COMMISSION ON HUMAN RELATIONS

COMMUNITY AND SENIOR SERVICES OF LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

March 30, 2011

MEMORANDUM TO THE COMMISSIONERS

FROM: Dr. Sandra Thomas, President

SUBJECT: Commission Meeting *of* ***Monday, April 4, 2011***

Our Commission will meet on **Monday, April 4, 2011,** from **12:30-2:30 p.m.**, at 3175 W. Sixth Street, Third Floor, Room 304 (Team Room) Los Angeles, California.

Enclosed is the Agenda and Draft Minutes of March 7, 2011 meeting for your review and approval.

If you are unable to attend the meeting, please call Sharon Williams at (213) 738-2928 or Summer Brown (213) 637-1855 no later than 9:00 a.m., Monday, April 4th.

Please ensure you have your Photo ID to enter the premises or you will need to sign in the reception area/security guard. Thanks.

See you MONDAY!

(Parking is available on 523 Shatto Street, 4th and Shatto. Park on Level 3 and above.)

Racialized Gang Violence Prevention Initiative Committee is scheduled to meet prior to Commission meeting at 11:00 am., 3rd Floor, **Teamwork** Rm. 304. Members: Eleanor Montaño, Chair, Sergio Paz, Co-Chair, Vito Cannella. Staff: Anthony Massengale, Cherylynn Hoff.

Youth Committee will meet prior to Commission meeting at 11:00 am., 3rd Floor, **Vision** Rm. 304. Members: Lea Ann King, Chair, William Lambert, Vice Chair, Mario Ceballos, Susanne Cumming. Staff: Gustavo Guerra Vasquez, Juan Carlos Martinez.

Los Angeles County Commission on Human Relations
3175 W. Sixth Street, Ste. 400, Los Angeles, CA 90020
(213) 738-2788

AGENDA
MEETING OF THE COMMISSION/EXECUTIVE COMMITTEE
Monday, April 4, 2011
12:30 p.m.
3rd Floor Teamwork Room – Ray Bartlett Conference Room
Community and Senior Services Building
3175 W. Sixth Street, Suite 400
Los Angeles, CA 90020

1. **Call to Order/Flag Salute and Moment of Silence (12:30)**

2. **Approval of Minutes of previous meetings* (12:32)**

3. **Public Comment (12:40)**

4. **President's Report (12:45)**
   - 4.1. Mission Statement of the HRC
   - 4.2. CAHRO Conference*
   - 4.3. Countywide Summit on Re-Entry, February 16th *
   - 4.4. Commissioner Conduct and Attendance

5. **Executive Director's Report (1:00)**
   - 5.1. Calendar of meetings of Commission and Committees
   - 5.2. Strategic Plan Updates*
   - 5.3. Corporate Advisory Committee event for May 24th*

6. **For Discussion/Action (1:10)**
   - 6.1. Form for use of JAF Trust Fund* (Cumming)
   - 6.2. Code of Conduct* (Paz)
   - 6.3. Commissioner Meeting Attendance* (Paz)
   - 6.4. Election of the Nominations Committee* (Thomas)
   - 6.5. Communication from LAUSD Superintendent to Elementary Schools re Bias and Harassment*
   - 6.6. Membership in IAOHRA and IAOHRA Conference*

7. **Committee Reports** (1:45) (3 minutes per item, except where noted)**
   - 7.1. Ad Hoc Leadership Committee (Paz)
   - 7.2. Homeless Committee (Cheung)
   - 7.3. Youth Committee (King)
   - 7.4. Racialized Gang Violence Prevention Committee (Montano/Paz)
   - 7.5. Crisis Response Committee (Feng)
   - 7.6. JAF Human Relations Awards Committee (King)

8. **Commissioner's Comments/Announcements (1:56) (2 minutes per item)**

9. **Adjournment (2:00)**

-over-

Note: Susanne Cumming will be participating via conference telephone communication from the following location: 13428 Maxella Avenue, #304, Marina Del Rey, CA 90292; (310) 301-9242.

Para mas información en español, favor de comunicarse al (213) 738-2788.

* Denotes that this or previous agenda packets include written material regarding this agenda item.

** All committee reports are to be submitted in writing in advance for the agenda packet. Meetings are held in English. If interpretation in other languages or accommodations for persons with disabilities are needed, please contact the Commission at (213) 738-2788 at least 72 hours before the meeting . The meetings of the Human Relations Commission are accessible to persons with disabilities. Access to the facility is via the Sixth Street entrance. ST:RST

Los Angeles County
Commission on Human Relations

3175 W. Sixth Street, 4th Floor
Los Angeles, California, 90020

(213) 738-2788
http://www.lahumanrelations.org

[DRAFT] MINUTES
HUMAN RELATIONS COMMISSION
Commission Meeting of March 7, 2011
Community and Senior Services (CSS)
3175 W. Sixth Street, Room 304-Teamwork Room
Los Angeles, California 90020

PRESENT:	Rev. Zedar E. Broadous	Kathay Feng
	Michael Gi-Hao Cheung	Lea Ann King
	Grandmaster Tong Suk Chun	William Lambert
	Susanne Cumming	Eleanor Montaño
	Adrian Dove	Sergio Paz
ABSENT:	Donna Bojarsky	Mario Ceballos
	Vito Cannella	Sandra E. Thomas
STAFF:	Cynthia Banks	Elena Halpert-Schilt
	Summer Brown	Grace Löwenberg
		Robin S. Toma

1. **Call to Order/Flag Salute and Moment of Silence:** The executive committee meeting was called to order by Commissioner Feng at 12:30 p.m. The flag salute and moment of silence were led by Commissioner Paz. At 12:36, quorum was achieved, and the Commission meeting commenced.

2. **Approval of Minutes:** It was moved by Commissioner King, and seconded by Commissioner Cumming, to approve the minutes of the February 7, 2011 meeting as amended. The motion carried unanimously.

3. **Public Comment:** Commissioner King passed out information regarding the upcoming Martin Luther King Jr. Visions of Unity Arts Contest to be held at Torrance Memorial Medical Center on March 28, 2011 and invited all commissioners to attend. Commissioner Feng then acknowledged guest Wendy Gudiel, a Los Angeles Unified School District intern who works within their school operations unit.

4. **Executive Director's Report:** Executive Director Toma presented the following report:

4.1 Calendar of meetings of Commissions and Committees: Executive Director Toma informed the Commissioners that Community and Senior Services (CSS) would soon be introducing an automated system called Legistar to prepare and approve agendas for all commission meetings, and that more detailed information regarding this shift will be available at the next meeting. As he passed out program calendars, he also encouraged committee chairs to develop and finalize re-occurring meeting times so that they would be available to the public.

4.2 Re-Entry Summit on February 16th: Executive Director Toma reported on the recent Re-Entry Summit event that was held on February 16, 2011. There were over 500 guests in attendance, as well as other County officials and leaders from throughout the county, brought together to discuss the implementation of the Re-entry Blueprint that was presented by CSS' UCLA partners. He also mentioned that feedback that was received at the conference will be included in the final report that will be given to the Department of Labor at the end of March. Next steps include meeting with funders from the philanthropic world to see if they can support the Blueprint and L.A County's plans for implementation. Lastly, kudos were given to all of the Commission (Cherylynn Hoff, Tony Massengale, Elena Halpert-Schilt, and Summer Brown) and CSS Workforce branch (Josie Marquez, Maggie Mireles, Maritza Dubie, Serj Evayzian) staff for their hard work and tireless dedication.

4.3 Strategic Plan Implementation: Executive Director Toma wanted to report on three important aspects regarding the strategic plan. 1) Re-entry is a key area within the racialized gang violence focus of the strategic plan; 2) There has been progress with the Homeless Crime Tracking pilot in partnership with several local law enforcement agencies, in which a test run on crimes from 4 different policing agencies is being gathered; and 3) Due to the current economic crisis, a budget has been submitted that reflects a reduction in program, eliminating the Hate Crime Victim Assistance and Advocacy initiative and one vacant Senior Human Relations Consultant position that would result in elimination of the Homeless initiative. Director Banks also reported that there has been an overall reduction of about $20 million within the department due to the loss of ARRA (federal stimulus) funding. She also stated that another challenge would be further cuts in the procurement of supplies and equipment, all of which will now ultimately require Chief Executive Officer (CEO) approval before purchases.

4.4 Corporate Advisory Committee Meeting for May: Executive Director Toma reported that there will be a Corporate Advisory Committee meeting in May featuring guest speaker Freada Kapor Klein, a Human Resources Diversity expert who is with the Level Playing Field Institute. He asked Commissioners if they have organizations that can sponsor, or have members to invite, as this event will help professionals become more aware of corporate diversity issues, and the support needed to be successful at that level and environment.

5. For Discussion/Action

5.1 Form for JAF Trust Fund Guidelines: Commissioner Cumming presented a draft JAF Funding Request form to be used in conjunction with Project Proposal form. After discussion, the motion to approve the JAF Trust Fund Request Form was tabled to the next meeting without objection.

5.2 Fact Sheet on L.A. County Human Relations Commission: Executive Director Toma presented the latest changes to the HRC Fact Sheet. He will bring the final revisions to the next meeting as the graphics and additional input need to be incorporated. Comments should be submitted to him no later than March 21, 2011.

6. Committee Reports

6.1 Ad Hoc Leadership Committee: Commissioner Paz, Chair, reported on the work of his committee. He first went over their work plan that highlighted five major work areas, they are as follows: 1) Develop internal and external communications protocols; 2) Approve code

of conduct for Commission to be signed by all Commissioners; 3) Clarify roles and responsibilities of Commissioners, and confirm and vet roles and responsibilities stated in the retreat summary; 4) Develop, in conjunction with staff, new Commissioner orientation; and 5) Membership development including team and leadership development, capacity strengthening and development, and officer nominations.

After a lengthy discussion regarding these items, Commissioners agreed to accept the report and to put the matters of the Code of Conduct, attendance, and a membership proposal on the April Agenda to be discussed and/or voted upon.

6.2 Homeless Committee: No report given.

6.3 Youth Committee: Commissioner King, Chair, provided an oral and written report. She stated that they will be looking at innovative ways to provide food for youth at various events since current County fiscal procedures do not allow for meals to be provided through use of County funds. Their written report reflects current proposals in progress. They are also working on ways to compensate youth working in HRC programs and this will be a topic of discussion at the next meeting. Commissioner Broadous requested a list of events that need food sponsorship so that he may reach out to his business partners to see if they would be able to assist in their efforts in providing food for youth at various events.

6.4 Racialized Gang Violence Prevention Committee: Commissioners Montaño and Paz passed out a written report to meeting attendees.

6.5 Crisis Response Committee: No report given.

6.6 JAF Human Relations Awards Committee: Commissioner Cumming reported that the JAF Awards will be held on October 11, 2011 at 11:00 am in room 739 at the Hall of Administration. She then thanked staff member riKu Matsuda for all of his assistance in coordinating the event. She closed by passing out nomination forms that will be due at the April 4, 2011 meeting, and voted on at the May meeting.

7. Commissioner's Comments/Announcements: None.

8. Adjournment: Commissioner Feng requested that the meeting be adjourned in the memory of Commissioner Lambert's family member, Gary Brisbeck, who had recently passed. Commissioner Broadous also requested adjournment in memory of John A. "Jack" Kyser. It was moved by Commissioner Cumming, seconded by Commissioner Feng, and approved unanimously to adjourn the meeting in their memory at 2:01 p.m.

Respectfully submitted,

Kathay Feng, Esq.
Vice-President/Secretary

Los Angeles County Community and Senior Services

COMMISSION ON HUMAN RELATIONS

FACT SHEET

Overview

The County of Los Angeles Commission on Human Relations (HRC) is part of Los Angeles County Government with its members appointed by the Board of Supervisors. Each supervisor appoints three commissioners who serve multiple-year terms. The 15-member Commission is a policy advisory body that meets once a month, working with the approximately 20 professional and support staff that execute the Commission's programmatic work.

Mission

Our mission is to foster harmonious and equitable intergroup relations, to empower communities and institutions to engage in non-violent conflict resolution, and to promote an informed and inclusive multicultural society.

Strategic Priorities:

1. **Focus on Youth:** Empower youth with knowledge and skills to become change agents to improve intergroup relations in multi-cultural society.
2. **Crisis Response (Public Safety):** Ensure that vulnerable groups in LA County are safe regardless of their actual or perceived race, ethnicity, ancestry, national origin, gender, gender identity, sexual orientation, language, religious beliefs, disability, homeless status, or any other protected or arbitrary characteristics.
3. **Homeless Initiative:** Reduce prejudice and crimes against the homeless.
4. **Racialized Gang Violence Prevention:** Strengthen the Commission's role in racialized gang violence prevention and community engagement, including through the County's gang violence reduction initiative.
5. **Operational Effectiveness:** Maximize the effectiveness of the Human Relations Commission's processes, structure and operations to support timely and high quality delivery of community-oriented and efficient public services.

Current Programs & Projects:

- *Zerohour:* No Haters Here! Youth Initiative
- Project One: The Bricks human relations youth band
- Hate Crime Victim Assistance Advocacy Initiative
- Network Against Hate Crime
- Racialized Gang Violence Prevention Initiative
- John Anson Ford Human Relations Awards
- Violence Against the Homeless Prevention Initiative
- Annual Los Angeles County Hate Crime Report

Commission on Human Relations
Community and Senior Services
County of Los Angeles
3175 West Sixth Street, Suite 401
Los Angeles, CA 90020
(213) 738-2788
www.lahumanrelations.org

Budget: $3.2 million annually (sources include county general funds, grant-making foundations, federal government)

FREQUENTLY ASKED QUESTIONS

I've never heard of the County Human Relations Commission. What does the Commission do?

We're dedicated to promoting positive human relations in one of the most culturally diverse populations in the world, and to address the causes and harmful effects of discrimination bigotry and prejudice. We do this through a variety of strategies. With our current strategic plan, we focus on youth and schools, tracking and preventing hate crimes and racialized gang violence, and crisis response.

Is this a new agency? When did the Commission get started?

The commission on Human Relations has a legacy that dates back more than 50 years to 1943 when the "Zoot Suit" riots posed a human relations crisis for the county. This incident, during which 1,000 white sailors attacked Latino youth for three days in the streets of Los Angeles, served as a wake-up call to county residents. Following national recognition for its effective work to improve intergroup relations, the Committee became an official agency of County government in 1958 and was renamed the Los Angeles County Commission on Human Relations. The Commission is among the oldest and largest of its kind in the United States. The Commission joined Community and Senior Services in June of 2010.

So what kind of society does the Commission want for LA County?

The Commission's vision is that of an informed multicultural and diverse community linked by interaction, compassion and understanding, and one that is committed to justice, equity, opportunity, accountability, respect and dignity.

Sounds great! How can I help?

There are several ways. First, you can work in your own neighborhood, workplace, and community to be a leader in promoting good human relations. That means educating yourself about how best to deal with hate talk, stereotypes, both conscious and unconscious prejudice in yourself and those around you. We have lots of useful publications on our website, www.lahumanrelations.org.

Next, consider supporting one of the programs or projects of the L.A. County Commission on H.R. For example, youth who are struggling with issues of bias and discrimination in their campuses can use your help. Check out our youth website, Zerohour.com. Or, our Network Against Hate Crime brings together a variety of stakeholders to discuss prevention and education around hate crimes. These are just a few of our programs. Please check out our website pages on these and other programs! If you would like to receive information on volunteer opportunities, please consult our Job Openings & Internships page.

Finally, if you would like to send a tax-deductible donation to fund the work of the Commission, please send a check made payable to the John Anson Ford Trust Fund, L.A. County Human Relations Commission.

COMMISSION ON HUMAN RELATIONS

COMMUNITY AND SENIOR SERVICES OF LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

February 28, 2011

To: Commissioners
From: Robin Toma, Executive Director,
Joshua Tanamachi Parr, Senior Human Relations Staff

Update on HRC's Strategic Plan Goal 3: Homeless Initiative

This document is an update on our Strategic Plan Goal 3. It reports on actions taken by the Los Angeles Human Relations Commission in response to the March 24, 2009 Board motion to address a series of crimes committed against the homeless. This request (attached in full in the addenda) made four specific requests of the HRC, each of which is addressed below.

The two most significant actions in response to this motion have been first, collaborating with the Countywide Criminal Justice Coordinating Committee (CCJCC) and County law enforcement agencies to collect and analyze data on crimes involving the homeless, and second collaborating with the Hollywood Homeless Youth Project to train homeless youth to enter into policy discussions which affect issues of violence against the homeless.

Following is the background and programmatic response of the HRC to the 3/24/09 Board motion.

Background

- On March 24, 2009, the Los Angeles County Board of Supervisors passed a joint motion by Supervisors Zev Yaroslavsky and Don Knabe, requesting the Human Relations Commission to address crimes against the homeless.

- The motion was spurred by several incidents in which crime victims were believed to have been targeted solely because of their homeless status.

- Recognizing that the homeless are vulnerable to crime and violence, the Board of Supervisors directed the County Human Relations Commission to work with criminal justice agencies throughout the County to explore the feasibility of implementing a system to track crimes against the homeless.

Commission Actions Taken in Response to the Board Motion

Board Request #1

Integrate the issues of prejudice and violence against the homeless into its zerohour model high school initiative and its other youth projects to promote a greater understanding of how people become homeless, and to humanize the challenges of homelessness to counter the lack of respect and compassion;....

HRC Response:

1) Homeless Youth Leadership Council- A second iteration of a leadership development program to train homeless and formerly homeless youth to advocate for their own needs began in October of 2010. Partnerships with HBO, the Covenant House California, and the Hollywood Homeless Youth Partnership are in place to sustain this program after the next round of trainings take place, March, 2011. Informational packets, including handouts and a film, accompany workshops held at LA County schools, community centers, and juvenile halls.

2) Project One- The Bricks, the band created from the HRC's Project One, recorded and distributed two songs to raise awareness of homeless issues, one commemorating the death of John McGrath, called, Deaf . The band recently performed a song written from the perspective of a homeless youth living in Los Angeles, a song called Waiting for The Rain at the Countywide Young Offender Re-Entry Summit, (2/16/11).

3) Commission staff has integrated the subject of prejudice and violence against the homeless into Spreading Seeds, a program that works with young adults to transition them from gang influenced lives. Many of LA County's gang members are or have been homeless. Homelessness workshops were organized for the participants in Spreading Seeds, an intensive intervention program to increase homeless awareness and understanding in their community and the County.

Board Request #2

Include in all Commission hate crime trainings conducted for law enforcement professionals an emphasis on investigating whether a crime against a homeless person is motivated by discriminatory attitudes or bias against a disability, including mental or physical disabilities, and to track such crimes; and create a new category in the Commissions hate crime database for those targeting the homeless, and include such occurrences in the Commission's annual hate crime report, in order to identify patterns in location, times, type of crime, and motivation, and notify law enforcement and community members of such trends;

HRC Response:

Law enforcement trainings on the 2009 Hate Crime Report included information about Crimes targeting the homeless. , but since then, none have been scheduled due to a lack of requests likely related to budget reductions impacting trainings.

In its 2008 and 2009 annual Hate Crime Reports, the Commission added a section that focused on hate crimes in which the victims are homeless. Information about these crimes was included in Commission presentations and trainings for law enforcement and other audiences. Copies of this report are available upon request to the public.

Board Request #3

Request the Sheriff and District Attorney, as well as city prosecutors Countywide to track and report all crimes against the homeless, so as to be able to determine whether anti-homeless crime and violence is becoming more or less frequent, what types of crimes they are, and where they are taking place in order to assist efforts to develop strategies and actions to prevent and reduce such crime....

HRC Response:

1) Subsequent to that Board action, Robin Toma, Executive Director of the Human Relations Commission, worked with the Executive Director of the Countywide Criminal Justice Coordination Committee (CJCC) to obtain the formation of a Task Force on Crimes Against the Homeless.

2) The HRC and CCJCC established a task force comprised of representatives from the following agencies:

    - Human Relations Commission
    - CCJCC
    - Sheriff's Department
    - Los Angeles Police Department
    - Police Chief's Association
    - Santa Monica Police Department
    - Pasadena Police Department
    - Long Beach Police Department
    - District Attorney's Office
    - Los Angeles City Attorney's Office

3) The purpose of the Task Force is to explore the feasibility of developing a system to track crimes against the homeless reported in Los Angeles County.
4) A common definition of 'homeless' was developed, and existing methods of capturing the data on crimes against persons who are homeless were identified.

5) While preliminary data indicates that the majority of crimes against the homeless are committed by other homeless individuals – versus the type of hate-motivated crime where an individual is targeted specifically because he or she is homeless – the task force determined that a tracking system would ideally capture all crimes against the homeless, whether or not the crime was bias motivated.

   a. Such information can then be analyzed and used to:
      i. track trends in crimes against the homeless
      ii. develop strategies and actions to prevent and reduce such crime
      iii. educate the public regarding the homeless and the amount of crime they experience in comparison to the general population
      iv. inform policy discussions on resource allocation and homeless population needs
      v. pursue grant funding for assistance/outreach to homeless victims

A pilot project is underway with the agencies represented in the task force. After a total of 11 meetings, the CCJCC, and the HRC are coordinating LASD, LAPD, Santa Monica, Long Beach and Pasadena Police Departments to extract three months of pilot data from October through December 2010 to determine the ability of the agencies to submit its data in a single uniform format for joint analysis, and any associated costs. The information from the pilot project will inform the feasibility of a County-wide database of crimes involving homeless individuals.

Supervisorial Request #4

Coordinate and communicate with Human Relations Commission countywide to maximize any opportunities for collaboration.

HRC Response:

1.) Communication to County Stakeholders of Commission's Role

Media coverage of the board motion informed the public widely of the Commission's homeless initiative. The Commission made its homeless work one of its strategic goals, and a committee is formed to address it.

2.) Commission staff developed a list of key stakeholders in impacted areas of the County who are engaged in homeless issues in order to ensure collaboration and coordination of opportunities for sharing information, trainings and developing a list of speakers. We will contact them to communicate the HRC's role in future homeless issues in their regions.

ADDENDA

THE BOARD ORDER

On March 24, 2009, the Board passed a motion requesting the County Human Relations Commission to:

> *.... integrate the issues of prejudice and violence against the homeless into its zerohour model high school initiative and its other youth projects to promote a greater understanding of how people become homeless, and to humanize the challenges of homelessness to counter the lack of respect and compassion;....and*
>
> *....include in all Commission hate crime trainings conducted for law enforcement professionals an emphasis on investigating whether a crime against a homeless person is motivated by discriminatory attitudes or bias against a disability, including mental or physical disabilities, an to track such crimes;....and*
>
> *....create a new category in the Commissions hate crime database for those targeting the homeless, and include such occurrences in the Commission's annual hate crime report, in order to identify patterns in location, times, type of crime, and motivation, and notify law enforcement and community members of such trends;....and*
>
> *....request the Sheriff and District Attorney, as well as city prosecutors Countywide to track and report all crimes against the homeless, so as to be able to determine whether anti-homeless crime and violence is becoming more or less frequent, what types of crimes they are, and where they are taking place in order to assist efforts to develop strategies and actions to prevent and reduce such crime....and*
>
> *....coordinate and communicate with Human Relations Commission countywide to maximize any opportunities for collaboration*

[DRAFT]

LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS

CORPORATE ADVISORY COMMITTEE

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

EMPLOYERS ROUNDTABLE OF SOUTHERN CALIFORNIA

PRESENT

HIDDEN BIASES, HIDDEN BARRIERS

A free multi-media, interactive workshop featuring Dr. Freada Kapor Klein, founder of the Level Playing Field Institute, on the financial cost of losing talented professionals because of hostile or insensitive workplace environments.

(See full workshop description on reverse side)

TUESDAY, MAY 24, 8:30 A.M. – 11:30

COMMUNITY AND SENIOR SERVICES

LOS ANGELES COUNTY

3175 W. SIXTH ST., LOS ANGELES, CA 90020, ROOM 105

Complimentary parking is available. Enter on Shatto Place, one block east of Vermont Ave., just north of Sixth Street. You must RSVP by May 9 to reserve a place in the workshop and a parking space.

Continental breakfast will be provided by Southern California Edison.

Who Should Attend: new and existing supervisors, managers, HR professionals, management and industrial relations educators, and persons who want to learn more about cultural diversity and the workforce.

MCLE credit is available for attorneys.

Workshop Description:

What is the impact when a "light-skinned" Latino attorney who is mistaken for being Italian is subjected to countless, not-so-funny jokes about Mexicans? What about when an African American information technology professional is told by her boss that her teammates think she is a bit of a "steamroller" and her "style" doesn't "fit" with her team? What happens when a senior Asian American finance professional is told he's a great individual contributor but not seen as management material? Or when a lesbian is told she needs to remove the picture of her partner from her office since it's upsetting to some of her colleagues?

They disengage. In good economic times, they leave. In a precarious job market, they stay, keep their head down, tell colleagues inside and outside the company about how they've been treated unfairly, and wait for things to improve so they can eventually leave.

'Corporate Leavers'—i.e. those professionals and managers who leave their employers solely due to unfairness cost U.S. companies $64 billion per year.

In 2007, Level Playing Field Institute completed the first-ever national quantitative study to measure the role and cost of unfairness, such as stereotyping, humiliation, unwanted sexual attention, inflexible schedules, and unequal pay, in voluntary employee turnover. This extensive study of U.S. employees is the first major survey to take an in-depth look at: (1) the effect of unfairness upon an employee's decision to leave their employer, (2) the financial cost to employers due to voluntary turnover based on unfairness and (3) what, if anything, employers could have done to keep employees who left due to unfairness.

The survey data will be interwoven with true, video stories from "Corporate Leavers," professionals and managers that voluntarily left their employer due to unfairness. The survey findings and Corporate Leaver stories contain valuable insights for managers interested in identifying the specific impact of unfairness has for professionals interested in understanding what they can do to mitigate these biases that might derail their careers.

This session will use real case studies so that participants can develop skills to use in identifying and removing hidden biases and hidden barriers that are blocking their own paths as well as helping their companies do a better job at retaining diverse talent.

REQUEST FOR JOHN ANSON FORD FUNDS

Purpose

The purpose for use of John Anson Ford Funds is to promote and support the mission of the Los Angeles County Human Relations Commission. The mission is to foster harmonious and equitable intergroup relations, to empower communities and institutions to engage in non-violent conflict resolution, and to promote an informed and inclusive multicultural society.

Request for John Anson Ford Funds

Step One: Complete Human Relations Commission Project or Program Proposal Form to submit a project or program for approval for action Identify below an existing project or program already approved for action.

Step Two: Complete Request for Approval of John Anson Ford Funds.

COMMISSIONER/STAFF NAME: _____ DATE: _____

PROJECT /PROGRAM/STAFF SUPPORT: _____

1) For what will the JAF Funds be used? _____

2) When are the JAF Funds required? Date: _____

3) Amount of JAF Funds requested: _____

4) Potential for and/or method of reimbursement of JAF Funds: _____

Requestor's Post-funding Evaluation

(attach extra page if necessary)

HUMAN RELATIONS COMMISSION PROJECT OR PROGRAM PROPOSAL

COMMISSIONER NAME: DATE:

Please complete the following items. Use additional paper if necessary.

1. Name of proposed project or program:

2. Objectives of proposed project or program:

3. Proposed date of project or program:

4. Description of proposed project or program:

5. Estimated cost of proposed project or program listed by major items:

   Office supplies

   Food

   Printing

   Graphic design

   Transportation

   Consultants

   Other costs (list)

6. Resources (including staff time) required for proposed project or program:

7. Potential project or program partners:

8. Please refer to the Commission's Strategic Plan and list the Strategic Objective that this Proposal supports? Briefly describe how it supports that objective?

Code of Conduct for
Human Relations Commissioners

The Los Angeles County Commission on Human Relations is committed to fostering harmonious and equitable inter-group relations, empowering communities and institutions, and promoting an informed and inclusive multicultural society. Therefore, and in keeping with the purpose of the Human Relations Commission, Commissioners will commit to seeking out the causes of tension and conflict, discrimination and intolerance, and attempting to eliminate those causes in interactions with each other.

These principles are derived from general societal values and recognized principles of professional responsibility. As societal values compete, so may ethical principles. The need for full public disclosure may compete with the need to respect confidential information, for example. The ethical Commissioner must carefully balance various public and private interests based on the facts and context of each situation guided by the commitment to serve the public interest. Individual Commissioners should be knowledgeable, honest and forthright in their dealings with other Commissioners, local elected officials and staff, as well as the general public. Although not elected by the public, Commissioners are accountable for their actions in the communities they serve.

This Code of Conduct comprises guidelines for ethical conduct organized under three main categories:

Responsibility to the Community

Responsibility to the Profession

Standards of Professional Conduct

The Commissioners have established and adopted a set of values that include:

Trust, Respect, Honesty, Transparency, Accountability

Appreciation of each other and each other's contributions, and the

Acceptance of political realities that may influence Commission decisions

Community and Senior Services (CSS) and the Human Relations Commission (HRC) endorse this Code as the ethical benchmark to which all its Commissioners should aspire. The adherence to a code of ethics is a matter of personal responsibility. Each suggested rule applies to the individual commissioner.

Commissioners Personal Commitment:

"I commit to work together with other members of the Commission in an honorable, respectful and nonjudgmental way to conduct the business of the commission."

Responsibility to the Community

All commissioners should remember that it is their duty, as public servants, to advance the greater good of the community. Commissioners should:

1. Advocate for the community, striving to protect their integrity while recognizing the rights of citizens, individually and collectively.
2. Promote public awareness, appreciation, access and support for human relations resources.
3. Develop standards and guidelines that are appropriate and ensure the highest standard for the quality of life for all.
4. Respect the diversity of communities with varying cultures and modes of operation.
5. Respect the public's right to know by providing full, clear and accurate information and observing both the letter and spirit of open meetings and open records laws.
6. Provide opportunities for meaningful public participation in the work of the commission.
7. Make timely, fair, informed and impartial decisions that guarantee community representation.
8. Be sensitive to the interrelatedness of their decisions and the long-term implications for human relations and the community.
9. Seek compromises or search for alternatives where necessary to achieve overall goals.
10. Continually evaluate and update their plans, standards, guidelines and procedures to ensure they meet the community's current and future needs.
11. Always strive to make decisions that are in the best interest of the community.

Responsibility to the Profession

Commissioners are drawn from many disciplines and backgrounds. The common thread that joins them is their interest and commitment to encourage positive human relations in their communities. Commissioners have an obligation to advance the best interests of this profession in the context of their commission work.

Commissioners should:

1. Be mindful that they are representatives of the greater local, state, and national human relations community and conduct themselves in a way that brings credit to their commission and the profession.
2. Share their knowledge and experience and contribute to the development of other colleagues, particularly newly appointed commissioners, students, and interns.
3. Actively promote human relations and strive to increase the involvement of underrepresented groups.
4. Work collaboratively with related professionals and professional organizations whose actions also affect human relations.
5. Treat fairly and comment responsibly on the professional views of colleagues and members of other professions.
6. Render all practicable assistance to colleagues, staff and organizations involved in improving human relations.

7. Acquire a depth of knowledge that will enable them to explain to others the role of human relations in a complex, modern world.
8. Recognize that the field of human relations is constantly evolving and actively pursue continuing interpersonal educational opportunities in order to maintain, refine and enhance their capabilities as practitioners.

Standards of Professional Conduct

As public servants, commissioners are expected to conduct themselves in accordance with the law. These standards set forth both a baseline for such legal conduct as well as aspirational goals for ethical behavior that may require a conscientious effort to attain.

Commissioners should:

1. Treat each other and all citizens fairly, impartially and with respect, and refrain from discrimination or harassment of any kind.
2. Set the example and be on time and attend Commission meetings while providing support and advising staff as appropriate and needed.
3. Not disclose confidential information obtained in the course of their duties, except as required by the law, or use confidential information to further a personal interest.
4. Not abuse their office by advancing an agenda that is not in the best interest of the community or human relations.
5. Seek the advice of colleagues or other professionals on matters that fall outside their expert knowledge or competence.
6. Not participate in deliberations or decisions without adequate preparation and knowledge of the matter before them.
7. Not participate in and refrain from participating in divisive cliques and camps to further an agenda item.
8. Avoid dishonesty, never misrepresenting facts or distorting information to achieve a desired outcome.
9. Should be sensitive to ethical issues and ensure they are raised, critically analyzed, and addressed by the commission and other appropriate authorities.
10. Be positive, look ahead and move forward. Work collaboratively with one another to assure a safe comfortable environment for all.

Code of Conduct for Human Relations Commissioners

Signature Page

1st District

Mario Ceballos — Date

Kathay Feng — Date

2nd District

Adrian Dove — Date

Grand Master Tong Suk Chun — Date

Sergio Paz — Date

3rd District

Donna Bojarsky — Date

Rev. Zedar E. Broadous — Date

William Lambert — Date

4th District

Susanne Cumming — Date

Lea Ann King — Date

Eleanor Montaño — Date

5th District

Dr. Sandra E. Thomas — Date

Vito Cannella — Date

Michael Gi-Hao Cheung — Date

Citing bylaws of the Commission on Human Relations

In consideration of

1. *Instructing Secretary of notifying Commissioners and respective Supervisors of absences*
2. *The possibility of reducing the number of Commissioners from 15 to 10 by bylaw/ordinance amendment subject to BOS approval.*

Purpose it serves:

a) *Ensures the Commission is consistent and moving forward, allowing to hear diverse perspectives and for making timely decisions.*
b) *Ensures the Commission is effective in Reactionary work and more importantly in Pro-active work*
c) *Builds accountability for the work the Commissioners are doing*
d) *Ultimately providing the highest quality of service and attention to LA County communities*

ARTICLE V - MEMBERSHIP

Under Ordinance No. 4099, Sec. 422 (72182) the membership of the Commission shall consist of fifteen (15) persons appointed by the Board of Supervisors. Non-voting honorary members may be appointed by the Board of Supervisors, upon recommendation of the Commission. The terms of members shall be for three years beginning on March first of the year of appointment and expiring on February twenty-eighth, unless said appointment is to fill the unexpired term of a previous member, in which case, the term of the successor shall be the unexpired term of his predecessor. All terms of office are "at the pleasure of the Board."

ARTICLE VII - DUTIES OF OFFICERS

C. Secretary

3. The Secretary shall report to the appointing Supervisor any Commission member having three (3) consecutive unexcused absences (Ordinance 4099, Sec. 395, 3/22/63) or unexcused absences from fifty percent of the regular Commission meetings in any half of a calendar year.

4. The Secretary shall advise the appointing Supervisor one month prior to expirations of appointments.

5. The Secretary shall advise appointing Supervisors when vacancies in Commission membership occur.

ARTICLE VIII - COMMISSION MEMBERS

B. It shall be the duty of all Commission members to attend all meetings of the Commission except in case of illness or other emergencies. If a member of the Commission shall fail to attend three (3) consecutive regular meetings (Ordinance 4099, Sec. 395, 3/22/63) or fifty percent of regular meetings in any half of a calendar year without being excused by said Commission, such absences shall be reported to the appointing supervisor by the Secretary.

C. The Secretary shall advise the appointing Supervisor when vacancies in Commission membership occur.

Los Angeles County
Commission on Human Relations

3175 W. Sixth Street, 4th Floor
Los Angeles, California, 90020

(213) 738-2788
http://www.lahumanrelations.org

March 30, 2011

TO: COMMISSIONERS

FROM: ROBIN TOMA

RE: EXCERPTS FROM COMMISSION BYLAWS ON CREATION OF NOMINATING COMMITTEE

ARTICLE VI - OFFICERS

The officers of the Commission shall consist of a President, and four Vice Presidents one of which shall be designated as Vice-President/Secretary. No President shall be eligible for recommendation for appointment to more than two consecutive terms. The Vice Presidents and the Vice President/Secretary shall be elected by the Commission.

At or before the first regular meeting in May of each year a Nominating Committee composed of one Commissioner from each of the five Districts shall be elected by the Commission. The Nominating Committee shall select a slate of officers on the basis of the past performance of Commissioners (including their record of attendance), one from each of the five districts and shall report their nominations to the Commission at or before the first regular meeting in June. The Chair of the Nominating Committee then shall open the meeting for nominations from the floor.

After said nominations have been completed, the full slate, in alphabetical order, shall be sent to each member by first class mail, postage prepaid, not less than five days prior to the next regular meeting, which shall be at or before the second regular meeting in June, at which time the annual election shall take place."

(Emphasis added)

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March 30, 2011

TO: **COMMISSIONERS**

FROM: **ROBIN S. TOMA**

PROPOSED LETTER FROM LAUSD SUPERINTENDENT TO LAUSD ELEMENTARY SCHOOLS ON BIAS AND HARASSMENT (AGENDA ITEM 6.5)

The purpose of this memo is to provide background for the proposed letter from LAUSD on the topic of bias and harassment.

Background

Last year, representatives from various non-profit organizations from the Lesbian, Gay, Bisexual and Transgender (LBGT) community spoke to our Commission about addressing their concern about the harmful message sent to students and community inadvertently by LAUSD Superintendent and LA Mayor's sweeping condemnation of teachers who featured OJ Simpson, Dennis Rodman and RuPaul Charles as part of African American History Month. In particular, the concern was the inclusion of RuPaul Charles, an openly gay cross-dressing celebrity, in the same category as Simpson and Rodman, which they pointed out was to place a TV celebrity who engages in lawfully protected gender expression in the same category as an alleged murderer.

Following the presentation, the Commissioners had a discussion and drafted a letter which was addressed to LAUSD Superintendent Cortines and LA City Mayor Villaraigosa, seeking a meeting with them. Commissioners Thomas and Ceballos, along with myself, attended the meeting with Superintendent Cortines. In that meeting, the Superintendent conveyed his willingness to send out something to the schools to address the concerns of the Commission.

Proposed Letter

Since then, Commission staff Matsuda and I have met with LAUSD staff to determine how we could work together in fashioning a communiqué from the Superintendent to elementary schools. First, we sought to understand what efforts have been made or are in progress to address the issue of anti-LGBT discrimination, harassment and bullying in LAUSD schools, and elementary schools in particular. Second, we reviewed resources that could be identified and provided to elementary schools on the subject. The LAUSD staff in the Office of Human Relations, Diversity and Equity, created a website with resources for teachers and schools, and led in drafting a first letter to go out to LAUSD secondary schools from Superintendent Cortines, promoting the resources.

This proposed letter is in a sense a follow on to that letter, this time focusing on anti-bullying/harassment resources that are appropriate for the elementary schools. It is still being vetted within LAUSD, so it may

change. There is some time urgency because Superintendent Cortines has announced he is retiring, and it may occur in April.

Options

Option 1: To approve or reject the letter as is.
Option 2: To approve the letter with changes or requests.
Option 3: To approve the letter with or without changes or requests, along with delegation of authority (to e.g., Commission President and/or Executive Director) to approve of any revisions to the draft which LAUSD human relations staff propose, as long as they are consistent with the spirit of the letter approved by the Commission.

Recommendation

The staff recommends Option 3, and that the letter be approved with the request that in addition to referral to the websites, to provide hard copies of some of the resources with the letters. Staff noted that with the earlier Superintendent's letter on this subject to LAUSD secondary schools included 3 sets of materials in hard copy, which facilitated usage of the materials by school staff. Staff also noted that the website could be improved in delineating which resources are appropriate for elementary schools.

==========

PROPOSED LETTER (AGENDA ITEM 6.5)

Dear LAUSD Elementary School Principal,

Early this year I was inspired to write to all our staff to express my sorrow for the tragic deaths by suicide of six young men who had been the targets of chronic anti-gay harassment in their schools and communities. I called for all staff to pursue an active stance toward ending all forms of bullying and gay-biased harassment. We compiled an LGBT Resource Packet with some excellent materials. Every secondary school received five of these packets - the response was overwhelming positive. The elementary schools requested similar resources.

I am pleased to announce that we have compiled a selection of materials that are appropriate for elementary schools. These materials are posted on the Human Relations website (go to "offices" on www.LAUSD.net) and the Health Education website (www.aidspreventionlausd.net). It is critical that we reach out to all our families. Through advocacy and positive education, we can reduce the stigma that has robbed so many youth of a fulfilling life and help our families support their children.

LAUSD is a leader in safe schools advocacy. We are proud to endorse the Inclusive Education Bill known as the FAIR (Fair, Accurate, Inclusive and Respectful) Education Act. This bill will add LGBT to the existing list of under-represented cultural and ethnic groups already listed in the states inclusionary education requirements

Sincerely,

Ramon Cortines

Superintendent

Judy Chiasson, PhD

judy.chiasson@lausd.net

Office of Chief of Staff

Human Relations, Diversity & Equity

333 S. Beaudry Ave., 24th Floor

Los Angeles, CA 90017

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A District of Columbia
Nonprofit Corporation

INVOICE FOR PAYMENT

2011-2012 MEMBERSHIP DUES

INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES

DATE: February 18, 2011

INDIVIDUAL: Robin S. Toma, Executive Director
Los Angeles County Commission on Human Relations
320 W. Temple Street, #1184
Los Angeles, CA 90012

IAOHRA'S CURRENT YEAR'S DUES FOR 2011-2012 - $50.00

Please make check payable to the International Association of Official Human Rights Agencies or IAOHRA, for the amount indicated above and **return a copy of this invoice with your remittance.**

In accordance with the By-Laws, annual dues for **Fiscal Year 2011-2012 should be paid upon receipt of this invoice, but no later than March 31, 2012** in order to maintain eligibility status for the 2012 Annual Conference. In addition, your agency's annual report and other reports on any substantial action, decisions, policy, hearings or programs undertaken during the preceding year, a statistical report of budgets, aims, objectives and accomplishments should accompany this payment for review.

The following is the schedule of dues by population:

POPULATION	DUES
5,000,000 or more in agency population	$600.00
1,000,000 to 4,999,999 in agency population	$425.00
75,001 to 999,999 in agency population	$250.00
75,000 or less in agency population	$200.00

If there are any questions please call (574) 235-9409.

MAKE CHECK PAYABLE TO: IAOHRA

IAOHRA FED. I.D. - #52-0958489

SEND CHECK AND COPY OF INVOICE TO:

Lonnie L. Douglas, Treasurer/IAOHRA
c/o South Bend Human Rights Commission
301 S. Saint Louis Blvd.
South Bend, IN 46617

Thank you for your cooperation in keeping your dues up to date.

COMMISSION ON HUMAN RELATIONS

COMMUNITY AND SENIOR SERVICES OF LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

Racialized Gang Violence Prevention Initiative Committee

11:00 AM-12:00 PM, Monday, April 4, 2011
3175 W. 6th Street, Los Angeles, CA 90020
CSS 3rd Floor Teamwork Room #304

AGENDA

1. Call to Order/Review and Approve Agenda

2. RGVPI Update (Staff)
   - Countywide Regional Gang Violence Reduction Initiative
   - Pasadena-Altadena Vision 20/20
   - Monrovia-Duarte
   - Harbor Gateway GRACE
   - Related Projects (Youth/Young Adult Re-Entry)

3. Commissioner Concerns, Questions, and Recommendations

4. Next Steps/Adjourn
   - Assignments
   - Meeting Notes (From 3/7/11 Committee Meeting--Attached)
   - Next Meeting (May 2, 2011)
   - Public Evaluation of this Meeting

1184 HALL OF RECORDS • 320 W. TEMPLE STREET • LOS ANGELES, CA 90012
(213) 974-7611 • FAX (213) 687-4251 • www.LAHumanRelations.org

3/7/11 RGVPI Committee Notes

Present: Eleanor Montano, Sergio Paz, Elena Halpert-Schilt, Tony Massengale

Information Items

I. ***Demonstration Sites--Countywide Regional Gang Violence Reduction Initiative***

Florence Firestone—No HRC involvement at this time

Harbor Gateway—HRC continues its second year of the Gang Reduction And Community Engagement Project in Harbor Gateway (GRACE). Fourth District County Supervisor Don Knabe renewed his allocation of a federal JAG grant for a second and third year. This allows HRC's ray Regalado to continue coordinating a partnership with Toberman Neighborhood Center and the South Bay Boys & Girls Club at the Cheryl Green Community Center. The grant pays for a 2-person community/gang intervention team, a civic organizer, case management, and program support. GRACE supports the work of Deputy Probation Officer Kim Keating, Harbor Gateway Site Coordinator for the CEO's Countywide Initiative.

Monrovia-Duarte—HRC continues to seek to funding and support for a team of local community intervention and re-entry apprentices in this region, based on a proposal has been written by HRC (attached). Half of the required funding has been provided by the CEO's office, the other half of the funding has been requested from Fifth District County Supervisor Mike Antonovich's office. With the Fifth District matching funds, four persons will be contracted to train, learn and provide direct services. Apprenticeship candidates have been volunteering and have the potential to become a strong asset to the Countywide Initiative, by recruiting additional volunteers and linking their work to local municipal efforts. Apprentices and their networks will become components of Deputy Probation Officer Eduardo Cordero's operations as the County CEO's Site Coordinator for Monrovia-Duarte. The Santa Anita YMCA, which serves Monrovia, Duarte and adjacent areas, has agreed to serve as fiscal sponsor, lead partner and anchor agency, replicating the role *nonprofit institutional home* for youth/community violence prevention in the region first established by Flintridge Center in Pasadena-Altadena and Toberman Neighborhood Center in Harbor Gateway.

Pacoima—HRC staff continues to monitor the work it helped to initiate in Pacoima. Cherylynn Hoff serves as an advisor and is on call to the numerous agencies and County efforts in the area.

Special Projects

Parks After Dark—Planning is underway in hopes of a second year of County funding for a Summer 2011 PAD program in at least three County parks; Pamela Park (Duarte), Roosevelt Park (Florence-Firestone), Watkins Park (Watts). Last year, HRC provided pre-implementation training to park and PAD staff. With funding, HRC may also coordinate PAD neighborhood participation and safety activities at some parks.

II. Additional HRC Gang Violence Reduction Sites

Pasadena-Altadena—HRC continues to provide a minimal level of staff support to this area through the Vision 20/20 Initiative. Tony Massengale advises and supports the efforts now led by Flintridge Center. He is especially supporting three projects that currently have no funding, the Community Violence Intervention-Prevention Institute, the Community Volunteer Intervention-Prevention networks, and formation of a 2nd Chance Employment network. He teaches several workshops in the Institute, provides advisement for the CVIP networks and is helping to launch the employment network.

III. ***Related Projects***

Youth/Young Adult Re-Entry—HRC helped CSS conduct a successful sixth and final Re-Entry summit on February 16, 2011. Over 500 participants attended this countywide "Call to Action" held at the Our Lady of the Angeles Cathedral in downtown LA. Feedback was received on the Blueprint produced for CSS by UCLA re-entry expert, Dr. Laura Abrams and her team. The input will be published as an addendum to the Blueprint. Keynote speakers, panelists and elected officials informed the day's message to establish a re-entry system. Public commitments were made to reorganize priorities and help implement the Blueprint through "easy wins" that don't require new funding. HRC is leading next steps within CSS: a Board Letter to secure the support of the County Board of Supervisors, making the CEO's office the implementing authority, forming a countywide coordinating council with community and governmental representatives, and helping to establish or strengthen regional re-entry collaboratives in targeted regions throughout the County.

Los Angeles County
Commission on Human Relations

Community and Senior Services
3175 West Sixth Street, Suite 406
Los Angeles, CA 90020

(213) 738-2788

Youth Committee

Meeting Notice

Monday, April 4, 2011
(before the regular Commission Meeting)

11:00 a.m.

Community and Senior Services
3175 West Sixth Street, Rm. 302 "Vision Room"
Los Angeles, California 90020

AGENDA

1. **Brainstorm for future Commission-visit opportunities.**
2. **Continue to explore support options for youth leaders in HRC programs**
3. **Upcoming Retreat for W.I.N. Schools**
4. **Adjournment**

Members: Commissioners King (Chair), Lambert (Vice-Chair), Ceballos, and Cumming
Staff: Robin Toma, Elena Halpert-Schilt, Gustavo Guerra Vásquez and Juan Carlos Martínez

Para mayor información, por favor comuníquese al (213) 738-2788.

Las reuniones se llevan a cabo en inglés; sin embargo interpretación a otros idiomas está disponible. Si la necesita, por favor póngase en contacto con la Comisión con la mayor anticipación a la fecha de la reunión que sea posible. Si se necesitan acomodaciones para personas con diferentes capacidades, por favor póngase en contacto con la Comisión al (213) 738-2788 lo más pronto posible.