



**A G E N D A**  
**MEETING OF THE COMMISSION/EXECUTIVE COMMITTEE**  
**Monday, October 3, 2011**

**12:00 p.m.**  
**3<sup>rd</sup> Floor Teamwork Room – Ray Bartlett Conference Room**  
**Community and Senior Services Building**  
**3175 W. Sixth Street, Los Angeles, CA 90020**

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.

- 1. Call to Order/Flag Salute and Moment of Silence (12:00)**
- 2. Showing of powerful new film on PBS “Light in the Darkness” re: a community’s response to a hate murder (12:02)**
- 3. Approval of Minutes of previous meetings\* (12:32)**
- 4. Public Comment (12:40)**
- 5. President’s Report (12:45)**
  - 5.1. Highlight on a Commissioner
  - 5.2. Special Presentation
  - 5.3. Project for Consideration: Movies that Matter
  - 5.4. Article IX of the Commission Bylaws
- 6. Executive Director’s Report (1:00)**
  - 6.1. Calendar of meetings of Commission and Committees
  - 6.2. Strategic Plan Updates
  - 6.3. AB 109 and Reentry Efforts
  - 6.4. Human Relations impact of 10<sup>th</sup> Anniversary of 9/11 Attacks
  - 6.4. Sunset Review update
- 7. For Discussion/Action (1:10)**
  - 7.1. HRC adoption of IAOHRA Resolutions 1, 2, 4 and 5\*
  - 7.2. CSS Recommendations for LA County’s Implementation of AB 109 (County Probation replacing State Parole)\*
  - 7.3. Renewal of LAUSD Contract with CSS/HRC for Human Relations elements for Safe Schools/Healthy Students “W.I.N.” Project at Washington Prep High School\*
- 8. Committee Reports\*\* (1:45) (3 minutes per item, except where noted)**
  - 8.1 Ad Hoc Leadership Committee (Paz)
  - 8.2 Youth Committee (King)
  - 8.3 Racialized Gang Violence Prevention Committee (Montaño/Paz)
  - 8.4 Crisis Response Committee (Feng)
  - 8.5 JAF Human Relations Awards Committee (Cumming)
- 9. Commissioner’s Comments/Announcements (1:56) (2 minutes per item)**
- 10. Adjournment (2:00)**

*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





## COMMISSION ON HUMAN RELATIONS

### LOS ANGELES COUNTY

*"Enriching lives through effective and caring service"*

September 28, 2011

## MEMORANDUM TO THE COMMISSIONERS

FROM: Sergio Paz, President

SUBJECT: Commission Meeting of *Monday, October 3, 2011*

Our Commission will meet on **Monday, October 3, 2011**, from **12:30-2:00 p.m.**, at 3175 W. Sixth Street, Third Floor, Room 304 (Team Room) Los Angeles, California.

Enclosed is the Agenda and Draft Minutes of August 1 and September 6, 2011 meetings for your review and approval.

If you are unable to attend the meeting, please call Grace Löwenberg at (213) 738-2792 no later than 9:00 a.m., Monday, October 3rd.

*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, 4<sup>th</sup> and Shatto. Park on Level 3 and above.)*

The following Committees will meet prior to Commission Meeting:  
JAF Committee will meet @ 11:00 am, **Vision Room Rm. 300**. Members: Susanne Cumming, Chair, Lea Ann King, Co-Chair. Staff: Riku Matsuda, Elena Halpert-Schilt.  
Racialized Gang Violence Prevention Initiative Committee scheduled to meet to meet @ 11:00 am, **Teamwork Room, Room 304**. Members: Eleanor Montaño, Chair, Sergio Paz (Vice-Chair), Vito Cannella, Adrian Dove. Staff: Anthony Massengale and Cherylynn Hoff.

#### Human Relations Commissioners

Sergio Paz  
President

Kathay Feng, Esq.  
Vice President  
William Lambert  
Vice President

Susanne L. Cumming, Esq.  
Vice President/Secretary  
Dr. Sandra E. Thomas  
Vice President

Donna Bojarsky  
Rev. Zedar E. Broadous  
Vito Cannella  
Mario Ceballos  
Tong Suk Chun  
Michael Gi-Hao Cheung  
Adrian Dove  
Lea Ann King  
Eleanor Montaño

#### Honorary Members

Ray W. Bartlett (1917-2008)  
John Anson Ford (1883-1983)  
Morris Kight (1920-2003)  
Catherine G. Stern (1909-2010)  
Philip R. Valera  
Rabbi Alfred Wolf (1915-2004)

#### Human Relations Staff

Robin S. Toma, Esq.  
Executive Director

Elena Halpert-Schilt  
Assistant Executive Director

#### Intergroup Relations Specialists

Gustavo Guerra Vasquez  
Cherylynn Hoff  
Sikivu Hutchinson  
Juan Carlos Martinez  
RiKu Matsuda  
Josh Parr  
Gustavo Partida  
Ray Regalado  
Fidel Rodriguez  
Anthony Massengale, Sr.  
Robert Sowell  
Marshall Wong

#### Administrative Staff

Anahit Damlamanyan  
Grace Löwenberg  
Sharon Williams

Dispute Resolution Program  
Lynette Monroe

#### Community and Senior Services

Cynthia Banks  
Director

Otto Solorzano  
Chief Deputy Director

#### Board of Supervisors

Gloria Molina  
First District

Mark Ridley-Thomas  
Second District

Zev Yaroslavsky  
Third District

Don Knabe  
Fourth District

Michael D. Antonovich  
Fifth District

William T Fujioka  
Chief Executive Officer



**A G E N D A**  
**MEETING OF THE COMMISSION/EXECUTIVE COMMITTEE**  
**Monday, October 3, 2011**

12:00 p.m.

3<sup>rd</sup> Floor Teamwork Room – Ray Bartlett Conference Room  
 Community and Senior Services Building  
 3175 W. Sixth Street, Los Angeles, CA 90020

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.

1. **Call to Order/Flag Salute and Moment of Silence (12:00)**
2. **Showing of powerful new film on PBS “Light in the Darkness” re: a community’s response to a hate murder (12:02)**
3. **Approval of Minutes of previous meetings\* (12:32)**
4. **Public Comment (12:40)**

---

5. **President’s Report (12:45)**
  - 5.1. Highlight on a Commissioner
  - 5.2. Special Presentation
  - 5.3. Project for Consideration: Movies that Matter
  - 5.4. Article IX of the Commission Bylaws
6. **Executive Director’s Report (1:00)**
  - 6.1. Calendar of meetings of Commission and Committees
  - 6.2. Strategic Plan Updates
  - 6.3. AB 109 and Reentry Efforts
  - 6.4. Human Relations impact of 10<sup>th</sup> Anniversary of 9/11 Attacks
  - 6.4. Sunset Review update
7. **For Discussion/Action (1:10)**
  - 7.1. HRC adoption of IAOHRA Resolutions 1, 2, 4 and 5\*
  - 7.2. CSS Recommendations for LA County’s Implementation of AB 109 (County Probation replacing State Parole)\*
  - 7.3. Renewal of LAUSD Contract with CSS/HRC for Human Relations elements for Safe Schools/Healthy Students “W.I.N.” Project at Washington Prep High School\*
8. **Committee Reports\*\* (1:45) (3 minutes per item, except where noted)**
  - 8.1 Ad Hoc Leadership Committee (Paz)
  - 8.2 Youth Committee (King)
  - 8.3 Racialized Gang Violence Prevention Committee (Montaño/Paz)
  - 8.4 Crisis Response Committee (Feng)
  - 8.5 JAF Human Relations Awards Committee (Cumming)
9. **Commissioner’s Comments/Announcements (1:56) (2 minutes per item)**

---

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

*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

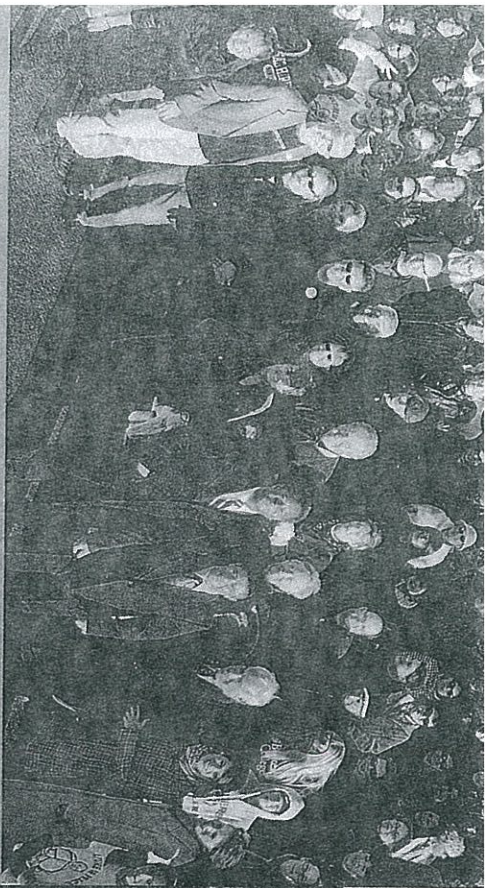
**NOT  
IN OUR  
TOWN**

**STOP HATE. TOGETHER.**

Not In Our Town  
PO Box 70232  
Oakland, CA 94612

TEL 510.268.9675  
FAX 510.268.3606  
EMAIL [info@niot.org](mailto:info@niot.org)  
[www.niot.org](http://www.niot.org)

Highlighting Communities  
Coming Together to Stop Hate



## Not In Our Town: Stop Hate. Together.

Not In Our Town highlights communities coming together to stop hate. Developed by The Working Group in 1995, Not In Our Town began with a PBS documentary that told the story of how people in Billings, Montana joined together to respond to a series of hate crimes in their town. This simple, powerful story of people banding together struck a chord with audiences, and created a model that inspired viewers around the country to hold their own campaigns against intolerance. Learn more about how you can take action in your town at [NIOT.org](http://NIOT.org) or [PBS.org/NIOT](http://PBS.org/NIOT).

### CAMPAGN PARTNERS

*Light in the Darkness* campaign partners include the National League of Cities, American Federation of Teachers, Department of Justice Community Oriented Policing Services, Welcoming America, Interfaith Immigration Coalition, Everyday Democracy, National Hispanic Media Coalition and National Council of Churches.

For a full list of partners, visit [NIOT.org/LightInTheDarkness](http://NIOT.org/LightInTheDarkness)

Not In Our Town  
PO Box 79232  
Oakland, CA 94612

TEL 510.268.9675  
FAX 510.268.3606  
[www.niot.org](http://www.niot.org)

Major support for this program is provided by PBS, the Corporation for Public Broadcasting, and the Elmhorn Family Charitable Trust.

Additional support has been provided by the Reva and David Losen Foundation and the Public Welfare Foundation.

Support for NIOT.org and Not In Our Town is provided by Righteous Persons Foundation, Walter and Elise Haas Fund, Richard and Rhoda Goldman Fund, Nathan Cummings Foundation, Facing History and Ourselves, and California Council for the Humanities.

Not In Our Town is a project of The Working Group, a 501(c)(3) nonprofit organization.

KOED  
Presents

[info@niot.org](mailto:info@niot.org)  
[facebook.com/notinourtown](http://facebook.com/notinourtown)  
[twitter.com/notinourtown](http://twitter.com/notinourtown)

# NOT IN OUR TOWN

STOP HATE. TOGETHER.



Not In Our Town:  
*Light in the Darkness*  
airs on PBS nationwide  
September 21, 2011.

## LIGHT IN THE DARKNESS

What would you do if one of your neighbors was killed in a hate crime? A community works to repair town life after attacks on local immigrants.

MORE ABOUT THIS FILM: [WWW.NIOT.ORG](http://WWW.NIOT.ORG) and [WWW.PBS.ORG/NIOT](http://WWW.PBS.ORG/NIOT)



*Not In Our Town: Light in the Darkness* is a PBS documentary about a town taking action after anti-immigrant violence devastates their community.

In 2008, a series of attacks against Latino residents of Patchogue, New York culminate with the hate crime killing of Marcelo Lucero, an Ecuadorian immigrant who had lived in the Long Island village for 13 years. Seven local teenagers were arrested for the attack and one was charged with murder. Over a two-year period, the story follows Patchogue residents as they begin taking steps to ensure everyone in their village will be safe and respected.

These actions, in the aftermath of hate, provide a blueprint for people who want to do something about intolerance before it turns to violence.

Join communities across the country who are using *Not In Our Town: Light in the Darkness* to prevent hate crimes and anti-immigrant violence.



# Los Angeles County Commission on Human Relations

3175 W. Sixth Street, 4<sup>th</sup> Floor  
Los Angeles, California, 90020

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

[DRAFT] MINUTES  
HUMAN RELATIONS COMMISSION  
Executive Committee Meeting of August 1, 2011  
Community and Senior Services (CSS)  
3175 W. Sixth Street, Room 304 – Teamwork Room  
Los Angeles, California 90020

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

1. **Call to Order/Flag Salute and Moment of Silence:** The Executive Committee meeting was called to order by President Paz at 12:18 p.m. The flag salute and moment of silence were led by Commissioner Dove.
2. **Preventing Prejudice and Discrimination in LA County arising from the 10<sup>th</sup> Anniversary of 9/11:** Executive Director Toma introduced two guest speakers, Salam Al-Marayati, Executive Director of Muslim Public Affairs Council and Manjusha Kulkarni, Executive Director of South Asian Network, to address concerns and developments since the 9/11 Attacks. There was extensive discussion among guests and commissioners. Ms. Kulkarni stated that they will be having a community hearing on August 20, 2011 to raise awareness for community members as well as policy makers about some issues that have impacted the South Asia Community.

Executive Director Toma reported that a popular radio show is still considering our proposal to co-host an event that can be broadcast to engage the population about the human relations concerns related to the 10<sup>th</sup> Anniversary of the 9/11 Attacks. (During this discussion, several commissioners arrived, forming a quorum.)

3. **Approval of Minutes:** It was moved by Commissioner Cumming, and seconded by Commissioner Lambert, to approve both sets of minutes, the minutes from meetings of June 6, 2011 and July 5, 2011. The motion carried unanimously.
4. **Public Comment:** No comment
5. **President's Report:** President Paz reported on the following report:
  - 5.1 **HRC Staff Meeting:** President Paz thanked Executive Director Toma for allowing him the opportunity to sit in on the HRC Staff Meeting that was held in June. President Paz was impressed on the great work by the HRC staff members.
  - 5.2 **Special Presentation:** Will be tabled to a future meeting when that commissioner is present..
  - 5.3 **Highlight on a Commissioner:** Commissioner Paz would like to give an opportunity at each meeting to a commissioner to share a little about her/himself and the work they do, aside from participating the commission.
6. **Executive Director's Report:** Executive Director Toma presented the following report:
  - 6.1 **Calendar of Meetings of Commission and Committees:** Executive Director Toma reviewed the calendar of events and highlighted upcoming events of interest for the commissioners.
  - 6.2 **Strategic Plan Updates:** Executive Director Toma discussed some of the upcoming and recent activities in furtherance of the Strategic Plan, one being the "Respect 101 Tour" and the other being the Bricks performance at some of the Probation campuses and Juvenile Hall.
  - 6.3 **Community Corrections Partnership:** Executive Director Toma reported on the realignment in responsibilities between the state and local governments. He stated that the County is mandated to come up with a plan, created by the Community Corrections Partnership that will soon be handling a section of population who used to be supervised by state parole and state prison system. HRC staff are working diligently to ensure a realignment plan that incorporates the input of the community to ensure that a much more cohesive plan is created to serve offenders within L.A. County.
7. **For Discussion/Action:**
  - 7.1 **John Anson Ford Human Relations Awards:** It was moved by Commissioner Cumming and seconded by Commissioner Dove to approve the 2011 JAF Award Nominees as proposed by the JAF Committee, and approved by all seven Commissioners attending the Human Relations Commission Executive Committee Meeting on May 2, 2011..

- 7.2 **International Association of Official Human Rights Agencies (IAOHRA):** It was moved by President Paz and seconded by Commissioner Lambert to authorize President Paz to attend the IAOHRA Conference on August 28, 2011. The motion carried unanimously.
- 7.3 **Committee Structure and Membership:** It was moved by Commissioner Dove and seconded by Commissioner Feng to approve the Commission Committees and their Membership as amended.
- 7.4 **Funding for Final Recordings of the Bricks Human Relations/Social Justice Music:** It was moved by Commissioner King and seconded by Commissioner Feng to approve \$5000 plus \$200 from the JAF Trust Funds for editing and mastering of the Bricks five songs. The motion carried with Commissioner Lambert and Commissioner Dove opposing, and Commissioner Cheung abstaining.
8. **Committee Reports:**
- 8.1 **Ad Hoc Leadership Committee:** No report
- 8.2 **Youth Committee:** No report
- 8.3 **Racialized Gang Violence Prevention Committee:** No report
- 8.4 **Crisis Response Committee:** No report
- 8.5 **John Anson Ford (JAF) Human Relations Award Committee:** Commissioner Cumming, Chair, indicated that the report was included in the previous action item
9. **Commissioner's Comments/Announcements:** It was moved by Commissioner Dove and seconded by Commissioner Lambert to move the next Commission Meeting to Tuesday, September 6, 2011 due to a holiday. The motion carried unanimously.
10. **Adjournment:** It was moved by Commissioner Dove and seconded by Commissioner Lambert, and approved unanimously to adjourn the meeting at 1:43 p.m. in memory of Civil Rights Activist Clara Lupe and Lillian Mobley.

Respectfully submitted,

Susanne L. Cumming, Esq.  
Vice-President/Secretary

The Board of Directors has reviewed the financial statements of the Corporation for the year ended December 31, 1975, and has approved the same for release to the stockholders.

The Board of Directors has also reviewed the report of the independent accountants and has approved the same for release to the stockholders.

The Board of Directors has also reviewed the report of the independent accountants and has approved the same for release to the stockholders.

The Board of Directors has also reviewed the report of the independent accountants and has approved the same for release to the stockholders.

The Board of Directors has also reviewed the report of the independent accountants and has approved the same for release to the stockholders.

The Board of Directors has also reviewed the report of the independent accountants and has approved the same for release to the stockholders.

The Board of Directors has also reviewed the report of the independent accountants and has approved the same for release to the stockholders.

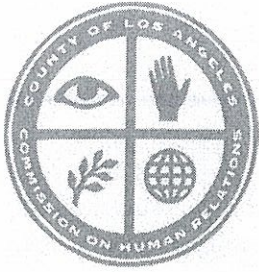
The Board of Directors has also reviewed the report of the independent accountants and has approved the same for release to the stockholders.

The Board of Directors has also reviewed the report of the independent accountants and has approved the same for release to the stockholders.

The Board of Directors has also reviewed the report of the independent accountants and has approved the same for release to the stockholders.

The Board of Directors has also reviewed the report of the independent accountants and has approved the same for release to the stockholders.

The Board of Directors has also reviewed the report of the independent accountants and has approved the same for release to the stockholders.



# Los Angeles County Commission on Human Relations

3175 W. Sixth Street, 4<sup>th</sup> Floor  
Los Angeles, California, 90020

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

[DRAFT]

HUMAN RELATIONS COMMISSION  
Committee Notes of September 6, 2011  
Community and Senior Services (CSS)  
3175 W. Sixth Street, Room 304 – Teamwork Room  
Los Angeles, California 90020

PRESENT:	Susanne Cumming Lea Ann King	Sergio Paz
ABSENT:	Donna Bojarsky Rev. Zedar E. Broadous Vito Cannella Mario Ceballos Michael Gi-Hao Cheung Grandmaster Tong Suk Chun	Adrian Dove Kathay Feng William Lambert Eleanor Montaña Sandra E. Thomas
STAFF:	Anahit Damlamanyan Elena Halpert-Schilt Cherylynn Hoff Grace Löwenberg	Gustavo Partida Robert Sowell Josh Tanamachi Parr Robin S. Toma

1. **Call to Order/Flag Salute and Moment of Silence:** The Executive Committee meeting was called to order by President Paz at 12:11 p.m. The flag salute and moment of silence were led by Commissioner Cumming.
2. ***Human Relations Commission's Work on Homelessness in LA County:*** PowerPoint Presentation given by Josh Tanamachi Parr, Senior Intergroup Relations Specialist.
3. **Approval of Minutes:** Tabled to the October meeting due to lack of quorum.
4. **Public Comment:** No report given
5. **President's Report:** President Paz reported on the following:
  - 5.1 **Special Presentation:** Postponed to the October meeting.
  - 5.2 **Highlight on a Commissioner:** Tabled to the October meeting.

**5.3 Report on International Association of Official Human Rights Agencies (IAOHRA) Conference in August:** President Paz thanked the Commissioners for allowing him the opportunity to attend the IAOHRA conference. He felt empowered by the great experience he had there. He described some of the activities presented by the Human Rights experts, for example the "Metro System" where human rights issues were publicized by printing them on passenger tickets that were used for several months; and the "Movies that Matter" project that was used to bring awareness and education on certain human rights issues. Lastly, President Paz closed by stating that he is looking forward to maintaining a relationship with fellow commissioners he met from throughout the United States.

**6. Executive Director's Report:** Executive Director Toma highlighted some of the interesting topics that were covered at the IAOHRA Conference. He shared that Karen Stevens, one of the key staff members of the United States Department of Justice, Civil Rights Division, attended. She listened and was impressed by the number and work of human and civil rights partners throughout the country. Conference attendees hope that there will be forthcoming a letter of support from United States Department of Justice to state and local governments stressing the importance of not eliminating agencies such as ours. Another highlight was meeting the new chair of the United States Civil Rights Commission, Martin R. Castro, who expressed an interest in coming to Los Angeles to talk about the Commission and meet community leaders.

**6.1 Calendar of Meetings of Commission and Committees:** Executive Director Toma reviewed the calendar of events and highlighted upcoming events of interest to Commissioners.

**6.2 Strategic Plan Updates:** Executive Director Toma highlighted the role we are playing in the AB 109 realignment and reentry efforts, given the close link between returning felons and gang members and hate violence in many several communities. He also reported on the Bricks performance that was held on August 29, 2011. Executive Director Toma was pleased to introduce two new staff members, Human Relations Consultants Gustavo Partida and Robert Sowell.

**6.3 Community Corrections Partnership (CCP):** Please see Section 7.2. Executive Director Toma asked the Commissioners to refer to their handouts, pages 46 and 47 of the agenda packet to review the best practices in reentry employment strategies that we have identified for the County's CCP members.

**6.4 Preventing Discrimination and Prejudice regarding the 10<sup>th</sup> Anniversary of the 9/11 Attacks:** Executive Director Toma reported on the meeting that was held with LA Times editorial staff, which was organized by the Muslim Public Affairs Council. He hopes the results of the discussion will impact the LA Times coverage of the 9/11 Anniversary. He also mentioned that he provided talking points to Supervisor Antonovich for him to include a human relations message in his remarks on a 9/11 related resolution at the Board meeting before the anniversary. Lastly, Executive Director Toma was happy to share a letter of recommendation from the Auditor-Controller to the Board of Supervisors to extend the Los Angeles County Commission on Human Relations' sunset review date to September 1, 2015.

7. **For Discussion/Action:**

- 7.1 **IAOHRA Resolution:** Executive Director Toma included in the Commissioners' agenda packets the resolutions adopted by IAOHRA. President Paz asked the Commissioners to take some time to read them and provide feedback by the next commission meeting.
- 7.2 **CSS Recommendations for LA County's Implementation of AB 109 on Reentry Employment Services.** Executive Director Toma explained that the Commission on Human Relations was at the forefront of ensuring that the Los Angeles County Community Corrections Partnership Committee (CCP) can reduce recidivism by improving the services for formerly incarcerated people who are re-entering the community. The Commission is currently working with the Workforce Investment branch and some of their agencies to identify some of the barriers and solutions to successfully obtaining employment and/or education.
- 7.3 **Renewal of the LAUSD contract for the W.I.N. Project at Washington Prep High School:** President Paz announced the renewal (about to be finalized) of the LAUSD contract with the Human Relations Commission, Community and Senior Services Department to continue this program.

8. **Committee Reports:**

- 8.1 **Ad Hoc Leadership Committee:** No report
- 8.2 **Youth Committee:** No Report
- 8.3 **Racialized Gang Violence Prevention Committee:** No Report
- 8.4 **Crisis Response Committee:** No Report
- 8.5 **John Anson Ford (JAF) Human Relations Award Committee:** Commissioner Cumming announced that The Bricks are very enthusiastic about sharing emcee responsibilities at our event, and requested sponsorships for them. She thanked Commissioner Broadous for designing and printing the elegant invitation, and Commission Ceballos for his efforts in support of Kaiser Permanente's generous sponsorship of \$3,000. President Paz thanked Commissioner Cumming and her committee for all their hard work.

9. **Commissioner's Comments/Announcements:** President Paz encouraged the Commissioners to attend the Brown Act Workshop that will be taking place on September 22, 2011.

10. **Adjournment:** It was moved by Commissioner King, seconded by Commissioner Cumming, and approved unanimously to adjourn the meeting at 1:37 p.m.

Respectfully submitted,

Susanne L. Cumming, Esq.

Vice-President/Secretary

HUMAN RELATIONS COMMISSION PROJECT OR PROGRAM PROPOSAL

COMMISSIONER NAME: Sergio Paz

DATE: October 3, 2011

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

1. Name of proposed project or program:  
**Movies That Matter**
2. Objectives of proposed project or program:  
**To introduce sensitive subject matter to create dialogue using film. Builds awareness and creates a sense of understanding of various issues.**
3. Proposed date of project or program:  
**January, March, June, September, December**
4. Description of proposed project or program:  
**This free, quarterly film series highlights important human/civil rights issues. Each event features an exclusive movie screening, followed by a moderated discussion with special guests. Screenings are held throughout the year culminating in December with a special event to commemorate International Human Rights Day on December 10.**
5. Estimated cost of proposed project or program listed by major items:  
**0-what donations/contributions each project collects**  
Office supplies  
  
Food  
  
Printing  
  
Graphic design  
  
Transportation  
  
Consultants  
  
Other costs (list)
6. Resources (including staff time) required for proposed project or program: **0-minimal (staff time only used for outreach purposes)**
7. Potential project or program partners:  
**Civil Right Orgs, Libraries, schools, businesses etc...unlimited**
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?  
**The program targets all 5 strategic objectives to build awareness from youth and adults, prevention and reduction of discrimination taking place, improving issue based program delivery**

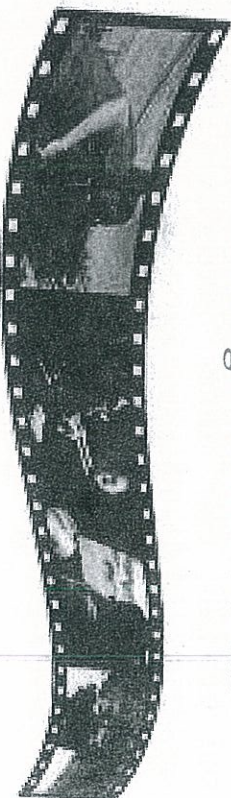


Sponsors

The Los Angeles County Commission on Human Relations  
Proudly presents:

# Movies That Matter!

A Human Rights Film Series



## Los Angeles County Commission on Human Relations

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.

[www.lahumanrelations.org](http://www.lahumanrelations.org)

[www.zerohour.com](http://www.zerohour.com)

## Movies that Unite

This free, quarterly film series highlights important human rights issues. Each event features an exclusive movie screening, followed by a moderated discussion with special guests. Screenings are held throughout the year culminating in December with a special event to commemorate International Human Rights Day on December 10.

Proudly presents:

Screening of:

## For Once in my Life

Friday October 21, 2011

Los Angeles Central Library

500 W. 1<sup>st</sup> Street

### Rating:

**INSPIRATIONAL**

MATERIAL MAY MAKE YOU  
THINK, FEEL, TAKE ACTION



### **For Once In My Life**

(2010, 90 minutes) is a documentary about the spirit of Goodwill Band and their journey to show the world the greatness within each of them. The 28 band members have a wide range of mental and physical disabilities, as well as musical abilities that extend into ranges of pure genius. In a cinemas verite style, the film explores the bands struggles and triumphs, that shatters preconceived notions and reminds us of the healing power of music.

### **Discussion questions:**

1. Did this film change the way you think about people with disabilities? If so, describe the change.
2. Was there anything about any of the individuals.....
3. What do make of the fact.....
4. In the film, two of the band members.....
5. Do you think.....

**6:00pm**

### **Reception**

Featuring "The Bricks"

**7:00pm**

### **Welcome & Introductions**

### **Movie screening: For Once In My Life**

### **Moderated Discussion**

This Event Sponsored by:

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

#### ARTICLE VIII - COMMISSION MEMBERS

- A. The Commission shall have a general supervision of all matters pertaining to the Commission, and through the Executive Director to its staff.
- 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.

#### ARTICLE IX - COMMITTEES

The Commission may establish standing or ad hoc committees at its discretion, and define their area of operation and concern. As provided by ordinance, such committees may be composed of persons not holding membership on the Commission except that the chairman of each such committee shall be a Commission member. Committee members shall be appointed annually and ratified by the Commission.

Absence, except for illness, from more than twenty-five percent of committee meetings during any twelve month period shall constitute automatic resignation from the Committee, subject to Commission action.

#### ARTICLE X - EXECUTIVE DIRECTOR

The Executive Director of the Commission shall serve as head of the Commission staff. Subject to the supervision of the Commission and the Board of Supervisors, the Executive Director of the Commission is responsible, as the department head and the administrative head of the Commission staff, for implementing and executing the policy and program of the Commission.

No later than September of each year, the President of the Commission, in consultation with the Executive Director, will set annual performance goals for the Executive Director, based on the program plan approved by the Commission. To coordinate with the annual department head evaluation process of the Board of Supervisors, the Executive Director's annual performance goals shall be submitted to the Chief Administrative Officer on the first day of October of each year.

Section 1.0 - Introduction

Section 2.0 - Purpose

The purpose of this document is to provide a clear and concise overview of the project's objectives and scope.

This document is intended for the use of all project team members and stakeholders.

The information contained herein is confidential and should be treated as such. It is not to be distributed outside the project team without the express written consent of the project manager.

This document is the property of the organization and is loaned to you for your use only. It is not to be reproduced, copied, or distributed without the express written consent of the project manager.

Section 3.0 - Scope

The scope of this project is defined by the following objectives and deliverables. The project will focus on the development and implementation of a new system that will improve the efficiency of the organization's operations.

The project will include the following tasks: requirements gathering, system design, development, testing, and deployment. The project will be completed by the end of the fiscal year.

Section 4.0 - Organization

The project is managed by the Project Manager, who reports to the Director of the Department. The Project Manager is responsible for the overall success of the project and for ensuring that the project is completed on time and within budget.

The project team consists of the following members: Project Manager, Business Analysts, System Analysts, Developers, Testers, and Support Staff. Each team member has specific responsibilities and is responsible for the successful completion of their assigned tasks.

**2011 IAOHRA Conference  
August 28-31, 2011  
Sheraton Hotel  
Austin, Texas**

**Resolution #1**

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL  
HUMAN RIGHTS AGENCIES  
August 30, 2011**

**TITLE: ANTI-IMMIGRANT STATE LEGISLATION**

**PURPOSE: TO DENOUNCE STATE LAWS THAT REQUIRE STATE AND LOCAL  
LAW ENFORCEMENT AGENCIES TO ENFORCE FEDERAL  
IMMIGRATION LAWS, WHICH LEAD TO RACIAL/ETHNIC  
PROFILING BY LOCAL POLICE**

**WHEREAS**, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada; and,

**WHEREAS**, IAOHRA goals are “to foster human and inter-group relations, to enhance human rights practices under law, and to promote civil and human rights around the world;” and,

**WHEREAS**, international human rights are articulated in the Universal Declaration of Human Rights as well as in a number of international treaties that recognize and promote the fundamental humanity and dignity of every person, as well as the necessity of fairness and opportunity for all people, and that enable people to meet their basic needs and to enjoy basic civil, political, social, economic and cultural rights; and,

**WHEREAS**, the United States has signed the Universal Declaration of Human Rights and ratified the International Covenant on Civil and Political Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, and the International Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; and,

**WHEREAS**, a number of states including Arizona, Utah, Indiana, Georgia, South Carolina and Alabama have recently enacted laws that require state and local law enforcement agencies to enforce federal immigration laws; and,

**WHEREAS**, some of these laws also require schools, businesses, and even private individuals to inquire about immigration or citizenship status of students, clients or employees, and friends in order to comply with the law’s provisions; and,

**WHEREAS**, such laws are a violation of human rights and the United States Constitution because they encourage racial profiling and denial of due process; and,

**WHEREAS**, these laws encourage the unlawful detention and harassment of authorized immigrants, visitors to the United States, and U.S. citizens who may not carry identification documents at all times; and,

**WHEREAS**, by having local police enforce federal immigration laws, these laws have the effect of discouraging undocumented immigrants or their family or household members from contacting local police to report crime as victims or witnesses, thereby undermining public safety for all; and,

**WHEREAS**, the U.S. Department of Justice has filed lawsuits against the states of Arizona and Alabama claiming that these anti-immigrant laws violate the Constitution and undermine federal policies and laws; and,

**WHEREAS**, sixteen countries filed a brief supporting the Department of Justice's lawsuit against Alabama, and a similar brief was filed by Mexico against Arizona; and,

**THEREFORE, BE IT RESOLVED**, that the membership of IAOHRA denounces the enactment by state governments of discriminatory laws intended to encourage discrimination against immigrant communities or those perceived as immigrants; now therefore,

**BE IT FURTHER RESOLVED** that the membership of IAOHRA will investigate complaints about the human rights violations caused by such laws and support legislative actions to improve protection of human rights for everyone in the United States.

---

**Leon W. Russell, President**

**2011 IAOHRA Conference  
August 28-31, 2011  
Sheraton Hotel  
Austin, Texas**

**Resolution #2**

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL  
HUMAN RIGHTS AGENCIES  
August 30, 2011**

**TITLE: ANTI-ASIAN LAWS**

**PURPOSE: TO SUPPORT CONGRESSIONAL EXPRESSION OF REGRET FOR  
IMPLEMENTATION OF ASIAN EXCLUSIONARY LAWS**

**WHEREAS**, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 150 state, county, and city governmental human rights agencies in the United States of America and several statutory human rights agencies in Canada; and,

**WHEREAS**, IAOHRA goals are “to foster human and inter-group relations, to enhance human rights practices under law, and to promote civil and human rights around the world;” and,

**WHEREAS**, international human rights are articulated in the Universal Declaration of Human Rights and a broad range of laws, norms and values - that recognize and promote the fundamental humanity and dignity of every person, as well as the necessity of fairness and opportunity for all people, and that enable people to meet their basic needs and to enjoy basic civil, political, social, economic and cultural rights; and,

**WHEREAS**, pervasive anti-Asian sentiment during the mid-1800s and early 1900s resulted in the passage of a number of laws at the local, state, and federal levels to exclude Asians from the United States, bar them from naturalization, deny them the opportunity to unite families and impair their ability to integrate into their communities; and,

**WHEREAS**, the federal laws targeting Chinese immigrants peaked with Congress’s passage of the 1882 Chinese Exclusion Act, which imposed a 10-year moratorium on Chinese labor immigration and was the first law in American history to restrict immigration by race or ethnicity; and,

**WHEREAS**, Congress revisited the Chinese Exclusion Act five more times between 1884 and 1904, each time imposing additional restrictions on Chinese immigration and naturalization; and,

**WHEREAS**, despite the repeal of the Chinese Exclusion Act in 1943, the United States government has never expressed regret for its passage of the legislation; and,

**WHEREAS**, the measures implemented against Asian immigration were not limited to the Chinese; and,

WHEREAS, in 1907 the “Gentleman’s Agreement” between the U.S. and Japanese governments restricted the immigration of Japanese laborers to the United States; and,

WHEREAS, with the passage of the Immigration Act of 1917, Congress expanded exclusion provisions to anyone born in the “Asiatic Barred Zone,” an area that included most of the rest of the Asian continent and the Pacific, with the exception of areas at the time under U.S. jurisdiction; and,

WHEREAS, the Immigration Act of 1924, which included the National Origins Act, created national immigration quotas based on the population in the United States from the 1890 census – favoring immigration from European countries; and,

WHEREAS, the Immigration Act of 1924 also excluded immigrants ineligible for citizenship, which meant all Asians, given the racial bar to naturalization; and,

WHEREAS, the final vestiges of discriminatory immigration policy were not removed until 1965; and,

WHEREAS, the present-day acknowledgment of the wrongfully enacted measures would serve as a timely reminder to the United States to live up to its principles of equality and affirm its commitment to the civil and human rights of all people; and,

**THEREFORE, BE IT RESOLVED**, that the membership of IAOHRA expresses its support for the passage of a congressional resolution expressing regret for the discriminatory 19th and 20th century laws restricting Asian immigration and naturalization; now therefore,

**THEREFORE, BE IT FURTHER RESOLVED**, that IAOHRA authorizes its President, officers, and staff to communicate the content of this resolution to the Organization of Chinese Americans, National Asian Pacific American Bar Association and other bars of color, members of the House of Representatives, members of the U.S. Senate, the press, and to others the IAOHRA President deems suitable to receive the information.

---

**Leon W. Russell, President**

**2011 IAOHRA Conference  
August 28-31, 2011  
Sheraton Hotel  
Austin, Texas**

**Resolution #4**

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL  
HUMAN RIGHTS AGENCIES  
August 30, 2011**

**TITLE: INTERNATIONAL HUMAN RIGHTS**

**PURPOSE: TO PROMOTE AND ENCOURAGE THE USE OF INTERNATIONAL  
HUMAN RIGHTS BY OFFICIAL STATE AND LOCAL HUMAN RIGHTS  
AGENCIES**

**WHEREAS**, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county, and city governmental human rights agencies in the United States of America and several statutory human rights agencies in Canada; and,

**WHEREAS**, IA OHRA goals are “to foster human and inter-group relations, to enhance human rights practices under law, and to promote civil and human rights around the world;” and,

**WHEREAS**, international human rights are articulated in the Universal Declaration of Human Rights and a broad range of laws, norms and values - that recognize and promote the fundamental humanity and dignity of every person, as well as the necessity of fairness and opportunity for all people, and that enable people to meet their basic needs and to enjoy basic civil, political, social, economic and cultural rights; and,

**WHEREAS**, there is an international human rights system, of which the U.S. is a part, which includes a framework of charters, treaties, court cases and laws, international courts and monitoring bodies, and international programs and reports, all of which are recognized and accepted by the vast majority of the global community of nations and individuals; and,

**WHEREAS**, the vast majority of people in the U.S. believe that human rights include equal opportunities regardless of gender and race, being treated fairly in the criminal justice system, freedom from discrimination, freedom from torture or abuse by law enforcement, equal access to quality public education, access to health care, living in a clean environment; fair pay for workers to meet the basic needs for food and housing, and keeping personal behavior and choices private; and,

**WHEREAS**, a basic tenet of the human rights framework is that human rights must start at home, and must involve and reflect the needs and expertise of local communities, and that governments have an affirmative obligation to respect, protect and fulfill these rights; and,

**WHEREAS**, as has been demonstrated in Washington, Illinois, Oregon and California, international human rights can provide a powerful framework for, and play an instrumental role in, state and local human rights commissions and other state and local agencies as they work to ensure opportunity and equality for their communities; and,

**WHEREAS**, the Human Rights Institute of Columbia Law School, with input from IAOHRA members, has produced a document called *Implementing Recommendations from the Universal Periodic Review: A Toolkit for State and Local Human Rights and Human Relations Commissions*; and,

**WHEREAS**, as demonstrated by the United Nations Office of the High Commissioner for Human Rights at this year's IAOHRA conference, state and local implementation of international human rights can influence national policy and broader acceptance of international human rights norms, as well as to expand what is included in domestic and international human rights; and,

**THEREFORE, BE IT RESOLVED**, that the membership of IAOHRA hereby affirms the importance of integrating international human rights into the work of its member state and local governmental human rights agencies, and that each member commits to take at least one action, big or small, this year to utilize international human rights in their agencies' work; now therefore,

**THEREFORE, BE IT FURTHER RESOLVED**, that IAOHRA shall make one of its top priorities to advocate for the Human Rights At Home (HuRAH) agenda that includes an interagency task force on human rights, and any other proposal that will provide for the utilization and adequate resources of state and local human rights agencies in any and all federal efforts to advance towards the full realization of civil and human rights in our communities.

---

**Leon W. Russell, President**

**2011 IAOHRA Conference  
August 28-31, 2011  
Sheraton Hotel  
Austin, Texas**

**Resolution #5**

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL  
HUMAN RIGHTS AGENCIES  
AUGUST 30, 2011**

**TITLE: NATIONAL SECURITY POLICIES AND PRACTICES MUST RESPECT  
CIVIL AND HUMAN RIGHTS**

**PURPOSE: TO ENSURE GOVERNMENTAL AND PRIVATE ACTIONS TAKEN IN  
THE NAME OF NATIONAL SECURITY DO NOT RELY ON  
PREJUDICE, STEREOTYPES, AND PROFILING, OR OTHERWISE  
SACRIFICE OR IGNORE THE BASIC CIVIL AND HUMAN RIGHTS OF  
RACIAL/ ETHNIC/RELIGIOUS MINORITIES**

**WHEREAS**, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada; and,

**WHEREAS**, IAOHRA goals are “to foster human and inter-group relations, to enhance human rights practices under law, and to promote civil and human rights around the world;” and,

**WHEREAS**, international human rights are articulated in the Universal Declaration of Human Rights as well as in a number of international treaties that recognize and promote the fundamental humanity and dignity of every person, as well as the necessity of fairness and opportunity for all people, and that enable people to meet their basic needs and to enjoy basic civil, political, social, economic and cultural rights; and,

**WHEREAS**, the United States has signed the Universal Declaration of Human Rights and ratified the International Covenant on Civil and Political Rights, the International Convention on the Elimination of All Forms of Racial Discrimination; and,

**WHEREAS**, the September 11th and other terrorist attacks against the United States in the U.S. here and abroad led to a wave of anti-Muslim/Middle Eastern discrimination and hate violence, and the passage of policies and implementation of practices that profile Americans of Middle-Eastern descent, Muslim and Sikh background, people of color, and immigrants; and,

**WHEREAS**, despite the invaluable role of American Muslims communities in preventing Al Qaeda and terrorist plots from infiltrating the U.S. Muslim communities since 2001 as recently noted by President Obama, IAOHRA recognizes that anti-Muslim, anti-Arab, anti-Middle Eastern, and anti-immigrant bias continues to rear its ugly head in the U.S., and increases when

particular kinds of events and media coverage occur, such as the imminent 10th anniversary of the 9/11 attacks; and,

**WHEREAS**, explicit and unconscious prejudice against those who appear Muslim, Arab or Middle Eastern, become expressed in an array of negative emotions, associations, and assumptions that result in discriminatory attitudes and actions against members of these minority groups in the U.S., including fear, distrust, suspicion, harassment, and hate violence; and,

**WHEREAS**, all policies and practices which rely on racial and ethnic profiling not only adversely impact Americans of Middle-Eastern and Muslim backgrounds, but also members of the African American community, including those with Muslim sounding names, and anyone who looks like a member of these minority groups; and,

**WHEREAS**, racial/ethnic/religious minorities, and the African American community in particular, are amongst the first communities in America to experience the pain and injustice of discrimination and racial profiling, by law enforcement officials as well as ordinary citizens; and,

**WHEREAS**, the need for working to improve national security by implementing evidence-based practices that have proven effective in finding those intent on breaking the law (rather than profiling based on race, religion, ethnicity, or any other inherent characteristics) must be a priority for the United States; and,

**WHEREAS**, racial profiling, or profiling of any kind based on one's ethnicity, national origin, religion or other protected characteristic, has been proven ineffective and a waste of precious and limited resources as a tool for law enforcement; and,

**WHEREAS**, it is essential that all Americans, and communities of color in particular, work together to ensure that the civil liberties and human rights of all minorities are protected in the United States; and,

**THEREFORE, BE IT RESOLVED** that IAOHRA continue its work in combating all forms of discrimination of our communities and campaign against the racist, anti-immigrant, anti-Muslim, anti-Arab, anti-Black and anti-Middle Eastern sentiment affecting the nation both in society's mind frame and in policies and laws; and,

**BE IT FURTHER RESOLVED** that IAOHRA member agencies work to serve as the conscience of their local and state governments in matters of civil and human rights by ensuring that statements and information that counter anti-Muslim/Middle Eastern prejudice are included in 10<sup>th</sup> Anniversary of 9/11 commemorations or other activities by government and community leaders; and,

**BE IT FURTHER RESOLVED** that IAOHRA and its members work to bring about evidence-based policies and practices to ensure national security, rather than those misguided policies and practices which target individuals and communities differentially solely based on their race, nationality, religion, physical appearance or other protected characteristics; and,

**BE IT FURTHER RESOLVED** that IAOHRA work to pass legislation at local, state, and national levels that effectively bans the practice of racial/ethnic/religious profiling by law enforcement; now therefore,

**BE IT FINALLY RESOLVED** that IAOHRA reaffirm its commitment to work together in coalition with other communities of color, advocacy groups, community leaders, national leaders, law enforcement and government officials to ensure the protection and expansion of civil rights, civil liberties and human rights for all in the United States.

---

**Leon W. Russell, President**



August 17, 2011

To: L.A. County Community Corrections Partnership Committee  
Antonia Jimenez, Deputy Chief Executive Officer

From: Cynthia Banks, Director, Community and Senior Services (CSS)

Subject: CSS Input to the County's Realignment Plan

As you know, CSS has participated in the Community Corrections Partnership Committee that is planning for the implementation of AB 109. CSS' role on the committee involves the identification of CSS services and expertise that can be brought to the table. One of those services is Workforce Development.

Attached for your consideration are CSS's recommended additions regarding employment for inclusion in the County's Plan for the AB 109 Realignment.

If you have questions or need additional information, you may contact Josie Marquez at [jmarquez@css.lacounty.gov](mailto:jmarquez@css.lacounty.gov) or Robin Toma at [rtoma@css.lacounty.gov](mailto:rtoma@css.lacounty.gov).

RECOMMENDATIONS FROM COMMUNITY AND SENIOR SERVICES  
ON REENTRY EMPLOYMENT SERVICES

FOR THE L.A. COUNTY AB 109 IMPLEMENTATION PLAN

A review of over 400 studies found that “employment is the single most critical element in reducing recidivism, particularly for adults,” (*emphasis added*) according to The *County of Los Angeles Young Offender Reentry Blueprint*. (2011) (“Reentry Blueprint”), p. 60) CSS produced the Reentry Blueprint through a series of community summits in all five supervisorial districts, in partnership with UCLA School of Public Affairs, and through a grant by the U.S. Department of Labor.

In this document, we provide language that can be included in the implementation plan as it relates to CSS programming. The following provides proposed language that broadly describes how the Workforce Investment Act (WIA) system and services can be included in the overall County plan.

This is not intended to be a comprehensive list of all the plan elements. Rather, we identify some basic elements related to employment and training that would strengthen the County plan. Successful implementation of many of these elements will require inter-agency cooperation and collaboration, as well as adequate resources.

Attachment A provides a list of best practices in providing effective employment opportunities for the formerly incarcerated. While some are strategies that are already in progress, others are important longer term goals and strategies essential for developing the most effective reentry employment system for our county.

We propose that Employment and Training resources be made available as follows:

1. Fund existing WIA contractors with a track record of serving reentry populations to conduct a pilot project designed to provide formerly incarcerated persons with employment and training services. The local Workforce Investment Board has already approved \$500,000 for this effort.
2. Develop an outreach and marketing plan focused on the targeted populations that is a collaborative effort of the Probation Department, Local Workforce Investment Areas, the Sheriff’s Department and other stakeholders. This plan would include:
  - Tailored marketing and outreach of job programs to the target population.
  - Enhancement of WIA’s existing linkages with, and support the continuation of, the PACT (Parole And Community Team, a network of reentry service providers convened previously by the state’s parole agency) and other programs for recently released

ex-offenders. Currently, CSS WIA contractors attend PACT meetings to expose reentry populations to resources, particularly employment and training services.

- Partnerships with Probation (i.e., AB109 HUBs and Probation offices), LA Sheriff's Department (i.e., Community Transition Unit), and other County departments, as well as the L.A. Regional Reentry Partnership and other community based organizations and partnerships that have access to the catchment population, to establish a stronger referral system to the WorkSource Centers.
3. Research best practices (see Attachment A: Best Practices in Reentry Employment) to build capacity within the WorkSource Centers, probation institutions, county jails, state prisons and other relevant institutions to better address the unique workforce readiness and employment needs of reentry populations. This would entail having key community partners who have a track record of success in providing employment services for the formerly incarcerated train our WorkSource Centers on strategies for success with reentry clients.
  4. Establish baseline information on how the WIA system currently reaches and serves reentry populations. This would require an impact analysis of the effectiveness of specific outreach and marketing to parolees to address factors such as the number enrolled, number trained, number placed, the reasons for success or failure of job placements, etc.

If you have questions or need additional information, you may contact Josie Marquez at [jmarquez@css.lacounty.gov](mailto:jmarquez@css.lacounty.gov) or Robin Toma at [rtoma@css.lacounty.gov](mailto:rtoma@css.lacounty.gov).

## Attachment A: Best Practices in Reentry Employment

The most effective practices and strategies for moving formerly incarcerated persons to employment have been studied and identified in a number of places, including:

- *County of Los Angeles Young Offender Reentry Blueprint*. (2011) ("Reentry Blueprint")
- *From Prison to Work: The Employment Dimensions of Prisoner Reentry*, The Urban Institute's Justice Policy Center (2004) ("Urban Institute Report")
- LA County Probation's *Advancing a Strategic Plan for the Implementation of AB 109 – Community Supervision Program Countywide*(2011)("Probation's AB 109 Strategic Plan")
- *21<sup>st</sup> Century Project: Recidivism Prevention and Reduction in Los Angeles County* (2009)("21<sup>st</sup> Century report")

Listed below are a number of best practices in reentry employment that would be critical for inclusion in the County Realignment Plan, as goals, objectives and strategies. Some are already being implemented by Probation, the Sheriff's Department, or Worksource Centers. Many still need to be fully operationalized, integrated, or made countywide.

1. **Provide in-custody access** to counseling, training, education, vocational programs, and jobs to remediate existing deficits in these areas. (Urban Institute Report) The Sheriff's Department is pursuing this strategy through their Community Transition Unit (CTU).
2. **Increase the presence of CBO's** providing career assessment and skills-training programs within state and county facilities. (Reentry Blueprint) This could include the placement of a reentry specialist at those WorkSource centers serving the larger reentry populations, as has been done in the City of L.A.
3. **Prepare for release by assembling needed documents** (social security cards, copies of GED or high school diplomas, transcripts, vocational training certificates, etc.), polishing interview skills, and providing guidance on how to present criminal justice history and instruction on how to use job search resources. (Urban Institute Report)
4. **Offer support during critical days** following release and immediate access to income. (Urban Institute Report)
5. **Expand the array of resource centers** providing job skills and work experience or employment placement services for returnees. (Reentry Blueprint)

6. **Focus on motivation, envisioning new roles and self-concepts**, identifying signals of readiness that can be used to demonstrate commitment to a job, and nurturing the commitment to change. (Urban Institute Report)
7. **Provide for a gradual transition** from the “total institution” structure of the prison environment to an open schedule that depends on self-direction and self-discipline. (Urban Institute Report)
8. **Attend to compatibility between former prisoners’ temperament and skills** and the requirements of available jobs. (Urban Institute Report)
9. **Supplement criminal justice (post-release) supervision** with non-punitive, problem-solving assistance. (Urban Institute Report)
10. **Develop resources for concrete supports** such as transportation, interview clothes and work clothes, childcare, housing, and food. (Urban Institute Report)
11. **Create a well-developed network of potential employers** in a diversity of job markets; emphasize those that are convenient to former prisoners’ places of residence and easily accessible by public transportation. (Urban Institute Report)
12. **Expand employment programs** that build relationships with companies offering longer-term career paths for returnees. (Reentry Blueprint)
13. **Cultivate employer satisfaction through frequent contact** and willingness to mediate conflicts and solve problems related to the offender’s ability to report to work consistently and on time, to work as a team, to take direction and constructive criticism, etc. (Urban Institute Report)
14. **Work to increase positive media coverage** of successfully employed ex-offenders. (Reentry Blueprint)
15. **Increase partially paid job training opportunities** and expand employers’ knowledge of available tax incentives for hiring formerly incarcerated individuals (Reentry Blueprint). These would include such programs as Temporary Subsidized Employment (TSE) provided through WorkSource centers, which Probation’s Adult Day Reporting Centers paired with Alternative Treatment Caseloads.
16. **Coordinate job and criminal justice commitments** to minimize interference with job responsibilities while maintaining the benefits of supervision. (Urban Institute Report)
17. **Focus on job retention** so that ex-offenders build a solid work history that can be used to attract future opportunities. (Urban Institute Report)

18. **Set aside a certain percentage** (e.g., 10%) of contracts for employers hiring the “at risk” target population including the formerly incarcerated.

---

---

**Human Relations Commission  
Of  
Community and Senior Services  
Los Angeles County (“Contractor”)**

**Scope of Work  
For Los Angeles Unified School District – Local District 8 (“District”)  
(October 9, 2011 through October 8, 2013)**

**The Contractor**, as a partner to the Los Angeles Unified School District, Local District 8 in the Safe School Healthy Student Washington Involving Neighborhood (WIN) Program, which is grant-funded, will provide leadership, consultation, technical assistance and programmatic support in implementing the Contractor’s *zerohour.com*/No Haters Here! school program, institutionalizing a human relations infrastructure into Washington Preparatory High School (WPHS) and its feeder schools to effect campus-wide cultures of peace and respect for all regardless of age, disability, ethnicity, gender identity, language, immigration status, race, religion, sex, gender, and/or sexual orientation.

The Contractor will commit one (1) full time (FTE) Senior Human Relations Consultant (Sr. HRC Staff), at a rate of \$ 102,500 annually (\$45.92 per hour plus \$6,986.40 for training materials, travel and support services) beginning October 9, 2011 and continuing through October 8, 2013. The Sr. HRC staff, GusTavo Guerra Vasquez, identified as “Key Personnel,” will be assigned to provide human relations leadership, consultation services, technical assistance and programmatic support to schools, parents and educators in the Washington Preparatory High School attendance area. The Contractor will also assign a .50 FTE of other HRC professional staff to assist the Contractor project leader as an in-kind match/contribution to this grant. Additionally, the Contractor will cover and/or contribute the cost of any materials and programming not provided by this grant.

The District and the Contractor may modify any of the evaluation measures and deliverables in this Scope of Work agreement, including qualified vendors staff and subcontractors, when deemed necessary, upon mutual agreement.

**The Senior Human Relations Staff (GusTavo Guerra Vasquez) will:**

- Implement the Contractor’s *zerohour.com*/No Haters Here! school-based program at WPHS as follows:
  - Establish and support the *zerohour* student component – the Campus Action Team (CAT) – at WPHS to ensure all students led by CAT leaders, address cultural identity and intra- and inter-group relational dynamics on their school campus:
    - Meet with school administration to work through logistics of meeting times, participants, and certificated support to the CAT;
    - Assist with outreach and recruitment for the CAT, ensuring diversity and equity;
    - Train CAT student leaders in human relations subject matter, leadership development, and student organizing;
    - Support CAT members in school-wide human relations actions and education campaigns; and;
    - Engage WPHS CAT members in County-wide *zerohour* events.

- Provide WPHS staff and administration with professional development trainings to promote healthy intergroup and intragroup relations in the school communities, such as those on addressing bullying, bias-related harassment, hate crimes, educational equality, culturally-relevant behavior management, classroom instruction, curriculum, and prevent outreach and engagement, as well as institutional cultural competency:
  - Assist WPHS administration in culturally-competent parent outreach and engagement efforts: and
  - Assist WPHS administration in incorporating student CAT human relations work as a key Prevention prong in WPHS' whole-school health and safety plan and strategy.
  
- Link WPHS' zerohour program to its feeder middle schools by:
  - Establishing a mentor component of the WPHS CAT wherein CAT members train feeder middles school students in human relations knowledge and skills;
  - Offering teachers and administrators at WPHS feeder schools the same human relations professional development opportunities offered WPHS: and
  - Including in WPHS' program Contractor-assisted, culturally-competent parent engagement efforts for those parents with children at both WPHS and the feeder schools.

**Contractor** will assign one of its management level supervisors to spend .10% of his/her FTE time to supervise the Sr. HRC staff assigned to the WPHS Healthy Student grant collaborative and to represent Contractor on the Washington Preparatory SSSHS Core Management Team. Contractor will also assign .50 FTE of other HRC professional staff to assist the Contractor project leader as an in-kind match/contribution to this grant. Additionally, the Contractor will cover and/or contribute the cost of any materials and programming not provided by this grant.

**Dates of Service:**

October 9, 2011 through October 8, 2013

**Location for Provision of Services:**

Services will be provided at Washington Preparatory High School, Clay Middle School and Bret Harte Middle School, as well as other relevant meeting locations to be specified by the District, on an as-needed basis.

**Number of Participants**

- A minimum of 25 Campus Action Team members will be trained, engaged and supported by Sr. HRC staff, one (1) to five (5) hours a week for 36 weeks:
- A minimum of 2,500 students will be impacted and involved by at least 10 hours of school-wide CAT actions and events, such as Denim Day, No Name Calling Week, Mix it Up Day, etc.:
- A minimum of 75 WPHS teachers will be impacted and involved by 10 hours of human relations professionals development training:

- A minimum of 30 feeder middle school teachers will be impacted and involved by five (5) hours of human relations professional development training; and
- A minimum of 30 additional WPHS parents will be engaged as a result of Sr. HRC staff assistance and involvement in culturally-competent parent outreach and engagement training and coaching sessions.

**Types of Materials Provided:**

- Campus Action Team Curriculum: and
- *Zerohour.com*’’No Haters Here’’ promotional materials, including t-shirts, posters, bumper stickers, bookmarks, and water bottles.

**Method for Evaluating – for Consideration by the District:**

The Contractor will submit to the District for consideration, a self-evaluation of its effectiveness in achieving its *zerohour* WIN goals through several measures. Such evaluation results are not binding to the District as the grant requires an outside evaluator. First, the Contractor will administer a pre and post assessment tool to a sampling of school stakeholder groups (CAT students, student control group, teachers, teacher control group, administrators, and classified staff.) These tools will assess:

- Perception of:
  - Overall school climate:
  - Safety:
  - Level of intergroup relations tensions: and
  - Inclusion and respect for diversity on campus:
- Attitudinal shifts with regards to issues of bias, diversity and inclusion: and
- Self-reported behaviors that affect safety and inclusion on campus.

The Contractor will complement these pre and post assessments of the above-indicators with pre and post focus groups with a sampling of members from the named constituency groups: CAT students, student control group, teachers, teacher control, administrators, and classified staff.

Second, the Contractor will further evaluate its success by collecting and reporting data on the number of:

- CAT students receiving intensified Human Relations (HR) support:
- WPHS students affected by and participating in campus-wide CAT actions:
- Teachers and administrators requesting and receiving HR professional development trainings: and
- Teachers, administrators and students reporting satisfaction with Contractor HR support as determined by the event and workshop attendee evaluations.

Finally, the Contractor will utilize data collected by the school and the District on the following indicators to assess its success:

- Percentage of students who feel that adults care about them as reported on the California Healthy Kids Surveys (CHKS) – Dependent on District conducting such:
- Percentage of reduction of bias-related harassment incidents as captured in CHKS:

- Number of suspensions, expulsions, opportunity transfers and drop outs from time to implementation to time of completion of zerohour program (in overall student population and in students participating in the CAT program):
- Percentage increase in standardized test scores of school from beginning of zerohour implementation to completion: and
- Percentage of grade improvements among CAT participants.

**Deliverables:**

- Contractor will dedicate one (1) FTE Sr. HRC staff to lead the human relations component of the WPHS SSSH grant collaborative effort:
- Contractor will assign .10% FTE of a manager (from its management level supervisors) to supervise the Sr. HRC and represent the Contractor on the WPHS SSSH Coordinating Council:
- Contractor will train the HR Consultant to carry out their HR support and program implementation duties:
- Sr. HRC staff will spend 24 hours per week on the WPHS campus establishing and supporting the zerohour CAT and otherwise providing human relations technical assistance to the school, including provision of requested human relations teacher trainings and parent outreach coaching:
- Sr. HRC staff will meet at least once a week with assigned WPHS school liaison (administrator):
- Sr. HRC staff will meet from one (1) to five (5) hours per week, face-to-face, with a minimum of 25 Campus Action Team members in the following activities: conducting the CAT meetings; training the CAT members in human relations subject matter; training CAT members in leadership development and student organizing; assisting CAT members in their HR actions and public education campaigns:
- Sr. HRC staff will meet at least once a week, for one (1) hour with certified staff sponsor of the WPHS CAT:
- Sr. HRC staff will spend one (1) to five (5) hours per week establishing relationships with WPHS feeder schools: and
- Sr. HRC staff will spend one (1) to three (3) hours each week reporting to the Contractor and County on the status, progress, successes and challenges of the WPHS zerohour program effort.

**Pricing Summary and Payment Schedule**

The total cost of this contract shall not exceed \$205,000, including all expenses. The funds break down as follows:

- Year One : October 9, 20011 – October 8, 2013 Not-to-Exceed \$ 102,500, paid at the hourly rate of \$45.92, including all expenses plus \$6,986.40 for training materials and travel.
- Year Two: October 9, 2010 – October 8, 2011 Not-to-Exceed \$102,500, paid at the hourly rate of \$45.92, including all expenses plus \$6,986.40 for training materials and travel.

Invoices for completed services shall be submitted monthly, in arrears, and in accordance with the above rates.

**Invoicing Policy**

No payment shall be made unless the District verifies services and expenses for which payment is requested have been fully and satisfactorily performed. The District will process payment(s) within 45 days of receipt of invoice(s), which meet the requirements indicated in Section 6 of this Agreement. See Section 6 "Contract Value" for more details.





# COMMISSION ON HUMAN RELATIONS

## LOS ANGELES COUNTY

*"Enriching lives through effective and caring service"*

### Human Relations Commissioners

Sergio Paz  
President

Kathay Feng, Esq.

Vice President

William Lambert

Vice President

Susanne L. Cumming, Esq.

Vice President/Secretary

Dr. Sandra E. Thomas

Vice President

Donna Bojarsky

Rev. Zedar E. Broadous

Vito Cannella

Mario Ceballos

Tong Suk Chun

Michael Gi-Hao Cheung

Adrian Dove

Lea Ann King

Eleanor Montaño

### Honorary Members

Ray W. Bartlett (1917-2008)

John Anson Ford (1883-1983)

Morris Kight (1920-2003)

Catherine G. Stern (1909-2010)

Philip R. Valera

Rabbi Alfred Wolf (1915-2004)

### Board of Supervisors

Gloria Molina

First District

Mark Ridley-Thomas

Second District

Zev Yaroslavsky

Third District

Don Knabe

Fourth District

Michael D. Antonovich

Fifth District

William T Fujioka

Chief Executive Officer

## Racialized Gang Violence Prevention Initiative Committee

11:00 AM-12:00 PM, Monday, October 3, 2011

3175 W. 6<sup>th</sup> Street, Los Angeles, CA 90020

CSS 3rd Floor Teamwork Room #304

## AGENDA

1. Call to Order/Review and Approve Agenda
2. RGVPI Update (Staff)
  - AB 109 State Parole Realignment (Handout)
  - Youth/Young Adult Re-Entry Planning Follow-up
  - Countywide Regional Gang Violence Reduction Initiative (CEO awarded \$375k supplemental funding for the 2<sup>nd</sup> Chance Juvenile Reentry Project; CEO OJJDP Grant)
  - Harbor Gateway GRACE Sustainability Strategy (Campaign)
  - Pasadena-Altadena Vision 20/20 (Handout)
  - South LA Community Violence Intervention-Prevention Pre-Proposal
  - Other Projects and Activities
3. Commissioner Concerns, Questions, and Recommendations
4. Next Steps/Adjourn
  - Assignments
  - Next Meeting: November 7, 2011
  - Public Evaluation of this Meeting

*Handout List Attached*

### Human Relations Staff

Robin S. Toma, Esq.  
Executive Director

Elena Halpert-Schilt  
Assistant Executive Director

### Intergroup Relations Specialists

Gustavo Guerra Vasquez

Cherylynn Hoff

Sikivu Hutchinson

Juan Carlos Martinez

RiKu Matsuda

Josh Parr

Ray Regalado

Fidel Rodriguez

Anthony Massengale, Sr.

Marshall Wong

### Administrative Staff

Grace Löwenberg

Sharon Williams

### Dispute Resolution Program

Nusun Muhammad

Lynette Monroe

### Community and Senior Services

Cynthia Banks  
Director

Otto Solorzano  
Chief Deputy Director



**Assemblymember Isadore Hall, III**  
*invites you to attend the following*

**UPCOMING COMMUNITY EVENTS**

**Select Committee on Community Resources Impacted by Re-Entry**

**Friday, October 7, 2011**

**9:30 a.m. - 12:30 p.m.**

**Bateman Hall - Auditorium  
 11331 Ernestine Avenue  
 Lynwood**

*Informational hearing on "Understanding the Public Health Implications of Prisoner Reentry in California" - a report by the RAND Corporation.*

*Presentations will be by Lois Davis of the RAND Corporation; Reverend Eugene Williams, CEO of the Regional Congregations and Neighborhood Organizations Training Center on the integral role of faith-based organizations, and discussions on the role of local agencies and realignment.*

**Business 2 Business Breakfast Roundtable**

**Wednesday, October 19, 2011**

**9 - 11 a.m.**

**California State University of Dominguez Hills  
 1000 East Victoria Street  
 Carson**

*Featuring guest speaker Lieutenant Governor Gavin Newsom. A breakfast gathering of business leaders from the 52nd Assembly District.*

**Healthy Families Update**

**November 23, 2011**

**10 a.m. - 1 p.m.**

**Compton City Hall  
 205 S. Willowbrook Avenue  
 Compton**

*Come by to discuss the Healthy Families Program and participate in a Thanksgiving Turkey Giveaway. Over 900 turkeys were given last year to residents of the 52nd District. Contact the office for further information.*

**District Open House**

**December 17, 2011**

**10 a.m. - 1 p.m.**

**52nd District Office  
 2200 W. Artesia Blvd., Suite 210  
 Compton**

*Come by for your Holiday Toy Drive and BBQ and show support for children in the community in helping them enjoy this special time of year. Please contact the office for further information on this special event.*

*Please stop by to discuss community and legislative issues and to recognize the efforts of local community leaders.*

For more information on these events and others in the district, please call the District Office at **(310) 223-1201** or go to the website at [www.asmdc.org/fv](http://www.asmdc.org/fv)

# Parolees!!!!

## NEED HELP?

If you're a parolee in the community and need help getting your life back in gear...

### START HERE:

*Pasa/Alta Reintegration Council/PACT proudly presents*

## PACT WORKS!!

A one-stop community resource fair for parolees and their families.

Staff and volunteers on hand to help and introduce you to the services and opportunities that you need to know about!!!

Employment and job skills development opportunities  
G.E.D. enrollment information  
Tattoo Removal referrals  
Health screenings, testing and dental services referrals  
Educational/training/resources

### Free lunch! Exciting prizes!

Thursday September 15, 2011  
12 noon to 1:30pm

At VILLA 500  
500 East Villa Street  
Pasadena, CA 91103

**PACT:** Pasadena Altadena Community Team: Providing Parolees and their families a compassionate and dignified reintegration into the community utilizing local and regional resources in the areas of social, health, employment and education.

# Parolees!!!!

## NEED HELP?

If you're a parolee in the community and need help getting your life back in gear...

### START HERE:

*Pasa/Alta Reintegration Council/PACT proudly presents*

## PACT WORKS!!

A one-stop community resource fair for parolees and their families.

Staff and volunteers on hand to help and introduce you to the services and opportunities that you need to know about!!!

Employment and job skills development opportunities  
G.E.D. enrollment information  
Tattoo Removal referrals  
Health screenings, testing and dental services referrals  
Educational/training/resources

### Free lunch! Exciting prizes!

Thursday September 15, 2011  
12 noon to 1:30pm

At VILLA 500  
500 East Villa Street  
Pasadena, CA 91103

**PACT:** Pasadena Altadena Community Team: Providing Parolees and their families a compassionate and dignified reintegration into the community utilizing local and regional resources in the areas of social, health, employment and education.



# JOHN ANSON FORD AWARDS COMMITTEE

## of the Los Angeles County Human Relations Commission

### Meeting

Monday October 3, 2011  
11:00am-12:30pm  
Vision Room (Room 300), 3<sup>rd</sup> Floor  
3175 West Sixth Street  
Los Angeles, CA 90020

Members:  
Susanne Cumming (Chair)  
Lea Ann King  
Sergio Paz (Ex-Officio)  
riKu Matsuda, Elena Halpert-Schilt, Staff Liaisons

## A G E N D A

### New Business

- Sponsorship/Budget update
- RSVP update
- Procurement update
- Publicity/Media
- Program printing
- Scroll and Board presentation update
- Other

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

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 hrs. before the meeting. The meetings of the Human Relations Commission are accessible to persons with disabilities. If you require information regarding the accessibility, please contact (213) 738-2788.

SC:rM