



COMMISSION ON HUMAN RELATIONS

COMMUNITY AND SENIOR SERVICES OF LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

February 2, 2011

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Sergio Paz

Honorary Members

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

Robin S. Toma, Esq.
Executive Director

Elena Halpert-Schilt
Assistant Executive Director

Intergroup Relations Specialists

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

Administrative Staff

Grace Löwenberg
Sharon Williams

Community and Senior Services

Cynthia Banks
Director

Otto Solorzano
Chief Deputy Director

MEMORANDUM TO THE COMMISSIONERS

FROM: Dr. Sandra Thomas, President

SUBJECT: Commission Meeting of Monday, February 7, 2011

Our Commission will meet on Monday, February 7, 2011, from 12:30-2:00 p.m., at The California Endowment, 1000 N. Alameda Street, downtown Los Angeles.

Enclosed is the Agenda and Draft Minutes of January 3, 2011, meeting for your review and approval.

If you are unable to attend the meeting, please call Grace Löwenberg at (213) 738-2792 on Friday, February 4th, no later than 3:00 p.m.

Note: CSS photographer will be on site to take Commissioners Photos for new Identification Badges.

See you Monday at the California Endowment!

ST:GML



A G E N D A
MEETING OF THE COMMISSION/EXECUTIVE COMMITTEE
Monday, February 7, 2011
12:30 p.m.
The California Endowment Conference Center - Sequoia Room
1000 N. Alameda Street
Los Angeles, California

- 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. Meeting with Urban Progressives on Diversity in Episodic Television
 - 4.4. Upcoming Countywide Summit on Re-Entry, February 16th *
- 5. Executive Director's Report (1:00)**
 - 5.1. Calendar of meetings of Commission and Committees
 - 5.2. No Haters Here Week Kick Off at Washington Prep High
 - 5.3. Strategic Plan Implementation
 - 5.4. Corporate Advisory Committee meeting for May
- 6. For Discussion/Action (1:10)**
 - 6.1. Request to Use JAF Trust Funds for Homeless Youth Leadership Council (King)
 - 6.2. Fact Sheet on L.A. County Human Relations Commission*
 - 6.3. JAF Trust Fund guidelines
- 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) In memory of Frank S. Emi.**

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 January 3, 2011
Community and Senior Services (CSS)
3175 W. Sixth Street, Room 304 – Teamwork Room
Los Angeles, California 90020

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

1. **Call to Order/Flag Salute and Moment of Silence:** The executive commission meeting was called to order by President Sandra Thomas at 12:45 p.m. The flag salute and moment of silence were led by Commissioner Cheung.
2. **Approval of Minutes:** It was moved by Commissioner King, and seconded by Commissioner Montano, to approve the minutes of the December 6, 2010 meeting. The motion carried unanimously.
3. **Public Comment:** Cynthia Banks, Director of Community and Senior Services, shared an inspirational quote that read “write it on your heart that every day is the best day of the year.”

Both commissioners Montaña and Thomas inquired about prior reimbursements that were due to them. Executive Director Robin Toma said he would inquire as to why they have not been paid, and advise them this week.

4. **President’s Report:** President Thomas presented the following report:
 - 4.1 **Mission Statement of the HRC:** President Thomas proposed that the HRC Mission Statement be reviewed at the beginning of every meeting. She also suggested that perhaps

at future meetings, the Mission Statement could be incorporated at the time the pledge of allegiance is performed.

- 4.2 Hate Crime Report Press Conference:** President Thomas gave an overview of the press conference for the Hate Crime Report. She felt that overall the press conference was a success, and thanked HRC and other CSS staff for their hard work and dedication.
 - 4.3 Meeting with Urban Progressives on Diversity in Episodic Television:** An exploratory meeting was held with Mr. Kuti from Urban Progressives, President Thomas, Director Banks, Executive Director Toma, and others to discuss issues regarding diversity and discrimination within the media industry. Future involvement with the work of Urban Progressives will be determined at a later date.
 - 4.4 JAF Trust Fund Guidelines:** Commissioner Cumming was absent, but has been working on funding guidelines for JAF funds to present to the Commission and staff for input. The Youth committee is taking the lead on putting this document together. They will soon present a draft to the Commission for approval.
 - 4.5 Request to use JAF Trust Funds for Homeless Youth Leadership Council:** The HRC staff requested the Youth Committee funding for their Homeless Youth Leadership Council from the JAF Trust fund. President Thomas asked that the Chair of the Homeless Committee present this matter to his committee. Once that Committee makes a recommendation, it can be brought before the full Commission.
- 5. Executive Director's Report:** HRC Executive Director Toma wished the group a happy new year, and reported hate crime numbers are down this year and will hopefully continue at that rate. He then presented the following report:
- 5.1 Calendar of Meetings of Commission and Committees:** Executive Director Toma recommended that we schedule regular meeting times for the Commission and committee meetings. Director Banks then asked staff to talk to each committee chair, and then let HRC staff know what those meeting dates will be, so it could then be put on the on master calendar for all to view.
 - 5.2 Fact Sheet on the Commission and Talking Points:** Executive Director Toma presented an HRC fact sheet that can be used for reference when the public asks commissioners questions. President Thomas suggested that the document Mission Statement be added to the document/ Director Banks suggested the document be two-sided, with the backside containing a list of frequently asked questions (FAQs) that will be created with input from the commissioners. Commissioners were asked to submit their input to HRC staff by January 18, 2011 so they may be presented at the February meeting.
 - 5.3 Strategic Plan Implementation:** Executive Director Toma shared a calendar of upcoming events as well as the current strategic goals and activities that are currently in progress. While discussing strategies centered on racialized gang violence, Director Banks asked him to explain the Mark Ridley-Thomas board motion that was introduced. He then explained that Supervisor Mark Ridley-Thomas has been working

with the Empowerment Congress with recommendations of their own, working with Harvard Kennedy School students, which delineate steps to address re-entry among youth offenders. CSS as a department has also been working on a blueprint that would address those same issues. His motion requested the CEO to consult with departments to report on re-entry.

Lastly, Executive Director Toma reminded commissioners of the need to submit their paperwork for their new ID badges. He then introduced HRC staff members Sikivu Hutchinson and Josh Parr, who have been working with homeless youth as part of the Homeless Youth Leadership Council.

6. For Discussion/Action

6.1 Request to use JAF Trust Funds for Homeless Leadership Council: HRC staff members Josh Parr and Sikivu Hutchinson gave brief presentations on their current efforts with homeless youth. Staff member Parr is working with Covenant House in Hollywood and other Community-based organizations to create leaders in the community to make life better for homeless youth. He posed the question "How do we prevent homelessness amongst Youth"? To address this issue, they developed a curriculum created for training youth to become leaders and advocates on the issue. The budget request is for two field trips and three trainings.

Staff member Hutchinson stated that a major concern is sustainability. There is a strong need to obtain a secure funding source to continue the work in an effective manner. These funds will enable them to train a core group on the issues affecting Homeless Youth.

Commissioner Lambert asked why we weren't able to get participants bus money. Staff member Hutchinson mentioned that they had already reached out to Supervisor Yaroslavsky's office, and has yet to get a response. Commissioner Lambert said he would like to set up a meeting with Supervisor Yaroslavsky's office and the HRC staff to get some funds for bus passes. Commissioner King then stated that the JAF Trust Fund could be used as a micro-lender in future. If projects need funds, they can use JAF Funds upfront, and later be reimbursed so projects don't get held up due to the lack of availability of funding. Director Banks then recommended that we obtain narratives of the positive work the Council has done. Commissioner Lambert then asked what the age group the project served, and what their biggest obstacles were. Staff member Hutchinson stated they serve youth 18-24 and their biggest problems are obtaining jobs and education.

6.2 Staff briefing on Response to Annual Hate Crime Report press conference: Staff member Marshall Wong noted that despite many challenges, there was a strong media turnout for the press conference. He also went over the summaries of four important news articles and how they differed in their coverage of the press conference.

6.3 HRC participation in CORE's Kingdom Day MLK parade: Commissioner Dove stated that although the Commission missed the deadline to participate, he wants the commission to attend the event if possible, and consider participating next year. He

stated that a historic freedom bus will be featured, followed by a gospel concert sponsored by Councilman Parks. This event sparked an interest to develop ad hoc committees as issues/events arise, so that they may be addressed in a timely manner. Director Banks suggested that these committees be used when the subject matter fell outside the scope of the existing Committees. Assistant Director Halpert-Schilt suggested that ad hoc committees be set up four months prior to the event to ensure timeliness.

7. Committee Reports

7.1 JAF Human Relations Awards Committee: Commissioner King reported on the balance of the JAF Trust Fund.

7.2 Youth Committee: Commissioner King passed around copies of the draft guidelines for fund usage. She will also add ad-hoc guidelines, and submit to the group for input. Director Banks requested that that input be submitted by January 18, 2011 so that the document may be presented at the February meeting.

Commissioner King also stated that the “No Haters Here” week is coming up the week of January 24, 2011. She invited all commissioners to visit Washington Prep to join in the activities. There will be a lunch, an art show, poetry, and a dance that Friday to wrap the week up.

7.3 Racialized Gang Violence Prevention Committee: Commissioner Montaña suggested that her committee meet at 11:00 a.m. on the first Monday of each month as their suggested meeting time.

7.4 Crisis Response Committee: Commissioner Dove announced the release of Jeremy Marks on Christmas Eve.

7.5 Homeless Committee: Commissioner Cheung plans to give out gift cards to the Midnight Mission in celebration of the Lunar New Year, like they did last year. Commissioners will be advised of the date, and are encouraged to attend the event.

8. Commissioner’s Comments/Announcements: Assistant Director Halpert-Schilt announced she will be making copies of Washington prep calendars for the commissioners. She also announced that staff member Sharon Williams gave birth to a baby girl the day before Thanksgiving.

9. Adjournment: It was moved by Commissioner Dove and seconded by Commissioner Lambert, and approved unanimously to adjourn the meeting at 2:26 pm.

Respectfully submitted,

Kathay Feng, Esq.
Vice-President/Secretary

CAHRO 2011 LEADERSHIP AWARD

Stewart Kwoh

Mr. Kwoh is recognized statewide and nationally as an advocate for Asian Americans and a bridge builder between ethnic communities. He is currently President and Executive Director of the Asian Pacific American Legal Center of Southern California, helping to make it the largest and most diverse legal assistance and civil rights organizations for Asian Pacific Americans in the United States. In 1992, he helped to organize the Multicultural Collaborative in Los Angeles, which was widely regarded as one of the most forward looking organizational models for inter-ethnic collaboration and conflict resolution. He plays leadership roles in numerous other community, non-profit, and philanthropic organizations. Mr. Kwoh is also a founding leader of the Leadership Development in Interethnic Relations program which for nearly two decades has trained community leaders and activists in order to increase interethnic awareness and collaborative action for social justice in California and beyond.

CAHRO 2011 CIVIL RIGHTS AWARDS

William Degnan

Mr. Degnan founded and developed *Operation New Hope* and has a deep history of involvement with and service to youth in the correctional system, as well as to families of murder victims. Collectively, his many activities represent a model of service, and have immeasurable positive impacts on human rights and human relations throughout our state.

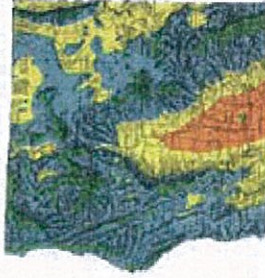
Marcus Gonzalez

Mr. Gonzalez is President of OC Human Relations Board of Directors. Under his leadership, OC Human Relations has reached 45,000 students this year with the BRIDGES program for students; it has mediated over 3,000 cases involving complicated cross-cultural issues; and it has worked to build community in the county by supporting hate crime victims, empowering immigrant parents, and organizing low-income residents.

Mr. Gene Lentzner

Mr. Lentzner has provided many decades of service and leadership through the Long Beach Human Relations Commission (initiating the Human Dignity Program); by founding and leading organizations such as the Healthy Kids Coalition, the African-American Coordinating Council, and the United Cambodian Community Board; by organizing community programs, conferences, and interfaith dialogues; and leading and serving the California Conference for Equality & Justice for over four decades.

**CALIFORNIA
ASSOCIATION OF
HUMAN
RELATIONS
ORGANIZATIONS**



**CALIFORNIA:
THE STATE OF
HUMAN RELATIONS**



**2011 STATEWIDE TRAINING CONFERENCE
& MEMBERSHIP MEETING**
MONDAY, FEBRUARY 7, 2011
THE CALIFORNIA ENDOWMENT
LOS ANGELES, CA

CAHRO 2011 Training Conference & Membership Meeting
Monday, February 7

PROGRAM

8:00 - 9:00: REGISTRATION OPEN

Refreshments, networking, information sharing

8:00 - 8:30: CAHRO MEMBERSHIP MEETING

Action items & election of officers

9:00 - 10:00: OPENING SESSION

Welcome Remarks: **Dr. Sandra E. Thomas**, President,
LA County Human Relations Commission

Statewide Report: **Robin Toma**, President, CAHRO
"State of Human Relations in California"

Opening Keynote: **Robert Ross, M.D.**

Executive Director, The California Endowment

10:00 - 10:50: BEST PRACTICES PLENARY SESSION

Jonathan Bernstein, Executive Director, Not In Our Town

11:00 - 12:30: WORKSHOPS SESSION (Morning)

Budgeting Challenges & Revenue Generating Options

(Yosemite room)

Battling the Bullying Epidemic: Making LGBT Students Safe

(Mojave room)

Police & Community Collaboration in Times of Crisis

(Catalina room)

Getting the Word Out: Media, Websites & Social Networks

(Cabrillo room)

12:45 - 2:15: CAHRO 37th ANNIVERSARY AWARDS LUNCHEON

Presentation of 2011 CAHRO Civil Rights Awards

Luncheon Keynote: **Hussain Ibish**, Senior Fellow, American Task Force on Palestine; Executive Director, Hala Salaam Maksud Foundation for Arab-American Leadership

2:30 - 4:00: WORKSHOPS SESSION (Afternoon)

Immigration: Addressing Issues, Resolving Conflicts

(Yosemite room)

Islamophobia & Religious Intolerance

(Mojave room)

Staying Alive: Building Alliances & Reframing Mission

(Catalina room)

Making Global Human Rights a Reality in Our Communities

(Cabrillo room)

4:10 - 5:00: CLOSING SESSION

Closing Keynote: **Stewart Kwoh**, MacArthur Foundation Fellow; President & Executive Director of the Asian Pacific American Legal Center of Southern California

Concluding Address: **Ashley Walker**, Executive Director (retired), San Diego Human Relations Commission;

CAHRO Board Member

WORKSHOPS (Morning):

Budgeting Challenges & Revenue Generating Options

Panelists will explore the different funding streams developed by effective human relations organizations in California. Professional staff from diverse human relations organizations will share funding strategies that include: Dispute Resolution Program Act; Public Human Relations Commissions; Private Non-Profit Organizations; Civil Rights Enforcement; Building Healthy Community Partnerships; Contract Compliance for City Departments, Criminal Justice Funds and other strategies for broadening the funding streams of human relations organizations in California.

Emil De Guzman (moderator), Housing Representative, San Francisco Human Rights Commission

Dr. Danell Scarborough, Executive Director, San Diego Human Relations Commission; CAHRO Board Member

Margaux Kohut, President, California Conference for Equality and Justice

Delorme D. McKee-Stovall, Director, Santa Clara County Office of Human Relations

Rusty Kennedy, Executive Director, Orange County Human Relations Commission; CAHRO Board Member

Larry Brinkin, Senior Manager (retired), San Francisco Human Rights Commission; CAHRO Board Member

Getting the Word Out: Media, Websites & Social Networks

Panelists will explore creative ways to reach out to the media to tell the story of human relations/rights efforts, and how to use social media and traditional media as a bridge for reaching out to the community.

Elizabeth Chavolla, Digital News Producer, Telemundo

Prof. Robert Hernandez, Annenberg School for Communication & Journalism, Univ. of Southern California

Carmen Ramos Chandler, Director, News & Information, California State University Northridge; CAHRO Vice-President

Battling the Bullying Epidemic: Making LGBT Students Safe

Bullying is a serious problem in our schools, and LGBT students are likely to be the targets of the most intense examples. Our society has started to recognize this through the repeated tragedies of LGBT teens. This workshop examines the causes of bullying, and focuses on programs to eliminate it from our schools and communities. Panelists will discuss best practices from a range of programs, and discuss with guests how they might develop and implement programs in their own communities.

Danielle Nava (moderator), Director of Programs, CCEJ, CAHRO Board member

Don Han, Senior Human Relations Specialist, OC Human Relations
Dr. Kevin O'Grady, Chair, GLSEN OC

Eva Vega-Olds, Project Director, A World of Difference, ADL, Southwest Pacific Region

King Chan, Youth Mentor, CCEJ and member, National Youth Advocacy Coalition

Police & Community Collaboration in Times of Crisis

Panelists will identify and explore various ways that the community and law enforcement can work together in a collaborative manner to address issues, such as: critical incidents that cause community mistrust; policy and training issues within law enforcement designed to integrate community concerns; and collaborative efforts between law enforcement and community to address outreach, hate crimes and discrimination, and quality of life in our communities.

Chief Sergio Diaz, Riverside Police Department

Commander Josef Lewy, Long Beach Police Department

Chani Beeman, Director of Diversity, Equity and Compliance, Riverside Community College

Rene Castro, VP Programs, California Conference for Equality and Justice, Long Beach

WORKSHOPS (Afternoon):

Immigration: Addressing Issues, Resolving Conflicts

This session will address the problems we face due to the lack of a comprehensive federal solution to illegal immigration. The session comes on the heels of Arizona's controversial immigration policy and the failure of an "integrated border security technology solution". The precipitous U.S. economic downturn helped destroy the budding bipartisan attempt at comprehensive reform and culminated in the failure to pass the Dream Act. Presenters will discuss current systemic problems and coordinated strategies (e.g. community consortiums, strategic messaging and social media, regional trainings, naturalization) used by communities who are working toward comprehensive immigration reform.

Andrea Guerrero, Esq., Executive Director, Equality Alliance of San Diego County

Ricardo Favela, Strategic Communications Coordinator, San Diego Immigrant Rights Consortium

Making Global Human Rights a Reality in Our Communities

Since international treaties are "the law of the land" according to the U.S. Constitution, what relevance do international human rights agreements have for local human relations commissions and community organizations? How can we get to the point where government at all levels – state, county and city – understand that ensuring basic human rights for all in their jurisdiction should be a primary mission for them? What do people in the U.S. think of when they hear the words "human rights?" Which demographic groups are supporters, and which are not sympathetic to human rights? What is the best way to shape our messages on human rights? Through PowerPoint presentations, this panel will provide answers these questions and more.

Julie Rowe, The Opportunity Agenda

Robin Toma, Executive Director, Los Angeles County Human Relations Commission; Board Member, International Association of Official Human Rights Agencies; CAHRO President

Islamophobia & Religious Intolerance

This panel will explore emerging issues regarding interfaith relations and religious bigotry, including Islamophobia in the United States. The panelists include a distinguished array of religious, legal, and policy analysts who have lectured audiences around the world.

Dr. Hussein Ibish, Senior Fellow, American Task Force on Palestine
William Degnan, Director, Operation New Hope

Professor Brian Levin, Director, Center for the Study of Hate & Extremism, CSU San Bernardino; CAHRO Board Member

Professor Amir Hussain, Dept. of Theological Studies, Loyola Marymount University

Staying Alive: Building Alliances & Reframing Mission

This interactive workshop will explore the diverse funding streams developed by effective human relations organizations in California, and apply those ideas to case studies. It will build on the morning session, Budgeting and Revenue Generation, beginning with a case study of San Diego Human Relations Commission. Then the panelists will brainstorm and problem solve with audience members' about how their organizations might develop a broad base of funding.

Dr. Danell Scarborough, Executive Director, San Diego Human Relations Commission; CAHRO Board Member

Margaux Kohut, President, California Conference for Equality and Justice

Delorme D. McKee-Stovall, Director, Santa Clara County Office of Human Relations

Emil De Guzman, Housing Representative, San Francisco Human Rights Commission; CAHRO Board Member

Rusty Kennedy, Executive Director, Orange County Human Relations Commission; CAHRO Board Member

County of Los Angeles Community & Senior Services



As one of five entities in the nation to be awarded a \$300,000 Youth and Young Adult Reentry Planning Grant funded 100% by the U.S. Department of Labor, the Los Angeles County Community and Senior Services Department, in collaboration with the LA County Workforce Investment Board and the Human Relations Commission, invites you to participate in this historic event:

“Off the Page & Into Reality”

A Call to Action to Implement the
Los Angeles County Blueprint for Youth & Young Adult Reentry



MAYOR MICHAEL D. ANTONOVICH
County of Los Angeles
Supervisor 5th District



BILL FUJIOKA
Chief Executive
Officer



FEBRUARY 16, 2011

8:00am – 3:00pm

Registration: 8:00 a.m.

Event Commences: 8:30 a.m.



CHIEF DONALD BLEVINS
LA County Probation Department

OUR LADY OF ANGELS CATHEDRAL Cathedral Plaza

555 W. Temple Street
Los Angeles, Ca 90012

Civic Center Redline is available

Exit: Temple Street



JAMES BELL
The Burns Institute



LUIS RODRIGUEZ
Author, Hearts & Hands: Creating
Community in Violent Times

SPACE IS LIMITED!

RSVP by February 9, 2011

Please Contact Renee Bustillos
213- 351- 5036

Rbustillos@css.lacounty.gov, or



BOBBY ARIAS,
Communities in Schools

Register Online Using the Link Below:

<http://www.surveymonkey.com/s/summit6registration>

Services provided by Community and Senior Services do not discriminate on the basis of disability. Persons with disabilities may request accommodation services by calling 213/738-2488 one week in advance of the meeting. The facility providing this service is wheelchair accessible. General program information is also available by calling this phone number.





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.

From: Robin Toma <RToma@css.lacounty.gov>

Date: Wed, 2 Feb 2011 22:12:15 -0800

To: 'Sandra Thomas' <sanethomas@att.blackberry.net>; Cynthia Banks <cbanks@CSS.LACOUNTY.GOV>; Otto Solorzano <OSolorzano@css.lacounty.gov>

Cc: Elena Halpert-Schilt <EHalpert-Schilt@css.lacounty.gov>

Subject: Commissioner meeting attendance

Commissioner Thomas, Cynthia and Otto,

We recently got a request from the Auditor Controller to ask what is being done to improve commissioner attendance at meetings.

Their analysis, which is part of the Sunset Review, indicates that the attendance rate of our commissioners is 57%, and the standard is 60%.

Here are some points, listed below, which we could put forth in our response to explain the efforts made to address this problem.

I look for your feedback and any additions or changes you'd want to make.

1. The Commission President, staff, and department leadership have been aware of this issue for several years, and have taken several steps to address it.
2. First, the President has made a point of stressing the importance of commissioner attendance at meetings repeatedly at every opportunity, including during the President's report at many meetings, and in communications both formal and informal with commissioners. As such, Commissioners are very conscious of attendance as an issue.
3. An ad hoc committee was created last year, and one of the issues addressed was that one of the key duties of commissioners is to attend meetings with regularity. This committee is moving forward with a code of conduct that will include the value of attendance at regular meetings.
4. Those remaining commissioners with poor attendance record have been individually approached about this issue. In the past, several commissioners with poor attendance have been asked to step down. Some have done so. Others have not.
5. The Commission committee structure was reshaped in order to encourage greater involvement and attendance by commissioners.
6. It appears that attendance has improved, with quorum being achieved with greater frequency.
7. However, there are several obstacles that remain. One of them is an unfilled vacant seat on the commission. Second, there are members whose terms have lapsed, who are among those commissioners with higher than average absences. Staff has notified the Supervisors who have vacancies, or members whose terms have expired, in an effort to remedy the issues. Almost certainly attendance would be increased by filling the vacancies, or replacing those members with lapsed terms who attend infrequently. Unfortunately, the vacancy has not yet been filled, and those commissioners with lapsed terms who infrequently attend have not been replaced.

I think it would be important to raise this with the Commissioners, so that they realize that this is a concern coming from the Auditor/Controller (A/C) and impacts the Commission's continued existence. It might increase attendance.

-OVER-

Although the A/C 's office did not give a deadline, I suggest we respond by the end of next week.

I look forward to getting your input.

Robin

Robin S. Toma, Esq.
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Assistant Director, Human Relations Branch, Community and Senior Services
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We Save Lives!

"To Enrich Lives Through Effective and Caring Service"

CAHRO 2011 CIVIL RIGHTS AWARDS

Honoring those who have made outstanding contributions to human relations in California

William Degnan

Mr. Degnan founded Operation New Hope in 1980 to assist youth in the correctional system, and has nurtured the organization for three decades into one of the most innovative and effective intervention programs of its kind. Additionally, he currently participates in community forums on gang awareness/intervention with the Riverside County DA's office, as well as providing crucial services to families of murder victims.

Marcus Gonzalez

Mr. Gonzalez is President of OC Human Relations Board of Directors. Under his leadership, OC Human Relations has reached 45,000 students this year with the BRIDGES program for students; it has mediated over 3,000 cases involving complicated cross-cultural issues; and it has worked to build community in the county by supporting hate crime victims, empowering immigrant parents, and organizing low-income residents.

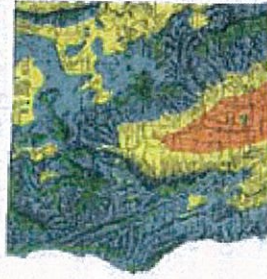
Barbara Lehman

Ms. Lehman has provided leadership for the Sacramento Human Rights & Fair Housing Commission, making it one of the leading regional agencies in organizing responses to hate crimes by raising awareness, building cooperation, and increasing the effectiveness of law enforcement. Additionally, her role in founding CAHRO in 1974 continues to make contributions to the state nearly four decades later.

Gene Lentzner

Mr. Lentzner has provided many decades of service and leadership through the Long Beach Human Relations Commission (initiating the Human Dignity Program); by founding and leading organizations such as the Healthy Kids Coalition, the African-American Coordinating Council, and the United Cambodian Community Board; by organizing community programs, conferences, and interfaith dialogues; and leading and serving the California Conference for Equality & Justice for over four decades.

**CALIFORNIA
ASSOCIATION OF
HUMAN
RELATIONS
ORGANIZATIONS**



**CALIFORNIA:
THE STATE OF
HUMAN RELATIONS**



**2011 STATEWIDE TRAINING CONFERENCE
& MEMBERSHIP MEETING**

**MONDAY, FEBRUARY 7, 2011
THE CALIFORNIA ENDOWMENT
LOS ANGELES, CA**

PROGRAM

8:00 - 9:00: REGISTRATION OPEN

Refreshments, networking, information sharing

8:00 - 8:30: CAHRO MEMBERSHIP MEETING

Action items & election of officers

9:00 - 10:00: OPENING SESSION

Welcome Remarks: Dr. Sandra E. Thomas

President, LA County Human Relations Commission

Opening Keynote: Robert Ross, M.D.

Executive Director, The California Endowment

Statewide Report: Robin Toma, President, CAHRO

10:00 - 10:50: COMMUNITY ORGANIZING PLENARY SESSION

Jonathan Bernstein, Executive Director, Not In Our Town

11:00 - 12:30: WORKSHOPS SESSION (Morning)

Budgeting Challenges & Revenue Generating Options

(Yosemite room)

Battling the Bullying Epidemic: Making LGBT Students Safe

(Mojave room)

Police & Community Collaboration in Times of Crisis

(Catalina room)

Getting the Word Out: Media, Websites & Social Networks

(Cabrillo room)

12:45 - 2:15: CAHRO 37th ANNIVERSARY AWARDS LUNCHEON

Presentation of 2011 CAHRO Civil Rights Awards

Luncheon Keynote: Hussein Ibish, Senior Fellow, American

Task Force on Palestine; Executive Director, Hala Salaam

Maksoud Foundation for Arab-American Leadership

2:30 - 4:00: WORKSHOPS SESSION (Afternoon)

Immigration: Addressing Issues, Resolving Conflicts

(Yosemite room)

Islamophobia & Religious Intolerance

(Mojave room)

Staying Alive: Building Alliances & Reframing Mission

(Catalina room)

Making Global Human Rights a Reality in Our Communities

(Cabrillo room)

4:10 - 5:00: CLOSING SESSION

2011 Leadership Award Keynote: Stewart Kwoh

MacArthur Foundation Fellow; President & Executive Director,

Asian Pacific American Legal Center of Southern California

Closing Address: Danielle Nava, Director of Programs,

California Conference for Community & Justice

CAHRO Board of Directors:

Robin S. Toma (President) Los Angeles County HRC

Carmen Ramos Chandler (Vice-President) CSU Northridge

Larry Brinkin (Secretary) San Francisco HRC

Ken K. Inouye (Treasurer) Huntington Beach HRC

Lt. Jaybee Brennan, Riverside Police Department

Emil A. De Guzman, San Francisco HRC

Dennis J. Downey, California State University, Channel Islands

Amir Hussain, Ph.D., Loyola Marymount University

Rusty Kennedy, Orange County HRC

Prof. Brian Levin, Esq., Center for the Study of Hate & Extremism

Danielle Nava, California Conference for Equality & Justice

Danell Scarborough, Ed.D., San Diego HRC

Ronald Wakabayashi, Community Relations Service (US DOJ)

Ashley Walker, Equality Alliance

WORKSHOPS (Morning):

Budgeting Challenges & Revenue Generating Options

Panelists will explore the different funding streams developed by effective human relations organizations in California. Professional staff from diverse human relations organizations will share funding strategies that include: Dispute Resolution Program Act; Public Human Relations Commissions; Private Non-Profit Organizations; Civil Rights Enforcement; Building Healthy Community Partnerships; Contract Compliance for City Departments, Criminal Justice Funds and other strategies for broadening the funding streams of human relations organizations in California.

Emil De Guzman (moderator), Housing Representative, San Francisco Human Rights Commission

Dr. Danell Scarborough, Executive Director, San Diego Human Relations Commission

Margaux Kohut, President, California Conference for Equality and Justice

Delorme D. McKee-Stovall, Director, Santa Clara County Office of Human Relations

Rusty Kennedy, Executive Director, Orange County Human Relations Commission

Larry Brinkin, Senior Manager (retired), San Francisco Human Rights Commission

Getting the Word Out: Media, Websites & Social Networks

Panelists will explore creative ways to reach out to the media to tell the story of human relations/rights efforts, and how to use social media and traditional media as a bridge for reaching out to the community.

Carmen Ramos Chandler (moderator), Director, News &

Information, California State University Northridge

Elizabeth Chavolla, Digital News Producer, Telemundo

Zach Behrens, Editor-in-Chief, KCET-TV Blogs

Battling the Bullying Epidemic: Making LGBT Students Safe

Bullying is a serious problem in our schools, and LGBT students are likely to be the targets of the most intense examples. Our society has started to recognize this through the repeated tragedies of LGBT teens. This workshop examines the causes of bullying, and focuses on programs to eliminate it from our schools and communities. Panelists will discuss best practices from a range of programs, and discuss with guests how they might develop and implement programs in their own communities.

Danielle Nava (moderator), Director of Programs, California Conference on Community and Equality

Don Han, Senior Human Relations Specialist, OC Human Relations

Dr. Kevin O'Grady, Chair, GLSEN OC

Eva Vega-Olds, Project Director, A World of Difference, ADL, Southwest Pacific Region

King Chan, Youth Mentor, California Conference on Equality and Justice; Member, National Youth Advocacy Coalition

Police & Community Collaboration in Times of Crisis

Panelists will identify and explore various ways that the community and law enforcement can work together in a collaborative manner to address issues, such as: critical incidents that cause community mistrust; policy and training issues within law enforcement designed to integrate community concerns; and collaborative efforts between law enforcement and community to address outreach, hate crimes and discrimination, and quality of life in our communities.

Lieutenant Jaybee Brennan (moderator), Riverside Police Department; CAHRO Board Member

Chief Sergio Diaz, Riverside Police Department

Commander Josef Levy, Long Beach Police Department

Chani Beeman, Director of Diversity, Equity and Compliance, Riverside Community College

Rene Castro, VP Programs, California Conference for Equality and Justice, Long Beach

WORKSHOPS (Afternoon):

Immigration: Addressing Issues, Resolving Conflicts

This session will address the problems we face due to the lack of a comprehensive federal solution to illegal immigration. The session comes on the heels of Arizona's controversial immigration policy and the failure of an "integrated border security technology solution". The precipitous U.S. economic downturn helped destroy the budding bipartisan attempt at comprehensive reform and culminated in the failure to pass the Dream Act. Presenters will discuss current systemic problems and coordinated strategies (e.g. community consortiums, strategic messaging and social media, regional trainings, naturalization) used by communities who are working toward comprehensive immigration reform.

Ashley Walker (moderator), Chair, Equality Alliance

Andrea Guerrero, Esq., Executive Director, Equality Alliance of San Diego County

Ricardo Favela, Strategic Communications Coordinator, San Diego Immigrant Rights Consortium

Making Global Human Rights a Reality in Our Communities

Since international treaties are "the law of the land" according to the U.S. Constitution, what relevance do international human rights agreements have for local human relations commissions and community organizations? How can we get to the point where government at all levels – state, county and city – understand that ensuring basic human rights for all in their jurisdiction should be a primary mission for them? What do people in the U.S. think of when they hear the words "human rights?" Which demographic groups are supporters, and which are not sympathetic to human rights? What is the best way to shape our messages on human rights? Through PowerPoint presentations, this panel will provide answers to these questions and more.

Robin Toma (moderator), Executive Director, Los Angeles County Human Relations Commission; Board Member, International Association of Official Human Rights Agencies

Julie Rowe, The Opportunity Agenda

Islamophobia & Religious Intolerance

This panel will explore emerging issues regarding interfaith relations and religious bigotry, including Islamophobia in the United States. The panelists include a distinguished array of religious, legal, and policy analysts who have lectured audiences around the world.

Professor Brian Levin (moderator), Director, Center for the Study of Hate & Extremism, CSU San Bernardino

Dr. Hussein Ibish, Senior Fellow, American Task Force on Palestine

William Degan, Director, Operation New Hope

Professor Amir Hussain, Dept. of Theological Studies, Loyola Marymount University

Staying Alive: Building Alliances & Reframing Mission

This interactive workshop will explore the diverse funding streams developed by effective human relations organizations in California, and apply those ideas to case studies. It will build on the morning session, Budgeting and Revenue Generation, beginning with a case study of San Diego Human Relations Commission. Then the panelists will brainstorm and problem solve with audience members' about how their organizations might develop a broad base of funding.

Dr. Danell Scarborough (moderator), Executive Director, San Diego Human Relations Commission

Margaux Kohut, President, California Conference for Equality and Justice

Delorme D. McKee-Stovall, Director, Santa Clara County Office of Human Relations

Emil De Guzman, Housing Representative, San Francisco Human Rights Commission

Rusty Kennedy, Executive Director, Orange County Human Relations Commission

MORNING KEYNOTE:

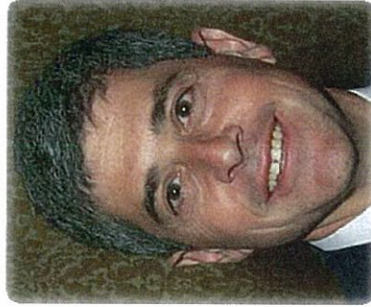
Robert K. Ross, M.D., is president and CEO for The California. Prior to his appointment in September 2000, Dr. Ross served as director of the Health and Human Services Agency for the County of San Diego from 1993 to 2000, and Commissioner of Public Health for the City of Philadelphia from 1990 to 1993. Dr. Ross has been actively involved in community and professional activities at both the local and national level. He is a Diplomate of the American Academy of Pediatrics, served on the President's Summit for America's Future and as chairman of the national Boost for Kids Initiative. He has received numerous awards and honors including the Council on Foundations' 2008 Distinguished Grantmaker of the Year Award. He was also named by Capitol Weekly as one of California's most influential civic leaders in health policy in 2006.



During his tenure at The California Endowment, the foundation has focused on the health needs of underserved Californians by championing the cause of health coverage for all children, strengthening the capacity of community health centers, improving health services for farm worker and ex-offender populations, and strengthening the pipeline for bringing racial and ethnic diversity to the health professions. **The California Endowment** was established in 1996 to expand access to affordable, quality health care for underserved individuals and communities, and to promote fundamental improvements in the health status of all Californians. The Endowment has regional offices in Los Angeles, San Francisco, Sacramento, Fresno and San Diego with program staff working throughout the state. The Endowment makes grants to organizations and institutions that directly benefit the health and well-being of the people of California. For more information, visit our Web site at www.calendow.org.

PLENARY SESSION SPEAKER:

Jonathan Bernstein is Executive Director of Not In Our Town. Mr. Bernstein leads the staff in guiding community responses to hate incidents, recruiting volunteer leadership, collaborating with civil rights and community organizations and fundraising. Prior to his present post, Mr. Bernstein worked with the Anti-Defamation League for nearly 20 years, the last 11 of which



he served as regional director of the Anti-Defamation League's San Francisco office. While at ADL, in late 1995, Mr. Bernstein was targeted for murder by a group of right-wing extremists who felt threatened by his efforts to expose their bigotry. The conspirators were arrested with bomb-making materials and later given lengthy jail sentences.

Mr. Bernstein also led community responses to the racially-motivated dragging murder of James Byrd, Jr. in Texas and assisted with the prosecution of a group of neo-Nazi skinheads who were planning to instigate a race war in Orange County. From 1985 - 1988 he served as ADL's assistant director in Los Angeles, where he coordinated the prejudice reduction "A World of Difference" project. He was also communications director for Texas State Representative Sherri Greenberg and wrote for the *Jerusalem Post* in Israel and KABC-TV in Hollywood.

Not In Our Town highlights communities working together to stop hate. Their videos and broadcasts highlight and celebrate people who have developed creative anti-bias programs and responses, and whose stories have motivated many others to develop their own innovative initiatives which overpower the hateful actions and voices in their communities. For more information on Not In Our Town, or access to community-building and school resources, see www.NIOT.org.

LUNCHEON KEYNOTE:



Hussein Ibish is a Senior Fellow at the American Task Force on Palestine (ATFP) and Executive Director of the Hala Salaam Maksoud Foundation for Arab-American Leadership. Ibish has made thousands of radio and television appearances and has written for many newspapers, including the Los Angeles Times, the Washington Post and the Chicago Tribune. He was the Washington, DC Correspondent for the Daily Star (Beirut).

Ibish is editor and principal author of 3 major studies of Hate Crimes and Discrimination against Arab Americans 1998-2000 (ADC, 2001), Sept. 11, 2001-Oct. 11, 2002 (ADC, 2003), and 2003-2007 (ADC, 2008). He is author of "At the Constitution's Edge: Arab Americans and Civil Liberties in the United States" in *States of Confinement* (St. Martin's Press, 2000), "Anti-Arab Bias in American Policy and Discourse" in *Race in 21st Century America* (Michigan State University Press, 2001), "Race and the War on Terror," in *Race and Human Rights* (Michigan State University Press, 2005) and "Symptoms of Alienation: How Arab and American Media View Each Other" in *Arab Media in the Information Age* (ECSSR, 2005). He is also the author, along with Ali Abunimah, of *The Palestinian Right of Return* (ADC, 2001) and "The Media and the New Intifada" in *The New Intifada* (Verso, 2001). He is also the editor, along with Saliba Sarsar, of *Principles and Pragmatism* (ATFP, 2006). From 1998-2004, Ibish served as Communications Director for the American-Arab Anti-Discrimination Committee (ADC), the largest Arab-American membership organization in the United States. From 2001-2004 he was Vice-President of the National Coalition to Protect Political Freedom. He has a Ph.D. in Comparative Literature from the University of Massachusetts, Amherst.

Most recently (Jan. 25, 2011), Ibish co-authored (with Jeffrey Goldberg) an op-ed in the *New York Times* titled "Good News From the Middle East (Really)."

2011 LEADERSHIP AWARD KEYNOTE:



Stewart Kwoh is the President and Executive Director of the Asian Pacific American Legal Center of Southern California (APALC). Under Kwoh's leadership, the APALC has become the largest and most diverse legal assistance and civil rights organization targeting Asian Pacific American in the United States. He is also Vice-Chair of the Board of Directors for the Asian American Justice Center (AAJC), which was co-founded by APALC in 1991. AAJC is the country's first national pan Asian civil rights organization.

Having grown up in Los Angeles, Kwoh has actively pursued interests in a wide range of community issues, serving on the boards of numerous community organizations. He is very active with foundations, other philanthropic organizations, and nonprofit organization – among them, serving as Chair of the Board of Directors (2000-2002) of The California Endowment.

After the Civil unrest in Los Angeles in 1992, Kwoh helped to initiate the Multicultural Collaborative, a committee of 11 minority organizations dedicated to develop a comprehensive plan for human relations improvement in Los Angeles. He also assisted the development of the joint dispute resolution program between the Martin Luther King Dispute Resolution Center and the Asian Pacific American Dispute Resolution Center. In June 1998, Kwoh was named a MacArthur Foundation Fellow, often referred to as a "genius grant." In a front page article of the L. A. Times, Stewart Kwoh has been described as one of the nation's premier advocates for Asian Americans and as a bridge builder bringing people together from diverse racial backgrounds. In 2001, he was described as one of the 100 most powerful and influential lawyers in California by California Law Business, the state's largest journal for attorneys.