemic injustice, such as state violence, silencing, and community betrayal. Acknowledging the pressures of daily life and societal urgency, particularly within the context of white supremacy, the statement urged the group to resist detachment and instead lean into the discomfort as a path toward deeper connection and transformation. The reflection concluded with an invitation for participants to consider what building beyond solidarity looks like and what it means to grow past our separation.

3.3 LACCHR Transformative Justice Short Film Premiere “Echoes of a System”: President Chin reflected on systems of incarceration and the importance of internal transformation in the broader movement toward abolition. She emphasized that no external system can truly be dismantled without a willingness to confront and release its presence within ourselves—asking, “How am I policing myself? How am I policing others?” Drawing from the work of Adrienne Maree Brown, the discussion challenged the group to reconsider how notions of justice are shaped by our acceptance of incarceration. The reflection invited deeper contemplation on what true justice looks like and how internalized systems must also be unlearned as part of collective liberation.

4. Executive Director's Report:

4.1 Report on International and National Human Rights meetings in Geneva and Atlanta- July 22nd-23rd, August 4th and August 12-15 Artificial Intelligence meeting in Northern California: ED Toma

provided an extended report on recent human rights-related engagements beginning with the International Human Rights meeting in Geneva, which Robert previously reported on. He emphasized two key takeaways: first, that global and local human rights violations are prompting the international community, including the UN, to strengthen connections with local and regional governments. Second, the committee has begun engaging with the Geneva Academy for Humanitarian Law and Human Rights to explore technology to facilitate engagement between local bodies and international human rights mechanisms. Two representatives from the Academy will participate in the upcoming IAOHRA conference to discuss potential collaboration and reporting tools. ED Toma also shared that during his time in Atlanta at the Carter Center, he connected with national human rights leaders focused on strengthening ties between civil society organizations and local human rights agencies. He will participate in follow-up discussions this week to further explore these collaborations. Lastly, he reported on a meeting in Northern California, where he met William Dyson and learned about his development of Sojourner AI. He described the meeting as eye-opening, highlighting both the risks and the potential of this technology, and underscored the importance of understanding Dyson's work and its implications for human rights.

4.2 LA County QPC Award for our HRC's "Equity and Human Rights" Training Team: ED Toma proudly announced that the Equity and Human Rights Training Team has received the Commissioners' Legacy Award from the Quality and Productivity Commission of LA County, a significant and highly regarded honor within County government. While the team submitted an application for recognition, the high honor was unexpected and deeply appreciated. The award places the team among top County initiatives and includes a video showcase, to be presented at an upcoming awards luncheon attended by the Board of Supervisors and department leaders. Special recognition was given to Robert Sowell for his leadership and foundational role in developing the training program, as well as to team leader April Johnson, and current and former members senior staff Oscar Hernandez, Yvette Baharyans, and Gustavo Partida. A short video highlighting the history and impact of the training team is available on our County website and was also shared via a YouTube link in the meeting chat. Members were encouraged to take a few minutes to view the video and celebrate the team's achievement.

4.3 Other Budget, Admin, and Program Updates: It was also mentioned that the opportunity to provide input was missing during key parts of the budget reduction process, but the significance of the cuts and the ongoing changes within the department—especially during this month—was underscored.

- i. **Human Rights Action Plan for FIFA 2026 and budget updates:** An update was provided by ED Toma on the finalization of the Human Rights Action Plan for the FIFA World Cup in LA in the summer of 2026, with an emphasis on moving forward using existing resources. While some needs have already been identified, others will emerge throughout the stakeholder feedback to the plan and the implementation process. The team plans to communicate these needs to both government and the broader community as the need to support human rights initiatives and protect vulnerable populations —particularly in the lead-up to major events such as the 2026 World Cup, the 2027 Super Bowl, and the 2028 Olympics. These events also present opportunities to deepen understanding of the Human Rights needs within the local community. It was noted that while FIFA has outlined key requirements for the Action Plan, it has not provided any funding to support their implementation.
- ii. **Stop the Hate/LA vs Hate Convening of August 22nd:** On August 22nd, the department co-convened a large meeting with the LA vs Hate Rapid Response Network coordinator AAPI Equity Alliance, bringing together over 80 individuals from more than 30 community-based organizations affiliated with both LA vs Hate and Stop the Hate networks. This convening, led by staff Deysy Donis-Santos and AAPI Equity Alliance's Kiran Bhalla, also included participation from Supervisor

Hahn's office and Department Head Executive Officer Eddie Yen. The event demonstrated strong cross-sector support and will lead to ongoing collaboration, helping strengthen anti-hate work across the region. ED Toma also announced an upcoming virtual convening hosted by the California Association of Human Relations Organizations, focused on managing trauma in communities. The session will be held on October 1st at 12 PM via Zoom, and interested members are encouraged to reach out for more details. Lastly, ED Toma shared that the department has a new logo, which will begin appearing in materials. Staff is exploring cost-effective ways to use it —such as through pins or other items—within budget.

4.4 Communications Update — Commission Public Information Officer: PIO Cowser provided a recap of the animated film "Echoes of a System," which was released by the Transformative Justice team. He summarized the media exposure the film received through press releases, news interviews with local press, as well as exposure on the Board of Supervisors and the LA County Public Defender's Office social media channels. Next, PIO informed the commission about a new report, "A Human Rights Lens on LA County Government", released by the Commission, which highlights Human Rights work by LA County agencies. PIO Cowser informed the commissioners that the press release would include quotes from all five LA County Supervisors. He then showed the commissioners the new "newsroom" section on the HRC website. This new web page houses all the commission press releases from 2023 to the present. PIO Cowser also stated that various news articles and TV video coverage will be added. He concluded his presentation by showcasing the new collateral materials featuring the new HRC logo, which included posters, decals, and stand-up banners. He also showed a photo of a sign sent by Commissioner Gunning, which featured the "Signs of Solidarity" designed for Koreatown, placed in a prominent location at Southwestern Law School at the cross streets of Westmoreland Avenue and Wilshire Boulevard.

5. Committee Reports

5.1 Transformative Justice Committee (Gunning): Chair Gunning was not in attendance, so Commissioner Favela reported on behalf of the Committee, reporting that the committee met earlier in the day to discuss ongoing custody reform initiatives. Appreciation was extended to staff and particularly to Commission senior staff Dr. Paul Smith for drafting the proposed scopes of work for two narrative collection projects—one focused on custody staff and the other on mental health assistants. These efforts aim to gather firsthand experiences to help shape informed recommendations for improving jail conditions. Additionally, the committee received a brief update on early planning efforts for the upcoming 60th anniversary of the Watts Uprising. Further details will be shared in the future, but members are encouraged to mark their calendars in advance.

5.2 Human Rights Committee (Yuen): Commissioner Yuen, Chair, was not able to be present to give a report on Human Rights Committee, so ED Toma and committee members reported.

5.3 Strategic Planning Committee (Kulkarni): Commissioner Kulkarni, Chair, reported that the Ad Hoc Strategic Planning Committee has not had the opportunity to meet and therefore had no updates to provide.

6. Public Comment: No requests were received from members of the public for comment.

7. Action/Discussion Items

7.1 FY 2025-26 Commission Committees: President Chin reviewed the current

Commission Committee assignments with details of members. Commissioner Oberstein thanked the Commission for adding her to the Policy and Advocacy Committee and shared her interest in being added to the Strategic Planning Committee and the Human Rights Committee. Commissioner Kulkarni made a motion to adopt the Committee list for FY 2025-26 as amended, and Commissioner Jason Moss seconded. The motion passed unanimously with no objections.

7.2 Input requested by Policy Committee about defining Antisemitism: AED Robert Sowell reported that the Commission reviewed a request from Supervisorial District 5 to develop a draft motion to adopt a definition of antisemitism. Staff compared the International Holocaust Remembrance Alliance (IHRA) definition with three others, consulted internal teams, and emphasized grounding the definition in human rights standards, and discussed it on multiple occasions with the Policy committee. A draft was developed describing antisemitism as prejudice, bias, hatred, hostility, or violence against Jewish people or organizations, with examples of what would and would not qualify. President Chin thanked AED Sowell and the committee, noting their recommendation to adopt the definition while continuing to refine the language on Zionism. President Chin acknowledged the sensitivity of the discussion, the absence of Muslim, Palestinian, and Arab voices, and stressed the need for a practical, functional definition for LA County. Commissioner Kulkarni expressed discomfort with voting at this stage, while ED Robin Toma clarified the purpose was to share progress, gather feedback, and continue refining the draft alongside discussions about AB 715, with input welcomed for the next committee meeting. Commissioner Moss added that antisemitism predates recent events, should be addressed as a longstanding and growing issue, and must be carefully distinguished from legitimate political criticism, particularly regarding Israel and Zionism. Commissioners agreed on the importance of a clear, usable definition with concrete examples to avoid ambiguity, cautioning against assumptions that all protest or criticism is antisemitism. ED Robin Toma clarified that the Policy and Advocacy committee will revise the draft with feedback and return with an updated version for review and adoption.

7.3 Federal Immigration Activities in LA County and Commission/Community Responses: No objections were made to table this item due to lack of time

7.4 Collaboration with County Office of Anti-Racism, Diversity and Inclusion (ARDI): No objections were made to table this item due to lack of time.

8. Commissioner Announcements: No Commissioner announcements were made and moved to adjournment.

9. Adjournment: A motion to adjourn in remembrance that September 15th is the International Day of Democracy was moved by Commissioner Sykes and seconded by Commissioner Kulkarni, which was approved without objection. The meeting was adjourned at 2:15p.m.

Respectfully submitted,

Ilan Davidson
Commission Vice President-Secretary

September 30, 2025

Honorable Supervisors,

As a commissioner and current president of the Human Relations Commission, I write to implore you to consider the impacts of the proposed supplement changes to the County Budget and to consider an alternative way to meet the countywide curtailment goals.

The 23% budget reduction (deletion of 3.0 Senior Human Relations Consultant, 1.0 Human Services Administrator I, and 1.0 Management Secretary III positions, and a reduction in services and supplies as part of the Department's proportional share of countywide curtailments) to the Human Relations Commission will have severe and dire impacts on residents throughout LA County.

Anticipated impacts of the 23% cut in staff positions and the reassignment of our Commission PIO:

- 1) The countywide anti-hate program, LA vs Hate, a top ten PQA award winner, would lose 1/3 of its team of 3 SrHRCs.
- 2) The widely recognized and respected HRC report on hate crimes and incidents would lose 1/3 of its team of 3 SrHRCs.

And all of this is occurring at a time when:

- Federal actions are fueling widespread discrimination against Latinos (targeting based on racial/ethnic and other stereotypes about undocumented immigrants) as well as the other groups most targeted by hate (Blacks, Latinos, Jews, LGBTQ+, Asians, etc.)
- Our latest data shows exceptionally high levels of hate activity in LA County (both hate crimes, hate incidents, bullying, harassment, and other acts of intentional discrimination, etc.)
- We are continuing to ramp up LA vs Hate's Signs of Solidarity campaign in LA County zip codes with high numbers of reported hate acts against the most targeted groups.
- The loss of the SrHRC positions with the least seniority (most recently hired) would cut the anti-hate bystander training expert when needed most.
- A huge part of our success in raising awareness about getting free services for victims of hate acts in LA County is due to LA vs Hate and also our PIO.

Impacts of staff cuts:

- The 23% cut to the LA vs Hate staff team will seriously weaken LA vs Hate's ability to serve tens of thousands who report discrimination and hate due to federal actions and the ripple effect it has on the larger population. Given the massive increase in the federal budget for immigration enforcement that was passed for this current federal FY starting October 1st, what occurred in June (until the injunction) will likely be dwarfed by what will happen to LA County with the huge expansion in funding for more federal agents and detention facilities.
- The elimination of 2 staff positions will hamper the Commission's ability to expand anti-hate bystander trainings, which enable community members to help others who they observe being subjected to discriminatory and bias-motivated actions by others (including those acting under color of law, a violation of California civil rights laws)

- The commission will potentially suffer a major loss to the Commission's training capacity (by 33% - 1 of 3 trainers) to building effectiveness for our community-based organizations (CBOs) that are part of our LA vs Hate Rapid Response Network and Stop the Hate networks serving LA county. (Contractually mandated to receive anti-Black racism, anti-hate bystander training, etc.)

Possible solution that still meets the goals of countywide curtailment:

The Commission staff have identified S&S funds equivalent to the \$857,903.02 reduction in S&EB resulting from the 5 positions slated to be cut. While this represents a serious reduction in resources, it would not have the crippling impact of the proposed drastic cuts to Commission staffing.

The S&S funding reduction identified would not interfere with Measure B funds already approved and allocated to provide the S&S for two of three major contracts for our LA vs Hate system: Hate Reporting and Victim Support System (with 211LA) and the Rapid Response Network of trusted CBOs who partner to support victims and engage in effective hate response/prevention actions.

Supervisors, before voting to approve the changes proposed in this budget item, please consider another way the countywide curtailment goals can be met without cutting the jobs of dedicated and committed Human Relations Commission staff, taking into account how these staff cuts will have considerable impacts on the County's ability to meet County residents' needs at this time of mounting fear and uncertainty stoked by the federal administration with ICE raids, growing hate rhetoric, and hate violence.

I appreciate your time and consideration.

Helen Chin
President, LA County Commission on Human Relations

From: [Toma, Robin](#)
To: [Azusena Favela](#); [Dandy DePaula](#); [Derric J. Johnson](#); guadalupegmontano@gmail.com; [Ilan Davidson](#); [Isabelle Gunning](#); [Isabelle Gunning](#); [Jeanette Ellis-Royston](#); [Kevork Keushkerian](#); [Lisa Dabbs](#); [Michael Cheung](#); [Ph.D. Gay Yuen](#); [Preeti Kulkarni](#); [Jason Moss](#)
Cc: [Martinez, Brittany](#); [Sowell, Robert](#); [Vardanyan, Siranush](#); helenchinlacchr@gmail.com; [Cowser, Antonio](#); [Donis-Santos, Deysy](#); [Candace Reyes](#)
Subject: Invitation to support LA vs Hate's United Against Hate Week (UAHW), October 19-24
Date: Tuesday, September 30, 2025 5:17:56 PM
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)
Importance: High

Dear Commissioners,

Please join us for this *LA vs Hate* signature event, the United Against Hate Week (UAHW), October 19-24, with the press conference launch on October 20th.

With all that is happening in Los Angeles County this year, the numbers of hate crimes and incidents are continuing to be at a high level, and the United Against Hate Week is also a strong opportunity to expand our LA vs Hate Signs of Solidarity campaign distribution of posters for businesses and yard signs for residents.

This is promising to be our biggest UAHW yet, with more neighborhoods and cities involved than ever before!

This year, we expect to have Supervisor Lindsay Horvath, in whose district we'll be in, to be there.

At this October 20th UAHW launch event, we'll also be unveiling a new mural at the San Fernando Valley Community Mental Health Center, with many partners in attendance!

We invite you to individually and organizationally (that you are a leader or member of) to take part. Here's what we are sharing with LA vs Hate community partners about UAHW:

- *Join LA vs Hate's Signs of Solidarity campaign during United Against Hate Week!*
 - *Encourage your neighbors to display lawn signs in front of their homes or hang posters at the local businesses in your neighborhood. This can be a great moment to canvas in your neighborhoods! Visit a [distribution hub](#) near you to pick up lawn signs and posters.*
 - *If you'd like to pick up a bulk order of lawn signs or posters to distribute to your community members, please email candace@taskforce.us.*
 - *Become a distribution hub in your neighborhood! If you are an organization, offer up your space for community members to stop by and pick up Signs of Solidarity materials. If this is of interest, please email candace@taskforce.us.*
 - *Join the campaign digitally by posting on social media using the Signs of*

Solidarity [social media toolkit](#) for neighborhood-specific graphics.

- Upload your events to the [United Against Hate Week Events Calendar!](#)
- Show your support for United Against Hate Week on social media using our [LA vs Hate social media toolkit](#).
- Still in the planning process for UAHW? Use our [2025 partner toolkit](#) for tools and ideas on how to activate your community.
- [Register Here](#) for the next UAHW Webinar

We know that we can all do our part to elevate this signature LA vs Hate event, United Against Hate Week, in a year when we need it greatly.

Thanks so much for taking the time to give this your full consideration.

Robin

Robin S. Toma, Esq.

(he, him)

Executive Director, L.A. County Commission on Human Relations

Executive Office, Board of Supervisors

County of Los Angeles

(213) 639-6089

<https://hrc.lacounty.gov/>

www.LAvsHate.org

EXECUTIVE OFFICE



BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES



Report Hate to 211

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Robin S. Toma, Esq.

(he, him)

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EXECUTIVE OFFICE



**BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES**



Report Hate to 211

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

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

Monday, October 6, 2025 | 10:45AM – 12:15PM

510 S. Vermont Avenue
Los Angeles, CA 90020
9th Floor, Press Room

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

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

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

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

1. **Call to Order and Land Acknowledgement of Indigenous Peoples** (10:45)
2. **Review & Approval of September 8, 2025 Meeting Minutes** (10:47)
3. **Discussion: Sheriff Accountability** (10:50)
 - 3.1. LA County Custody Reform Initiatives
4. **Discussion: Staff & County Updates** (11:30)
 - 4.1. Watts Uprising 60th Anniversary
 - 4.2. Regional Projects
5. **Public Comment (3 Minutes Per Person)** (12:00)
6. **Action Items** (12:05)
 - 6.1. LA County Custody Reform Initiatives
7. **Commissioner & Staff Announcements** (12:10)
8. **Adjournment** (12:15)

Note: The following Commissioners will be participating by conference telephone communication from the following locations: Azusena Favela, 700 S. Flower Street, Los Angeles, CA 90012; Derric Johnson, 901 Massachusetts Avenue NW, Washington, DC 20001.

For translation to other languages o para más información en Español, call (213) 738-2788 or email us at PArreola@hrc.lacounty.gov. An asterisk () denotes that this agenda packet includes written material regarding this agenda item.*

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(213) 738-2788

PROPOSED MINUTES TRANSFORMATIVE JUSTICE COMMITTEE

*Meeting of September 8, 2025
In Person and via Microsoft Teams Video & Audio Conferencing
510 South Vermont Avenue, 9th Floor
Los Angeles, California 90020*

PRESENT:	Azusena Favela *	Jeanette Ellis-Royston
	Derric Johnson *	Preeti Kulkarni
	Fredrick Sykes	
STAFF:	Pierre Arreola	Paul Smith
	Robert Sowell	Joshua Parr

**Attended Virtually in Compliance with the Brown Act*

- 1. Call to Order & Land Acknowledgement of Indigenous Peoples:** Commissioner Azusena Favela called the meeting to order at 10:51 AM, with a quorum in attendance. Commissioner Azusena Favela and Commissioner Derric Johnson joined the meeting virtually from a previously disclosed, publicly accessible location per Brown Act requirements. Commissioner Fredrick Sykes arrived at 10:56 AM. Commissioner Azusena Favela then acknowledged that settler colonization has caused intergenerational trauma and the loss of lands and lives to the native cultures who lived here prior to the later waves of migrants who came to what is now called Los Angeles County.
- 2. Review & Approval of August 4, 2025 Meeting Minutes:** Commissioner Azusena Favela invited a motion to approve the minutes. Commissioner Preeti Kulkarni motioned to approve the minutes of the Transformative Justice Committee meeting on August 4, 2025, as presented by staff. Commissioner Ellis-Royston seconded the motion, and the vote proceeded as follows:

Moved: Kulkarni

Seconded: Ellis-Royston

Ayes: Ellis-Royston, Favela, Kulkarni

Nays: None

Abstain: Johnson

Absent: Gunning, Sykes (Not Present for Vote)

Vote: 3 – 0 – 1

The motion was adopted by a majority.

3. Discussion: Sheriff Accountability

3.1. LA County Custody Reform Initiatives: Staff presented a draft proposal, which emphasizes a non-investigatory approach designed to capture the contributions of Mental Health Assistants (MHA) to stabilization, peer rehabilitation, and harm reduction. The methodology will rely on consent-based interviews, incorporate strong confidentiality measures, and use thematic analysis. The deliverables will include a confidential archive, a thematic report, and joint briefings with the Los Angeles County Sheriff's Department (LASD). Commissioners requested that the proposal be revised to include a clear timeline for the fielding, analysis, and reporting phases. They also asked for clarification about the sample size, which is currently set at five to ten MHAs, with the possibility of expanding to include individuals in nearby roles.

Staff also presented a memo detailing key elements of the proposed custody staff narrative collection project. Staff emphasized that this project should be viewed as an organizational wellness and professional development effort, rather than as punitive oversight. Legal safeguards to be observed include Consent Decrees, the Prison Rape Elimination Act, and the Peace Officers Bill of Rights. LASD representatives have expressed concerns that disclosures might unintentionally trigger mandatory investigations. In response, the commissioners recommended revising the memo to clearly state recruitment and retention benefits of the project. They also advised that County Counsel and the LASD Office of Constitutional Policing be named as legal liaisons in the next draft.

Staff then presented a research paper on Institutional Review Board (IRB) Considerations for municipal governments. The Committee discussed whether to seek formal IRB approval or implement an IRB-mirrored protocol. It was noted that the County Department of Public Health could extend IRB coverage, providing additional protections and increasing LASD's confidence in the project. The Committee requested that staff outline related exceptions to the IRB process for government agencies. The Committee agreed that the IRB pathway decision should be made before drafting the memorandum of understanding (MOU).

4. Discussion: Staff & County Updates

4.1. Watts Uprising 60th Anniversary: Staff Pierre Arreola gave an update on the commemorative event for the 60th anniversary of the Watts uprising, in partnership with the LA City Human Relations Commission and other community stakeholders. The event is scheduled for Saturday, November 8, from 10:00 a.m. to 2:00 p.m. at the Children's Institute in Watts. The event will be organized under the theme "From Fire to Future," and the draft flyer was reviewed during the meeting. The panel will include representatives from the City and County Human Relations Commissions as well as voices from the Watts community.

4.2. Regional Projects: Staff Joshua Parr provided an update on the Collective Trauma Healing Project. The Transformative Justice team is completing a comprehensive literature review on the topic of Collective Trauma Healing and continues to work with subject matter expert Nkem Ndefo and Lumos Transforms.

Staff Paul Smith provided an update on the Unhoused Narrative Collection Project. The Transformative Justice team will launch the project on September 15th in the Antelope Valley in partnership with Valley Oasis and the Department of Veterans Affairs.

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

6. Action Items

6.1. LA County Custody Reform Initiatives: Staff Pierre Arreola will make revisions to the MHA proposal based on Committee member input and will share it with LASD before the next Committee meeting.

Staff Pierre Arreika will make revisions to the custody staff memo based on Committee member input and will prepare to review it once more with Committee members at the next Committee meeting.

Staff Paul Smith will complete research on IRB exceptions that apply to government agencies and provide the Committee with a brief memo to discuss at the next Committee meeting.

The Committee observed that communication with LASD had been minimal since July. Committee members reached a consensus that it was essential to re-engage immediately by providing a courtesy update and sharing revised drafts. Committee members also proposed scheduling a working session with LASD to align expectations on facility access, messaging, and legal safeguards within the next month. Staff Pierre Arreola was tasked with contacting LASD.

6.2. Watts Uprising 60th Anniversary: Staff Pierre Arreola will continue working with government and community partners to plan and produce the event.

7. Commissioner & Staff Announcements: None.

8. Adjournment: Commissioner Azusena Favela presented a motion to adjourn. Commissioner Preeti Kulkarni seconded the motion, and the vote proceeded as follows:

Moved: Favela

Seconded: Kulkarni

Ayes: Ellis-Royston, Favela, Sykes, Kulkarni, Johnosn

Nays: None

Abstain: None

Absent: Gunning

Vote: 5 – 0

The motion was adopted unanimously. Seeing no further business to come before the Commission, the meeting adjourned at 12:10 PM.

Respectfully Submitted,

Azusena Favela

Transformative Justice Committee Secretary

Human Rights Award – Criteria and Selection Process

The criteria are designed to be broad and flexible to allow for refinement and enhancement as the process evolves.

Proposed Award Criteria:

1. Recognition of Human Rights Leadership:

Honors an individual, group of individuals, agency, or program for outstanding achievement in advancing the fulfillment of international human rights treaties, principles, standards, and norms.

2. Eligible Entities:

Open to both governmental and non-governmental individuals, entities, or initiatives. Priority consideration will be given to LA County government-led efforts that actively engage and collaborate with community stakeholders.

Proposed Selection Process:

1. Nomination and Recommendation:

- Staff will solicit and compile nominations, including potential outreach to County departments and agencies to encourage submissions.
- The Human Rights Committee will review nominations and may consult with a panel of human rights experts, as needed, to assist in the evaluation process.

2. Commission Vote:

The Human Rights Committee will recommend a nominee (or nominees) to the full Commission, which will vote to select the award recipient(s).

3. Award Presentation:

The award will be formally presented by LACCHR in collaboration with the Board of Supervisors during their meeting on or near December 10th, in observance of International Human Rights Day.

Human Rights Award 2025 – Timeline

- **July 29 – Human Rights Committee Meeting**
Initial discussion of award criteria and key considerations for the 2025 selection process.
- **August 25 – Human Rights Committee Meeting**
Finalize award criteria and selection process.
- **September 8th – Formally request Human Rights award presentation during December 9th Board meeting.**
- **September 30 – Human Rights Committee Meeting**
Presentation and review of nominees for the 2025 Human Rights Award.
- **October 28 – Human Rights Committee Meeting**
Final decision on award recipient.
- **November 3 – Commission Meeting**
Human Relations Commission votes to approve the selected awardee.
- **November 4 – Board Notification**
Notify the Board of Supervisors of the awardee selection.
- **November 7 – Scroll Request Submission**
Submit request for the creation of scrolls to be presented at the award ceremony.
- **December 9 – Board of Supervisors Meeting**
Official presentation of the 2025 Human Rights Award to the recipient.