



COMMISSION ON HUMAN RELATIONS

LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

ssJune 28, 2016

Human Relations Commissioners

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Vice President/Secretary

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Fifth District

Sachi A. Hamai
Chief Executive Officer

MEMORANDUM TO THE COMMISSIONERS

FROM: Susanne Cumming, President

SUBJECT: Commission Meeting- **Tuesday, July 5, 2016**

Due to Monday's Holiday, we will meet the following day, Tuesday, July 5th at 12:30-p.m., at 3175 W. Sixth Street, Teamwork Room 301, Los Angeles, California.

Enclosed is the Agenda, Draft Minutes of June 6, 2016 meeting and other pertinent information for your review and approval.

If you are unable to attend the meeting, please call Grace Löwenberg at (213) 639-6089 no later than 9:00 a.m., **Tuesday, July 5th!**

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 **Tuesday!**

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

gl



A G E N D A

MEETING OF THE COMMISSION/EXECUTIVE COMMITTEE

July 5, 2016 – 12:30-2:00 pm.

Ray Bartlett/Teamwork Conference Room 301 – L.A. County Community and Senior Services Building
3175 W. Sixth Street, Los Angeles, CA 90020

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

1. Call to Order/Flag Salute and Moment of Silence

2. Review/Approval of Minutes

3. Public Comment

4. President's Report

- 4.1. President's Greetings – Isabelle Gunning
- 4.2. Spotlight on a Commissioner – Ashlee Oh

5. Committee Reports

- 5.1. Policing and Human Relations Committee Report (Combined with Item 7.1)
- 5.2. JAF Event Committee Report

6. Action/Discussion Items

- 6.1. Orlando shootings and the Commission statement and other actions*
- 6.2. Indigenous Peoples' Day*
- 6.3. IAOHRA National Conference - August 7-11*
- 6.4. CAHRO Statewide Conference - October 27-28*
- 6.5. Gun Violence and Human Relations/Human *Rights**

7. Executive Director's Report

- 7.1. Staff update on policing and human relations project*

8. Commissioner's Comments/Announcements (2 minutes per item)

9. Adjournment (2:00) – In memory of the victims who lost their lives in the Orlando shooting:

Stanley Almodovar III	Paul Terrell Henry	Joel Rayon Paniagua
Amanda Alvear	Frank Hernandez	Jean Carlos Mendez Perez
Oscar A Aracena-Montero	Miguel Angel Honorato	Enrique L. Rios, Jr.
Rodolfo Ayala-Ayala	Javier Jorge-Reyes	Jean C. Nives Rodriguez
Antonio Davon Brown	Jason Benjamin Josaphat	Xavier Emmanuel Serrano Rosado
Darryl Roman Burt II	Eddie Jamoldroy Justice	Christopher Joseph Sanfeliz old
Angel L. Candelario-Padro	Anthony Luis Laureanodisla	Yilmery Rodriguez Solivan
Juan Chevez-Martinez	Christopher Andrew Leinonen,	Edward Sotomayor Jr.
Luis Daniel Conde	Alejandro Barrios Martinez	Shane Evan Tomlinson
Cory James Connell	Brenda Lee Marquez McCool	Martin Benitez Torres
Tevin Eugene Crosby	Gilberto Ramon Silva Menendez	Jonathan Antonio Camuy Vega
Deonka Deidra Drayton	Kimberly Morris	Juan P. Rivera Velazquez
Simon Adrian Carrillo Fernandez	Akyra Monet Murray	Luis S. Vielma
Leroy Valentin Fernandez	Luis Omar Ocasio-Capo	Franky Jimmy Dejesus Velazquez
Mercedez Marisol Flores	Geraldo A. Ortiz-Jimenez	Luis Daniel Wilson-Leon
Peter O. Gonzalez-Cruz	Eric Ivan Ortiz-Rivera	Jerald Arthur Wright
Juan Ramon Guerrero		

Note: The following Commissioner will be participating by conference telephone communication from the following location: Dr. Sandra Thomas, 315 Walker Avenue, Kansas City, KS 66101.

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

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

** All committee reports are to be submitted in writing in advance for the agenda packet whenever possible. 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 3 business days 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.



Los Angeles County Commission on Human Relations

3175 W. Sixth Street, 4th Floor
Los Angeles, California, 90020
<http://www.lahumanrelations.org>

(213) 738-2788

[DRAFT] MINUTES COMMISSION ON HUMAN RELATIONS

Commission Meeting of June 6, 2016
Community and Senior Services (CSS)
3175 W. Sixth Street, Los Angeles, California 90020
Room 304 – Ray Bartlett Conference/Teamwork Room

PRESENT:	Melina Abdullah	Susanne Cumming
	Jarrett Tomas Barrios	Isabelle Gunning
	Donna Bojarsky	Preeti Kulkarni
	Michael Gi-Hao Cheung	Daisy Ma
	Adrian Dove	Eleanor R. Montaña
ABSENT:	Cynthia Anderson-Barker	Ashlee Oh
	Lea Ann King	Sandra Thomas
STAFF:	Elena Halpert-Schilt	Emily Pacheco
	Grace Löwenberg	

1. **Call to Order/Flag Salute and Moment of Silence:** A quorum of the Commission was established at 12:30 p.m. President Cumming called the meeting to order, and Commissioner Bojarsky led the pledge of allegiance. Ten members were in attendance.
2. **Approval of Minutes:** It was moved by Commissioner Gunning, and seconded by Commissioner Kulkarni, to approve the minutes of the Commission meeting held on May 2, 2016. The motion carried by a unanimous vote.
3. **Public Comment:** No public comment was submitted.
4. **President's Report**
 - 4.1 **Spotlight on Commissioner:** Commission President Susanne Cumming introduced incoming Commission President Isabelle Gunning.

Commissioner Gunning provided a personal history of her life, beginning with the story of her parents. Her father was Jamaican and her mother, who passed away in December at the age of 101, was from Panama. She grew up in Middleton, New York, where her father was very active in the local chapter of the NAACP and a member of the housing

commission. Her mother was very active in the Catholic Church. Following in the footsteps of her parent's civic participation and attentiveness, she received both her B.A. and Juris Doctor from Yale University and worked as a public defender in the District of Columbia. She also worked at the Lawyers' Committee for Civil Rights Under Law, in their Southern Africa Project doing anti-apartheid work, and supporting local government in passing anti-apartheid legislation. She is a member of both the D.C. and California Bar, and is a professor at Southwestern University where she has taught for almost 25 years. She has also been a mediator since 1991, and is a spiritual counselor at Agape. A more detailed and complete curriculum vitae was included as an attachment for this item.

5. Committee Reports

5.1 Policing and Human Relations Committee Report: Committee Chair Commissioner Abdullah presented a brief update on the planning of public hearings. In addition to speaking with key organizations about each hearing, the committee is considering logistical issues related to mobilization of participants as well as provision of refreshments and services such as child care at hearing sites. The committee most recently met with L.A. CAN, one key organization. The committee continues to look for additional organizations, particularly in the Boyle Heights area. Additional information will be provided after the committee meets in June.

JAF Event Committee Report: A report on this year's JAF event will be provided at the next Commission meeting.

Commissioner Bojarsky provided a brief report on a recent study related to philanthropy, which has implications for the JAF fund and the annual JAF awards event. The study, "The Generosity Gap," showed that charitable giving has declined about \$1 billion since the great recession. This decline in giving is also evident among larger firms, which also continue to give less. Commissioner Kulkarni echoed the study's findings, and Commissioner Barrios indicated that the Red Cross is currently working with a 10% reduction in its budget due to the decline in giving.

6. Action/Discussion Items

6.1 Indigenous Peoples Day: Assistant Executive Director Halpert-Schilt provided an update on recent developments related to the renaming of Columbus Day to Indigenous Peoples Day by the City of Los Angeles. Executive Director Toma prepared an informative memo which outlined the following:

- The United Nations has adopted August 9th as the International Day of the World's Indigenous People
- The City Council of Los Angeles has been conducting fact finding on this issue and is developing a report for the City Council, so as to inform their decision about whether to replace Columbus Day with Indigenous People's Day or to establish a separate day to honor indigenous peoples.

- The Native American Indian Commission is interested in meeting with Human Relations Commission staff to discuss this issue. A meeting is currently being scheduled.
- One of the major county employees' union (SEIU Local 721) has been contacted, and commission staff is awaiting input.

The Commission discussed some preliminary considerations and implications of the various options that the City Council is considering and others that have been suggested. Before proceeding, the Commission acknowledged that it is necessary to engage in and complete a more thorough study of the issue. As a result, the Commission requested that staff return with information on what other organizations, agencies, and various communities have done or are considering to do for the establishment of the Indigenous People's Day. In addition, the Commission requested that communities that support the retention of Columbus Day be approached and their opinion and input be gathered.

- 6.2 Transgender Day of Remembrance Recognition:** The Commission reviewed the draft motion prepared by Executive Director Toma regarding the formal recognition of Transgender Day of Remembrance on November 20 of each year.

It was moved by Commissioner Dove and seconded by Commissioner Ma to adopt the motion. The motion carried by a unanimous vote.

7. Executive Director's Report

Commission work on Board Motion re: Gender Identity Discrimination: Assistant Executive Director Halpert-Schilt reported that at the last commission meeting Robin Toma provided an overview of the recent action by the Board of Supervisors suspending all non-essential travel to North Carolina and sending a four signature letter to the Governor requesting immediate repeal of the North Carolina House Bill 2.

Commission staff is working with a committee of individuals and representatives from the County CEO's Office, Department of Human Resources, County Office of Policy and Equity, and other agencies that serve the LGBTQ community. A report to the Board of Supervisor will be submitted by the CEO at the end of June asking for additional time because the work is much more than anticipated.

- 8. Commissioner's Comments/Announcements:** Commissioner Melina Abdullah informed the commission that Jasmine Abdullah, of Black Lives Matter Pasadena, was convicted of felony attempted lynching. After a physical altercation occurred at a place of business, a woman who was not part of a planned Black Lives Matter peace march was detained by the police. Becoming aware of this, and under the belief that her detention was unjustifiable, the attendees of the peace march encircled her and attempted to walk her away. Jasmine, as the lead in Black Lives Matter-Pasadena, is facing up to four years in state prison. Her sentencing is scheduled for tomorrow. A petition is being circulated on the Color of Change website.
- 9. Adjournment:** The meeting was adjourned at 2:00 p.m. in memory of Commissioner Sandra Thomas' mother, Mrs. Bernice Jackson, who passed away on May 27, 2016; and Muhammad Ali, American Olympic and professional boxer and activist.

Respectfully submitted,

Melina Abdullah, Ph.D.
Commission Vice-President/Secretary



Cynthia D. Banks
Director

County of Los Angeles
Community and Senior Services
Office of External Communications
3175 W. 6th Street, Suite 302 – Los Angeles, CA
90020
<http://css.lacounty.gov>



PRESS RELEASE

For Immediate Release

June 14, 2016

Contact: Kevin Anderson
Cell: (213) 738-2593
kanderson@css.lacounty.gov

Today the Los Angeles County Commission on Human Relations released this statement regarding the recent shooting in Orlando, Florida.

“The Los Angeles County Commission on Human Relations expresses our most profound sympathies and condolences to the people, their families, friends and communities, whose lives were so brutally ravaged by the recent violence in Orlando.

“The outrageous act of hate violence in Orlando occurred on “Latin Night” at Pulse, a premiere gay club. Most of the victims were people of color, predominantly Latino/a of Puerto Rican descent.

“This tragedy is a harsh and sobering reminder of the continuing need for committing resources to educate and prevent prejudice and violence in all its forms.

“We at the Commission are far too familiar with the pernicious persistence of violent hate crimes targeting members of LGBTQ communities and other groups.

“Our Commission’s annual analysis of hate crime data informs us that homophobic and transphobic hate crimes have historically had a disproportionately high rate of violence. In L.A. County the annual rate of violence for hate crime against this group the last 7 years has been 70% or higher.

(<http://www.lahumanrelations.org/hatecrime/hatecrimearchiveports.htm>) Our preliminary analysis for 2015 reveals that anti-gay/lesbian hate crimes have reached their highest level of violence in over a decade, with 82% as violent. And hate crimes against transgender people were 100% violent, as in the previous year.

“This mass shooting in Orlando is an extreme expression of the all too common, everyday homophobic, transphobic, sexist, and racist violence facing gender non-conforming people, especially of color, in the U.S. and around the world.

“However, we know that, together, with deliberate, persistent effort, we can transform prejudice into acceptance, inequity into justice, and hostility into peace.

“As we work together to eliminate the root causes of hate violence and structural and institutional prejudice, we must ensure that specific incidents of violence are not used to foster fear and encourage discrimination against any group.

“We must not allow the violence in Orlando to lead to increased Islamophobia and further tragedy and loss of innocent life. Following past incidents, anti-Muslim/Middle Eastern hate crime increased by over 1000% in our county. We must remind ourselves and those around us that the actions of one person do not in any way represent the beliefs of the thousands of Muslims who we live and work with each day, and that we need to defend them against those who would act out of anger and ignorance or political convenience to do them harm or deny them basic rights.

“We call on all members of all of our communities to stand against efforts to divide us against one another and to stand against efforts that encourage hate in any form, anywhere, against any individual or group.”

The Los Angeles County Commission on Human Relations is one of the oldest and largest agencies of its kind. In 1944, following the interracial violence of Los Angeles' Zoot Suit Riots, the L.A. County Board of Supervisors created the Committee for Interracial Progress, which later became the Commission. Today, the Commission is working to transform prejudice into acceptance, inequity into justice, and hostility into peace, through its strategic priorities on youth, human relations leadership, fairness and equity in the County's criminal justice systems, and by strengthening hate violence prevention and response. The Commission is part of L.A. County's Department of Community and Senior Services.

#

July 5, 2016

TO: COMMISSIONERS

FROM: ROBIN S. TOMA, EXECUTIVE DIRECTOR

RE: ADDITIONAL STAFF RESEARCH ON INDIGENOUS PEOPLES DAY

At the last Commission meeting on June 6th, Commissioners requested additional information on this issue. Below are the results of our effort to respond to those requests.

1. Attached is a L.A. Times article about the L.A. City proceedings on this issue, courtesy of Commission Staff Manager Gustavo Guerra Vasquez.
2. The City of LA HRC director informed me that the city HRC will do factual research and analysis, and then recommend various options on this (for example: replace Columbus Day, combine with Columbus Day, celebrate on a separate day from Columbus Day) to the City Council, from which the Council will then choose.
3. Here is a list of cities/counties/states which have adopted Indigenous Peoples Day in place of Columbus Day, per the research of Commission Senior Intergroup Relations Specialist Dr. Monica Lomeli:
 - Alaska*
 - Albuquerque, NM
 - Alpena, MI
 - Anadarko, OK*
 - Anchorage, AL
 - Berkeley, CA*
 - Bexar County, TX
 - Carrboro, NC
 - Denver, CO*
 - Grand Rapid, MN
 - Lawrence, KS*
 - Minneapolis, MN*
 - Multnomah County, OR*
 - Olympia, WA*
 - Portland, OR*
 - (San Fernando, CA in process)
 - Shasta County, CA
 - St. Paul, MN*
 - The Town and Village of Lewiston, NY
 - The Town of Newstead and Village of Akron, NY

- Traverse City, MI
(Asterisk indicates that Monica has the proclamation/resolution saved.)

Note: Some cities/counties/states like South Dakota adopted “Native American Day” instead of “Indigenous Peoples Day.” Monica did not include these on this list.

4. We currently are searching for an example of state, county or city governments which have established observances of both Indigenous Peoples Day and Columbus Day.
5. The L.A. City/County Native American Indian Commission (NAIC) Chair Rudy Ortega, Jr., has informed me that the NAIC has taken a position that Indigenous Peoples Day should replace Columbus Day. The meeting with the LA City/County Native American Indian Commission’s committee on this is being scheduled.
6. I sent a follow up message to SEIU Local 721 requesting an update on this, and asking when they would expect to know.

[Date]
[From]

Re: Establishing Indigenous Peoples Day

Dear City of Los Angeles,

[Organization/agency] is writing to express our strong support for abolishing Columbus Day in the city of Los Angeles, and establishing Indigenous Peoples Day on the second Monday of October. Indigenous people have been in what is now the City of Los Angeles since time immemorial, yet still are not adequately recognized as its first peoples.

Indigenous Peoples' Day has been adopted in other cities (e.g. Seattle, Minneapolis, etc.) across the country as part of a larger movement that has rejected the celebration of Christopher Columbus. Columbus is a pivotal figure in the large-scale genocide and colonization of indigenous peoples in the Americas. That legacy of slavery, exploitation, rape and torture that should no longer be celebrated and codified by the city of Los Angeles.

The notion that Columbus discovered the Americas stems from the idea that indigenous peoples were less than human, and for that reason, the Americas were a "vacant" land. These ideas have no place in today's contemporary society, and must be, once and for all, rejected.

Columbus' actions have negative consequences that have continued through the generations for Native peoples. Today, Native Americans and indigenous peoples suffer the worst outcomes on almost every socio-economic indicator of well being – including rates of poverty, high school completion, life expectancy, youth suicides and representation in the child welfare and criminal justice systems. Native peoples also the only group to still be treated as mascots and called derogatory names by major public figures.

The City of Los Angeles, home to the largest urban indigenous communities in the United States, has not only the opportunity, but the responsibility, to stand on the right side of history. To adopt Indigenous People's Day is a step towards healing and reconciliation in Los Angeles that is so critically needed in today's larger movement for racial equity and healing in this country.

We appeal to you to adopt Indigenous People's Day on the second Monday of October and abolish the designation of that day as Columbus Day. By doing so, you will be granting Native Americans the rights that all Americans deserve – the right to feel safe, respected and included as part of this country's cultural and historical legacy.
Sincerely,

[Insert Signature]

Name
Organization

2016 IAOHRA CONFERENCE

Program (Draft)

“Liberty, Justice and Human Rights for All”

**Loews Hotel
1200 Market Street
Philadelphia, Pennsylvania, 19107
August 7-11, 2016**

Conference Schedule

SUNDAY, AUGUST 7, 2016

2:00 PM – 3:30 PM	Conference Planning Meeting
2:30 PM – 6:00 PM	Conference Registration
3:30 PM – 5:30 PM	IAOHRA Board Meeting
6:30 PM- 7:30 PM	Opening Reception Recognition of New Members Featured Speaker: Paul Monteiro, Director, U.S. Department of Justice Community Relations Services (Invited)

MONDAY, AUGUST 8, 2016

8:00 AM - 5:00 PM	Conference Registration
8:00 AM- 9:00 AM	Continental Breakfast or Coffee

8:30 – 9:00 AM

Opening Ceremony

Greetings: IAOHRA President- *Jean Kelleher, City of Alexandria, Virginia Human Rights Commission*

CASHRA President- The Honorable *David M. Arnot, Commissioner of the Saskatchewan Human Rights Commission*

City of Philadelphia, Mayor Jim Kenney (or other city official)

Rue Landau, Executive Director, Philadelphia Human Relation Commission

Conference Overview- Jim Stowe, *Conference Chair, Director Montgomery County Office of Human Rights*

9:00 AM – 9:50 AM

Opening Keynote: *(Suggested Speakers) Sharon J. Lettman-Hicks, Executive Director & CEO, National Black Justice Coalition (Invited)*

9:50 AM – 10:05 AM

Break

10:05 AM – 12:00 PM *Plenary Session:*

***“From Selma to Stonewall,” Fred Davie, Executive Vice President, Union Theological Seminary: A Panel Discussion (confirmed)
(local speakers as panelist)***

The GLBTQ Community and the Question of Equal Justice Under the Law

12:00 PM -1:45 PM Luncheon:

Keynote Speaker:

**Janet Mock, Author and Activist (Invited)
Leon Russell National Vice Chair NAACP
(Invited)**

**2:00 PM –5:15 PM Philadelphia Tour of LGBTQ and Civil Rights
Sites**

**5:30 PM-6:45 PM Reception/City of Philadelphia
Evening Out at The Reading Market Terminal**

TUESDAY, AUGUST 9, 2016

**7:30 AM- 8:35 AM Continental Breakfast or Coffee
*Regional Meetings***

**8:45 AM -10:40 AM International Human Rights for IAOHRA
Agencies: Treaties, Gender Equity,
Homelessness and Gun Violence
(Robin Toma and JoAnn Kamuf Ward)**

***JoAnn Kamuf Ward, Columbia Law School Human
Rights Institute (New toolkit for IAOHRA members
on international human rights) (confirmed)***

***Deputy Mayor Amanda Daflos, LA City Mayor's
Office, Director of Innovation Initiative on the***

***Gender Equity (CEDAW) Initiative of LA Mayor
(confirmed)***

***Eric Tars, National Law Center on Homelessness
and Poverty (on state and local gov't use of
international human rights to end homelessness
and its disproportionate impact on people of color)
(confirmed)***

***Margaret Huang, Deputy Executive Director,
Amnesty International USA, on Gun Violence and
Human Rights (confirmed)***

10:45 AM-12:00 PM Keynote:

***Dr. Gail Christopher, Vice President for Policy
and Senior Advisor, W.K. Kellogg Foundation, on
a new, bold initiative: The Truth, Racial Healing
and Transformation Enterprise (confirmed)***

12:10 PM-2:00 PM Luncheon/ Plenary Session

**Vanita Gupta, Deputy Attorney General for Civil
Rights, U.S. Dept. of Justice, or Loretta Lynch,
U.S. Attorney General (Invited)**

**2:15 PM – 4:15 PM IAOHRA Annual Corporate Meeting
Jean Kelleher, IAOHRA President, Presiding**

**4:30 PM- 6:30 PM Panel Discussion/A LGBTQ Youth
Perspective
Rue Landau, Director, Philadelphia HRC**

7:00 PM-8:00 PM Free Night

Wednesday, August 10, 2016

7:30 AM -8:30 AM Continental Breakfast

8:30 AM-10:30 AM Workshops:

Workshop: “Affirmatively Furthering Fair Housing Assessment”

Jeffrey May, Fair Housing Consultant (confirmed)

Workshop: “Dangerous Speech” Workshop

Dr. Susan Benesch, Dangerous Speech Project (confirmed)

Workshop: “A Powerful and Growing Government Alliance for Racial Equity is Taking Root in the U. S.” Julie Nelson, Center for Social Inclusion and Government Alliance for Racial Equity (confirmed)

10:30 AM-10:45 AM Break

10:45 AM-12:00 PM Workshops Continued or Repeated

12:00 PM-1:30 PM Luncheon

Chris Stone, President and CEO, Open Society Institute (invited)

Thomas Perez, U.S. Secretary of Labor (invited)

1:45 PM-3:30 PM Part I: Key Issues in the Struggle for Justice and Equity in Policing Since Ferguson: Discussion and Updates

Advocacy Groups

Rev. Starsky Wilson, The Ferguson Commission Report, Ferguson, Missouri

Harpreet Singh Mokha, Philadelphia Region, U.S. DOJ-CRS (confirmed)

Representative from Major Cities Chiefs Association (confirmed)

3:40 PM-5:00 PM

**Part II: Best Practices in Securing the Peace
Kelvin Anderson, Exec. Dir. Police Advisory Commission, City of Philadelphia (confirmed)**

**Michigan Department of Civil Rights, Lori Vinson
Director of Civil Rights Operations (confirmed)**

7:00 PM- 8:30 PM

**Community Dialogue: Pressing the Issue LGBTQ and the Question of Religion, Community and Equal Rights
Reverend Mark Tyler
Mother Bethel AME Church, Fred Davie
(confirmed)
(local panel to be confirmed)**

Thursday, August 11, 2016

7:30 AM-8:30 AM

Continental Breakfast

8:30 AM-10:00 AM

Conference Wrap Up

Conference Adjourn

Human Rights Conference 2016: THE DIGNITY OF WORKING PEOPLE

San Jose State University

**SAVE
THE
DATES**

Thursday, October 27th, 1 p.m. - 8:30 p.m.:

SAN JOSE STATE HUMAN RIGHTS LECTURE SERIES

- ♦ **Pre-Conference Workshops to be Announced**
- ♦ **Evening Keynote Address- Baldemar Velasquez, legendary labor leader, President Farm Labor Organizing Committee (FLOC), and MacArthur Fellow.**

Friday, October 28th , 8 a.m. to 5:30 p.m.

CAHRO Presents: TRANSLATING SOCIAL JUSTICE MOVEMENTS INTO POLICY

- ♦ **Youth Policy Forum (Workshop 1)**
- ♦ **Moving from a Minimum Wage to a Living Wage (Workshop 2)**
- ♦ **Creating a Domestic Local Human Rights Initiative, Dr. William Armaline & Dr. Edith Kinney, SJSU Human Rights Program (Plenary Session 1)**
- ♦ **Awards Luncheon**
- ♦ **Implicit Bias in Public Service, Keynote by Robin Wright, Kirwan Institute (Plenary Session 2)**
- ♦ **Implicit Bias Reduction Tools, Robin Wright (Workshop 3)**
- ♦ **Vulnerable Workers & Human Trafficking (Workshop 4)**
- ♦ **Ban the Box Campaign & Successful Re-entry to Work (Workshop 5)**
- ♦ **Islamophobia in the Workplace (Workshop 6)**
- ♦ **Transgender in the Workplace (Workshop 7)**

REGISTRATION FEES

Early Bird : \$175 (w/CAHRO membership) * Regular: \$200 (w/CAHRO membership)

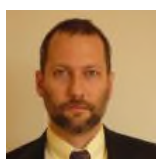
1/2 day Registration: \$100 (lunch not included)

Co-Sponsored by SCC Human Relations Commission, SCC Office of Human Relation and SJSU Human Rights Program

HUMAN
RIGHTS
WATCH

JUNE 13, 2016 DISPATCHES

Dispatches: Making Sense of Tragedy and Guns After Orlando

**Antonio Ginatta**

Advocacy Director, US Program

[amginatta](#)

As the casualty numbers in Orlando come in (now at 49 victims confirmed dead and 54 wounded) people are struggling to make sense of the senseless, to find in the killer's actions and words some clue to the why behind this massacre. Hatred of the LGBT community seems to have been a key issue, but despite efforts by some to attribute last weekend's tragedy to a single factor, such as so-called "radical Islam," his motivations may never be clear. Just before the attacks the gunman, Omar Mateen, pledged his allegiance to the self-proclaimed Islamic State (also known as ISIS), and media affiliated with ISIS claimed credit for the attack. His ex-wife said that he beat her repeatedly when they were married, and a co-worker reported that Mateen had harassed and stalked him.

One fact that is clear, however, is that the Pulse nightclub shooting fits into a pattern of mass shootings, which are now heartbreakingly common in the United States: this was the 176th incident where four or more people have been shot in a single shooting spree this year alone.

And the worst mass-shootings in recent years are connected by the weaponry used. The primary firearm used was a



Sig Sauer MCX, a rifle similar in appearance to the AR-15 that was used in Aurora, Newtown, and San Bernardino. The AR-15's semiautomatic

People light candles during a vigil in memory of the victims of the gay nightclub mass shooting in Orlando, at St Anne's church in the Soho district of London, June 13, 2016.

© 2016 Reuters

version is known for its precision and ability to fire many rounds quickly, and can be bought legally in the US. Families of children killed at Sandy Hook Elementary School in Newtown, Connecticut in 2012 (where 20 children and six adults died) have sued manufacturers of the AR-15, arguing that the rifle is a military weapon and should not be sold to civilians.

Beyond the weaponry, however, is another common thread: legislative inaction. Regardless of death toll, of the age and identity of victims, and of the motivations and personal history of the shooter(s), the legislators who have the power to regulate access to weaponry have done nothing. In fact, they have even banned the government from funding studies on gun violence that could suggest effective policies. Dismissing mass shootings as a price to pay for living in the United States is a betrayal of all who live there. The US government has a responsibility to protect its population from gun violence. While some states are trying to address firearms, the existing patchwork of laws and loopholes does not work. The federal government needs to engage and make sense of the senseless.

Tweet for rights:

Correction

An earlier version of this dispatch stated that the weapon used in the Orlando attack was an AR-15. Subsequent reporting has identified the primary firearm as a Sig Sauer MCX, a rifle similar in appearance to the AR-15. The dispatch has been changed to reflect this.



Region / Country

- United States

Topic

- LGBT Rights

Source URL: <https://www.hrw.org/news/2016/06/13/dispatches-making-sense-tragedy-and-guns-after-orlando>

Links

- [1] <http://www.latimes.com/nation/la-na-orlando-nightclub-shooter-20160612-snap-story.html>
- [2] <http://www.cnn.com/2016/06/12/us/orlando-shooter-omar-mateen/index.html>
- [3] <http://www.thedailybeast.com/articles/2016/06/12/omar-mateen-id-d-as-orlando-killer.html>
- [4] <http://www.floridatoday.com/story/news/crime/2016/06/12/who-omar-mateen/85791280/>
- [5] <https://www.hrw.org/view-mode/modal/290926>
- [6] <https://www.massshootingtracker.org/data>
- [7] https://www.washingtonpost.com/video/national/what-to-know-about-the-ar-15-and-assault-style-rifles/2016/06/13/28d02e8e-3118-11e6-ab9d-1da2b0f24f93_video.html
- [8] <http://www.theguardian.com/us-news/2016/apr/20/newtown-sandy-hook-shooting-lawsuit-gun-control-election>
- [9] <https://www.washingtonpost.com/news/storyline/wp/2015/01/14/why-the-cdc-still-isnt-researching-gun-violence-despite-the-ban-being-lifted-two-years-ago/>
- [10] <https://www.hrw.org/news/2016/01/05/dispatches-congress-should-act-gun-violence>
- [11] <https://www.hrw.org/view-mode/modal/290924>

Why Gun Violence is a Human Rights Crisis



Human rights are basic rights and freedoms that all people are entitled to regardless of nationality, sex, national or ethnic origin, race, religion, language, or other status.

Human rights include civil and political rights, **such as the right to life**, liberty and freedom of expression; and social, cultural and economic rights including the right to participate in culture, the right to food, and the right to work and receive an education. Human rights are protected and upheld by international and national laws and treaties.

Yet in America, guns kill more than 30,000 men, women and children every single year.

Whether you're walking down the street, in a school or at church no place is truly safe.

Among high-income countries, the United States accounts for 80% of all firearm deaths, including 86% of women killed by firearms and 87% of all children up to the age of 14 who are killed by firearms.

The United States is a party to two of the international human rights treaties – the International Covenant on Civil and Political Rights (ICCPR) and the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD), the **U.S. government has clear and urgent obligations to protect the people living in this country from gun violence**. But the U.S. has a patchwork of inconsistent and inadequate federal and state gun control laws and has failed to take all measures necessary to prevent gun violence.

The lack of legislation action, to reduce this man-made epidemic continues to hold our country at gunpoint and prevent us from exercising our human rights.

Which is why, we join the International Action Network on Small Arms (IANSA) is the global movement against gun violence, a network of 800+ civil society organizations and individuals in 100 countries to use the **Global Week of Action against Gun Violence** (1–8 May 2016) to continue to elevate the need for legislative intervention to prevent the lost of even one more life to gun violence.

Ad Hoc Committee on Policing and Human Relations

Notes from Meeting of June 20, 2016 – 2 p.m. to 3:30 p.m.

At CSS HQ – Teamwork Room

Committee members present: Melina Abdullah, Cynthia Anderson Barker, Adrian Dove, Isabelle Gunning

Staff present: Robin Toma, Josh Parr, Robert Sowell

Notes of Discussion

1. Roles and Responsibilities

The same Roles and Responsibilities of Commissioners and staff members previously discussed in relation to the Strategic Plan are applicable for specific Commission projects, including this one on Policing and Human Relations.

2. Purposes and Desired Outcomes Review

As previously agreed, the Purposes and Desired Outcomes of this project are:

Purposes

- Increase the Fairness and Equity of Criminal Justice Systems in LA County by:
 - Identifying issues and solutions in LA County, and highlighting best practices for fair and equitable policing
 - Changing policing policy and practice in LA County to increase fairness and equity
- Demonstrate the value of LA County's Commission on Human Relations by:
 - Explaining that disproportionately inequitable targeting of certain communities by law enforcement fosters tension and even conflict between communities
 - Emphasizing that violation of basic human rights fosters unhealthy, antagonistic, hostile human relations

- Taking innovative approaches to ensure implementation of one or more key reforms that will be achieved leading to more equitable policing in LA County

Desired Outcomes

- Measurable change in policing policy and practice, including accountability through tracked changes
- Improved protocols for collecting and disseminating data for accountability
- Identify effects of Implicit Bias in police in use-of-force and other situations impacting community trust
- Video and audio recordings from which we can take clips for use in awareness-raising efforts; this also could be useful in sessions with community members and groups after the hearings
- Specific items for additional funding for the Commission

3. Policy Reform Process Overview

The Hearings are at the heart of a longer 7-stage process intended to identify and implement needed reforms in policing policy and practice.

Stage 1 – Preparation, September 2015-August 2016

Stage 2 – Outreach, April-October 2016

Stage 3 – Hearings, August 2016-January 2017

Stage 4 – Compilation, September 2016-April 2017

Stage 5 – Recommendations, May 2017

Stage 6 – Implementation, June 2017-June 2018

Stage 7 – Evaluation, August 2017-June 2019

4. Staff Contacts with Community Organizations

Staff members are consulting with Committee members, Board offices, and community partners to identify more than 60 community organizations, community leaders, academic sources, and policy experts who may be interested in collaborating on this effort. This list continues to grow. In addition, law enforcement partners are being identified. Staff members have begun consultations with these contacts.

5. Revised Proposal for LACCHR-Sponsored Public Hearings on Policing and Human Relations in LA County

Following are notes from the discussion of the Proposal. Specific decisions are listed in the following section of these notes.

- We need to keep in mind that, as Public Hearings, we will need to ensure they are conducted in a way that is even-handed, without discrimination based on content of testimony. We do what is necessary to limit disruptions or respond to refusals to adhere to conditions set for all participants to enable all who wish to be heard can be given a fair opportunity.
- How long each person will be able to testify will depend on the number of people who wish to speak. It may be possible to begin with a limit of about 3 minutes, and follow with a second round of testimony if time permits. Also, we can communicate to participants that they can choose to submit information in writing and/or to speak at a later Hearing.
- These Hearings will be conducted as Listening Sessions for the purpose of Discovery to allow open forums for hearing from community members. They will not be conducted as sessions for hearing speakers testify in favor of or against specific issues identified in advance, although we are interested in their perspective on major issues and solutions.
- It may be possible to set up the room so that Commissioners and testifiers can sit at tables formed more in the shape of a circle than the traditional set up.
- It will be best if we can use headphones for translation during the Hearings.

Decisions

1. A specific sequence for the Hearings was decided
 Hearing #1 will take place in District 5 in August
 Hearing #2 will take place in District 3 in September
 Hearing #3 will take place in District 2 in October
 Hearing #4 will take place in District 1, probably at CalState LA, in November
 Hearing #5 will take place in District 4 in December
 Hearing #6 will likely take place in the LA County Hall of Administration in January and will offer opportunity to hear law enforcement response
2. Community Organizations were identified for consultation on dates and locations of Hearings

Our Expectations of these Organizations

- They have history working with victims of police misconduct as one of their primary activities
- Meet with us to discuss the project
- Assist with planning and scheduling the Hearings
- Partner with us in identifying important issues to be given attention in the Hearings
- Assist with outreach to promote attendance at the Hearings
- Assist in preparing people to testify during the Hearings
 - Testimony might be
 - In a 2-3 minute talk
 - Written
 - On video

3. Many additional Community Organizations were added to the Contact List

Next Steps

1. Complete contacts necessary for scheduling the Hearings
2. Finalize dates, times, and locations of the Hearings
3. Procure needed services for Hearings
4. Continue with outreach



**Los Angeles County Commission on Human Relations
Community and Senior Services, County of L.A.**
3175 W. Sixth Street, Ste. 400, Los Angeles, CA 90020
(213) 738-2788 – lahumanrelations.org

Policing and Human Relations Hearings Project

With the 50th Anniversary of the Watts Riots/Rebellion in August 2015, the Commission reflected on the critical role that policing issues have had in the major episodes of interracial violence in the County's history: the 1992 Rodney King "Civil Unrest", and the 1944 "Zoot Suit Riots" which prompted the L.A. County Board of Supervisors to create the Committee for Interracial Progress, the predecessor to this Commission.

This Commission also recognized that it issued a report in 1965 to the McCone Commission following the Watts Riots/Rebellion, highlighting issues in police-community relations that persist to this day, and that 2017 will mark 25 years since the Rodney King verdicts and the interethnic violence that followed.

Today's Commission seeks to examine what has changed in policing practices and police community relations since then, and what has not; to identify priorities for change that can strengthen trust between police and communities; and to advance positive intergroup relations through policing practices. This project also will take into account the County's recent efforts on civilian oversight of the Sheriff's Department.

The purposes of this project are to:

- Identify key policing issues and solutions for communities in LA County
- Highlight best practices for fair and equitable policing
- Improve policing policies and practices in LA County to increase fairness and equity in policing

Expected outcomes include:

- A report with recommendations based on the input received via hearings and other outreach efforts
- Address the effects of Implicit Bias, especially on use-of-force and other situations impacting community trust
- Address collecting and disseminating data for accountability
- Address the need to track changes in policing policies and practices related to recommendations
- Achieve at least one measurable change in policing policy and practice in the county
- Potential use of video and audio hearing records for use in public education and engagement
- Identify wherever possible the resources needed to achieve recommended changes

Phase 1: (to be completed by June 30, 2016) Development of a plan and process to address this issue

Phase 2: (Aug. 2016 - May 2017) Obtain input from the public (community, law enforcement, nonprofits, government, academia, etc.) through hearings (one for each Supervisorial District plus a sixth hearing for law enforcement perspectives), then analyze input and develop recommendations and other outreach efforts.

Phase 3: (starting in June 2017) Implementation of recommendations for changes in policies and practices through communications of report and recommendations to the Board and other appropriate agencies

For more information, you may contact Robin Toma (rtoma@css.lacounty.gov) or Robert Sowell (rsowell@css.lacounty.gov).

LACCHR POLICING HEARINGS: LIST OF POTENTIAL CONTACTS

(as of June 2016)

COMMUNITY ORGANIZATION WITH SPECIAL FOCUS ON POLICING IN GEO-SPECIFIC AREAS

Californians United for a Responsible Budget

Dignity and Power Now

Human Relations Commissions based in cities in LA County

Legacy LA

Empowerment Congress – Public Safety Committee

LA Community Action Network

Latino Roundtable (Pomona and San Gabriel Valley)

NAACP of Pomona Valley (and other area specific chapters)

Black Lives Matter

National Day Laborer Organizing Network

Say Her Name Task Force

Union del Barrio: Ron Gochez

Watts Community Labor Action Committee

Youth Justice Coalition

National Lawyers Guild Police Accountability Project

Santa Monica Bay Area Human Relations Council

Stop LAPD Spying Coalition

California Conference for Equality and Justice (CCEJ)

Black Lives Matter, Long Beach Chapter

National Police Accountability Project

Ruth Sanchez-Tinajero (Antelope Valley)

COMMUNITY ORGANIZATIONS AND POTENTIAL SPEAKERS/LEADERS/EXPERTS

Advancement Project

African American Policy Forum

Asian Americans Advancing Justice LA (formerly Asian Pacific American Legal Center)

Bienestar

Black Women for Wellness

Boyle Heights Neighborhood Council

Brotherhood Crusade

CA Black Women's Health Project

Clergy & Laity United for Economic Justice

California Conference for Equality and Justice (CCEJ)

Center for the Pacific Asian Family
Coalition for Community Control of Police
Coalition for Humane Immigrant Rights of Los Angeles
Comite Pro Uno
Community Coalition
Concerned Citizens of South Central Los Angeles
Council on American-Islamic Relations
Mike Davis, author, City of Quartz
Joe Domanick, author of several books on the LAPD
Familia: Trans Queer Liberation Movement
Gender Justice Los Angeles
Homeboy and Homegirl Industries
ICE out of LA
Japanese Americans Citizens League (JACL) – Pacific Southwest Chapter (LA)
Jenessee Center
Labor Community Strategy Center
LAMP Community
Latino Roundtable
Los Angeles Black Workers Center
Los Angeles City Human Relations Commission
LA LGBT Center
LASC Mental Health Court
Mexican American Legal Defense and Education Fund (MALDEF)
Muslim Public Affairs Council
National Assn for Civilian Oversight of Law Enforcement
Nikkei for Civil Rights and Redress (NCRR)
A New Way of Life
NAACP Chapters (LA, SFV, Altadena, Pasadena, etc.)
Peace Over Violence
Say Her Name Committee: LA City HRC, UCLAW's Kim Crenshaw, LA County HRC
Sikh Council
Sikh American Legal Defense and Education Fund
South Asian Network
SCOPE: Strategic Concepts in Organizing and Policy Education
Southern Christian Leadership Conference LA (SCLC-LA)
Strategies for Youth
Transgender Services Providers Network
TransLatin@ Coalition
UCLA
Union de Vendedores Ambulantes
Urban League

Urban Peace Institute
Violence Prevention Coalition LA
Women's Empowerment Group

LAW ENFORCEMENT AND ACADEMIC/INSTITUTIONAL EXPERTS ON OVERSIGHT AND POLICING ISSUES

LA County Supervisors' Board Deputies on Public Safety and Human Relations
Association of L.A. Sheriff's Deputies (ALADS)
CA Commission on Peace Officer Standards and Training
Former Office of Independent Review (OIR) Director: Mike Gennaco
Former Special Counsel on LASD: Merrick Bobb
Former Chair of Blue Ribbon Commission on Civilian Oversight of LASD: Dean Hansell
Inspector General, LA County: Max Huntsman
National Association of Civilian Oversight of Law Enforcement (NACOLE): Brian Buckner, President
LA County Police Chiefs' Association
LA Police Department (LAPD)
LA Sheriff's Department (LASD)
LA City Attorney's Office
LA County District Attorney's Office (LADA)
LA County Public Defender's Office
LA County Alternate Public Defender's Office
UCLA Center for Policing Equity
National Organization of Black Law Enforcement Executives (NOBLE)
Police Executive Research Forum (PERF)
ACLU of Southern California
Professional Peace Officers Association - LA