



COMMISSION ON HUMAN RELATIONS

LOS ANGELES COUNTY

"Enriching lives through effective and caring service"

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Chief Executive Officer

March 1, 2018

MEMORANDUM TO THE COMMISSIONERS

FROM: Isabelle Gunning, President

SUBJECT: Commission Meeting- Monday, March 5, 2018

Our Commission will meet on Monday, March 5, 2018 at 12:30 p.m., at 3175 W. Sixth Street, Teamwork Conference Room 301 (3rd Floor), Floor, Los Angeles, California.

Enclosed is the Agenda, Draft Minutes of February 5, 2018 meeting and other pertinent information for your review and approval.

If you are unable to attend the meeting, please call Emily Pacheco at (213) 639-6089 no later than **9:00 a.m., Monday, February 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 **Monday!**

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

ep



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

A G E N D A

MEETING OF THE COMMISSION/EXECUTIVE COMMITTEE

March 5, 2018 – 12:30-2:00 pm.

**Ray Bartlett/Teamwork Conference Room 301 – L.A. County WDACS 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. Spotlight on a Commission Staff member**
 - 4.2. Annual IAOHRA training and education conference – August 26-30, 2018**
 - 4.3. Legislative update scheduled for upcoming meeting**
- 5. Executive Director's Report**
 - 5.1. Update on the case of Gemmel Moore**
 - 5.2. LACCHR Staff Trainings to Parks and Rec and Probation Staff**
 - 5.3. Update on Implicit Bias and Cultural Competency Training for WDACS and County**
 - 5.4. Unmet Critical Needs***
- 6. Committee Report**
 - 6.1. Ad Hoc Committee on Policing and Human Relations**
 - 6.2. John Anson Ford 2018 Awards Event Committee**
- 7. Action/Discussion Items**
 - 7.1. #MeToo and #Timesup and our Commission***
 - 7.2. Dissolution of Ad Hoc Committee on LACCHR Code of Conduct**
 - 7.3. Protection of Transgender Rights***
 - 7.4. Proposed Elimination of U.S. DOJ Community Relations Service in federal FY 2019***
 - 7.5. Input into LAUSD HRC Strategic Plan**
- 8. Commissioner's Comments/Announcements (2 minutes per item)**
- 9. Adjournment (2:00) - In memory of Viccky Gutierrez**

Note: The following Commissioner will be participating by conference telephone communication from the following locations: Ashlee Oh, 500 W. Temple St., L.A. 90012; 213-974-2326; Sandra Thomas, 3544 Canon Blvd., Altadena, CA 91001, (626) 399-5007.

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

[PROPOSED] MINUTES
COMMISSION ON HUMAN RELATIONS
Commission Meeting of February 5, 2018
Workforce Development Aging and Community Services (WDACS)
3175 W. Sixth Street, Los Angeles, California 90020
Rm 301 CSS Teamwork

PRESENT:	Jarrett Tomas Barrios	Samuel Liu
	Michael Gi-Hao Cheung	Daisy Ma
	Ilan Davidson	Guadalupe Montaña
	Adrian Dove	Ashlee Oh (By Phone)
	Isabelle Gunning	Sandra Thomas (By Phone)

ABSENT:	Porter Gilberg	Preeti Kulkarni
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STAFF:	Robin Toma	Robert Sowell
	Grace Löwenberg	Emily Pacheco

1. **Call to Order/Flag Salute and Moment of Silence:** Commission President Isabelle Gunning called the meeting to order at 12:41 p.m., and a quorum of the Commission was established with 10 commissioners present. Commissioner Montaña led the pledge of allegiance, and a moment of silence was observed.

2. **Review/Approval of Minutes:** The Commission reviewed and approved the draft minutes of the January 8, 2018, as presented.

It was moved by Commissioner Montaña, and seconded by Commissioner Davidson, to approve the minutes of January 8, 2018, as presented. The motion carried unanimously.

3. **Public Comment:** No public comment was received.

4. **President's Report:** Commission President Gunning introduced and led the following report:

- 4.1 **Spotlight on a Commissioner - Michael Gi-Hao Cheung:** Commissioner Cheung provided a brief summary of his experience working for and serving the community. He indicated that he is first generation Chinese-American, and emigrated from Taiwan in the 1970's in pursuit of higher education. He earned his MBA in 1985, and was an accountant in the private sector. He has since served underserved populations, the Chinese community, and those experiencing homelessness. He has devoted a

considerable amount of time serving the homeless population through the downtown Los Angeles Midnight Mission. He will continue to serve and give back to society.

4.2 Commissioner Code of Conduct Acknowledgement and Signed Forms:

Commission President Gunning reminded commissioners of the recently approved and revised Commissioner Code of Conduct, a copy of which was included in the agenda packet for the day's meeting. Commissioners reviewed, signed, and submitted the acknowledgement page to commission staff.

It was announced that Commissioners Melina Abdullah and Cynthia Anderson-Barker resigned from the Commission. Despite this and its impact on the Policing and Human Relations Project, President Gunning stressed that the law enforcement hearing and development of a final report with recommendations is expected to be completed as planned, and on time.

Taking the opportunity to provide an update on the Policing and Human Relations Project, President Gunning also indicated that commission staff is working to organize the law enforcement hearing on either March 21 or 22. The date selected will depend on when both the leadership of the Los Angeles Police Department and the Los Angeles Sheriff's Department are able to participate. In addition to ensuring that key law enforcement agencies are able to attend, commission staff is also working to ensure that subject matter experts will be available. A consultant, Prof. Cid Martinez, who is tasked with reviewing and analyzing the testimony at the six public hearings held thus far, and assisting with the development of the final report, has been procured.

5. Executive Director's Report: Executive Director Toma provided the following report:

5.1 Board Recognition of National Day of Racial Healing—Equity for All in LA

County 1/16/18: The Board of Supervisors proclaimed Tuesday, January 16, 2018, a National Day of Racial Healing, an initiative of the Truth, Racial Healing and Transformation (TRHT) LA Team, of which Executive Director Toma is a part. A copy of the proposed proclamation submitted to the Board of Supervisors and the final proclamation issued by the Board was included in the agenda packet for the day's meeting. Also included was information taken from the TRHT website which directed people to participate in activities to advance equity and healing in their communities. Following the Board of Supervisors presentation, the TRHT organizing team attended a racial healing session at Community Coalition and A Place Called Home.

5.2 County Equity Summit of 1/18/2018:

On January 18, 2018, the County held the Countywide Equity Summit which was the kickoff event for the County's efforts to train all employees on implicit bias and cultural competency. Dr. Bryant Marks of Morehouse College, was a key presenter at the summit. Department Directors are required to include this initiative in their work plans and performance evaluations. Participants at the summit developed and submitted commitments that each of their Departments would adopt in order to advance an understanding and reduction of implicit biases and increase cultural competency. A copy of the Summit's agenda was included in the agenda packet for the day's meeting.

Commissioner Barrios requested that any currently available training materials be shared with commissioners.

5.3 Update on Gemmel Moore Case: At the last Commission meeting Commissioner Gilberg requested an update on follow-up regarding the investigation into the death of Gemmel Moore. Commission staff indicated that it has created a matrix indicating the dates that staff attempted to contact the various agencies and organizations involved, and any update received will be provided to Commissioners. At present, there is no additional information available since the last Commission meeting.

5.4 Murder of Viccky Gutierrez and Commission Actions to Advance Transgender Protection and Inclusion: Viccky Gutierrez, a transgender woman from Honduras, was found murdered and stabbed 51 times in a burned apartment in Los Angeles. Supervisor Hilda Solis has requested assistance from commission staff on identifying transgender organizations and agencies that may participate in a convening to discuss ways to advance policies and increase protections for the transgender community. The Commission has already been working to increase hate crime reporting from the transgender community through the Hate Violence Prevention Partnership.

6. Committee Report

6.1 John Anson Ford Human Relations Awards Event (JAF) Committee: Commissioner Ilan Davidson, who is serving now as co-chair with Commissioner Ashlee Oh, provided a report from the JAF Committee meeting. The 2018 JAF Awards event is currently being planned with lessons learned from the 2017 event, which was held at the Hall of Administration. Due to the convenience of the location, and improved attendance from Board of Supervisors offices, the committee recommends holding the 2018 event at the same location. The committee recommends seeking assistance of corporate sponsors and offering tickets to the event for purchase in order to raise money for the JAF fund. The Committee also recommended increasing attendance at the event to 120 people. Whether or not the Commission will move forward with the plans discussed will be determined by availability and consistency with County policy.

Lastly, Commissioner Davidson provided a timeline for JAF awards nominations. Commissioners were informed that nomination forms would be distributed to them by email, and nominations are due by the next Commission meeting in March Insert Date. After receiving nominations, the JAF Committee will meet on March 19 to...and forward nominations to the Commission at the April Commission meeting. Once nominations have been reviewed by the full Commission, recommended honorees will be submitted to the Supervisors for final approval. The tentative date for the 2018 JAF Awards event is October 9, 2018. Commissioners are strongly encouraged to attend.

In order to have all supervisorial districts represented on the JAF Committee, Commissioners Barrios and Dove agreed to serve as members.

6.2 Ad Hoc Committee on Policing and Human Relations: This item was addressed in the President's report.

7. Action/Discussion Items

- 7.1 Proposal for Campaign to Build Network Against Hate and for Civility:** Executive Director Toma reviewed his memo to the Commission that detailed a proposal for a *Campaign to Build a Network Against Hate and for Civility*. The proposal is an education and network building campaign that would connect the Commission with the community in order to stand against hate and support one another. The components of the campaign would include ways to increase understanding as to why the community should participate, communicate with the established network, and create a hate incident reporting system for acts of hostility that do not rise to the level of hate crimes. The collection of this information is important for the Commission to identify patterns of hate incidents in the community so that an effective response can be implemented. The Campaign is expected to remain in place for years to come and the network is expected to be permanent. Commission staff has conducted preliminary research for the Campaign, and has requested funding from the County in order to staff this new initiative. A pilot of the Campaign is expected to be funded by the Department of Public Health and the Department of Parks and Recreation for implementation in the area of Florence-Firestone.

Commissioner Dove expressed the desire to address the issue of civility separately, and moved to support the Campaign.

It was moved by Commissioner Dove, and seconded by Commissioner Thomas, to support the Campaign with the notion that the issue of civility will be treated separately, if at all.

After some discussion, Commissioner Dove amended his motion, and Commissioner Thomas accepted the amendment.

It was moved by Commissioner Dove, and seconded by Commissioner Thomas, to support this Campaign and by separate action the Commission consider creating a committee to consider the issue of civility. The motion carried unanimously.

- 7.2 Proposal to Create Committee on Police Failure to Investigate:** Having explained that this item was the result of miscommunication, Commissioner Dove withdrew this item from consideration.
- 7.3 Review Process for Issuance of LACCHR Public Statements:** Commissioner Barrios introduced this item in order to review the previously approved process of approving public statements issued by the Commission. After some discussion, it was requested that the Executive Director review the process to identify areas where revision may be necessary in light of the recent elimination of reference to the Sheriff's arrest of several deputies for sexually assaulting female inmates approved by the Commission for the press advisory for the public hearing on policing and human relations with a focus on Women and the LGBTQ community. It was noted that the approved process may need revision in order to meet the needs of the Commission, which is frequently required to make statements or recommendations that might be unpopular or in defense of vulnerable people or communities. Commissioner Barrios requested that this item be revisited at the next meeting, with an update by the Executive Director.

- 7.4 Creating a Committee on Legislation and Policy:** Commissioners were reminded of a request made at the last Commission meeting to form a new Committee on Legislation and Policy. Commissioner Montañó volunteered to chair the committee, and Commissioners Ma and Liu were identified as potential members due to their knowledge in this subject matter and current work as staff of elected state legislators. The Commission approved the creation and membership of the new committee.

It was moved by Commissioner Davidson, and seconded by Commissioner Montañó, to create the new Committee on Legislation and Policy and approve its membership as presented. The motion carried unanimously.

- 7.5 Considering the #MeToo Movement and Our Commission:** Due to insufficient time, this item will be addressed at the next Commission Meeting.

- 8. Commissioners' Comments/Announcements:** Commissioner Dove apologized for not being present at the last Commission meeting and explained he was attending to last minute logistics for the 33rd Annual Kingdom Day Parade. Although Stevie Wonder had to postpone his appearance until next year, Kamala Harris was received warmly as the Grand Marshall of the parade. Commissioner Dove suggested that the Commission participate next year.

- 9. Adjournment:** It was moved by Commissioner Davidson, and seconded by Commissioner Thomas, to adjourn the meeting at 2:01 p.m.

Respectfully submitted,

Commission Staff

February 1, 2018

TO: COMMISSIONERS

FROM: ROBIN TOMA, EXECUTIVE DIRECTOR

SUBJECT: PROPOSED "kNOw HATE/STRONGER TOGETHER" CAMPAIGN PROGRAM

I mentioned that I and staff have been working on a program that would address the rise in hate (crime and non-criminal acts of bias-motivated hostility) we've been seeing since the Presidential Election, and even before, as set forth in our most recent annual hate crime report and special section.

In brief, the "kNOw HATE/STRONGER TOGETHER" Public Education, Reporting Hate, Service Delivery and Network Building Campaign will boost the operational effectiveness and efficiency of human relations work promoting:

- 1) the understanding of the need to stand together and report hate crimes and acts of bias-motivated hostility by joining those who say "kNOw HATE" and we are "Stronger Together";
- 2) the reporting of acts of hate and bias-motivated hostilities into a database to track and identify areas needing early response and early intervention/prevention;
- 3) the provision of a service delivery mechanism that offers resources and information; and
- 4) the creation and expansion of a network of community residents, organizations, businesses, faith communities, schools and other gov't agencies to access and disseminate gov't and community resources and services and efforts to prevent and respond to hate, and to heal divisions, and address underlying issues causing division.

We are seeking additional funding from the County CEO and the Board of Supervisors for the FY 2018-19, and we may receive funding to pilot this in the Florence-Firestone area this Spring.

I look forward to discussing this with you.

An activist, a little girl and the heartbreaking origin of 'Me too'

By Cassandra Santiago and Doug Criss, CNN

Updated 3:36 PM ET, Tue October 17, 2017



Tarana Burke, wearing a 'me too' T-shirt, addresses the March to End Rape Culture in Philadelphia in 2014.

(CNN)

'Me too.'

Ever since the allegations against movie mogul Harvey Weinstein surfaced, those two simple words have become a rallying cry.

Women -- and some men -- have used them to share personal stories of sexual harassment and assault.

The hashtag caught fire over the weekend when actress Alyssa Milano tweeted [a call-out to victims](#) "so we might give people a sense of the magnitude of the problem."

But the online movement didn't start with Milano on Sunday. It started more than 10 years ago with activist Tarana Burke.

"It's not about a viral campaign for me," she told CNN on Tuesday. "It's about a movement."

And that movement began -- as she put it -- in the "deepest, darkest place in my soul."



Then

Burke is the program director for Brooklyn-based Girls for Gender Equity. Its goal is to empower young women of color.

But the seeds for the movement were planted earlier than that -- in 1996, when Burke was a youth camp director.

After an all-girl bonding session, a young girl asked to speak to Burke privately.

This is [how she describes the encounter](#) on the Just Be site:

The shock of being rejected, the pain of opening a wound only to have it abruptly forced closed again - it was all on her face

Tarana Burke

"For the next several minutes this child ... struggled to tell me about her 'stepdaddy' or rather her mother's boyfriend who was doing all sorts of monstrous things to her developing body. ... I was horrified by her words, the emotions welling inside of me ran the gamut, and I listened until I literally could not take it anymore ... which turned out to be less than five minutes. Then, right in the middle of her sharing her pain with

me, I cut her off and immediately directed her to another female counselor who could 'help her better.' "

Burke said she never forgot the look on the girl's face.

"The shock of being rejected, the pain of opening a wound only to have it abruptly forced closed again -- it was all on her face," she wrote.

"I couldn't help her release her shame, or impress upon her that nothing that happened to her was her fault. I could not find the strength to say out loud the words that were ringing in my head over and over again as she tried to tell me what she had endured.

...

"I watched her walk away from me as she tried to recapture her secrets and tuck them back into their hiding place. I watched her put her mask back on and go back into the world like she was all alone and I couldn't even bring myself to whisper ... me too."



Later

That was the genesis of the movement -- to help young women of color who had survived sexual abuse, assault and exploitation.

"On one side, it's a bold declarative statement that 'I'm not ashamed' and 'I'm not alone.' On the other side, it's a statement from survivor to survivor that says 'I see you, I hear you, I understand you and I'm here for you or I get it,'" she told CNN.

The movement has taken a life of its own, Burke said.

"It started with young people and I quickly realized adults needed it too," she said.

"When you experience trauma and meet other people that have a similar experience, and you show empathy for each other, it creates a bond. "

Today

Late Monday, actress Milano credited Burke with creating 'Me too' and tweeted a link to her organization.

"The origin story is equal parts heartbreaking and inspiring," [Milano tweeted](#).

Burke said she's happy to see her idea reach a larger audience.

"I've seen it happen over and over again in small waves, but to see it happen en masse has been pretty amazing," she said.

The challenge now is to figure out how to take it beyond a viral moment.

"I think the one responsibility we have as survivors -- once we get to a place where we can -- is to create an entry point to healing for other survivors," she said. "For years I couldn't figure out what that would be for me and then 'Me too' became that thing."

She said she'd like to see conversations about what healing looks like. She wants sexual violence or gender-based violence approached as social justice issues.

"I think the viral moment is great but the amplification of that -- I worry about disclosing their status as survivors en masse on social media and not having space to process. I worry about survivors coming on to social media and being bombarded with messages of 'me too,'" she said.

For now, 'Me too' shows no signs of slowing.

Since noon Sunday, the #MeToo hashtag has been used 825,000 times, Twitter reported Tuesday.

The numbers are equally staggering on Facebook.

The company said that in less than 24 hours, 4.7 million people around the world have engaged in the "Me too" conversation, with more than 12 million posts, comments and reactions. According to Facebook, more than 45% of people in the United States are friends with someone who's posted a message with the words 'Me too.'

Warrants in Las Vegas mass shooting reveal name of additional 'person of interest'



Look up! Tonight's total lunar eclipse is special in at least three ways



Three dead after helicopter crashes into Newport Beach home: 'You just knew something'



Stocks have their biggest drop since August as healthcare shares swoon

LOCAL LA TIMES

Man is charged in the stabbing death of Pico-Union house fire victim



By NICOLE SANTA CRUZ JAN 16, 2018 | 8:10 PM



LAPD Assistant Chief Beatrice Girmala at news conference where murder charges were announced in the death of a 33-year-old transgender woman. (Maria Alejandra Cardona / Los Angeles Times)



Feedback

Police on Tuesday announced murder charges in a suspicious fire that led to the discovery last week of a 33-year-old transgender woman who had been stabbed to death, and sought the public's help in piecing together a motive for the crime.

Kevyn Ramirez, 29, of Los Angeles was charged with murder during the commission of an attempted robbery with the allegation that he used a knife in the crime, according to the Los Angeles County district attorney's office. Ramirez was also charged with two counts of arson with allegations that he set fire to multiple structures, and the use of an accelerant, prosecutors said.

About 3:15 a.m. on Jan. 10, authorities were called to a house fire in the 1700 block of South New Hampshire Avenue in Pico-Union. Authorities found the body of Victoria "Vicky" Ramos Gutierrez inside a unit in the building, police said.

Ramirez admitted to stabbing Gutierrez in her home after a dispute and setting the fire, Los Angeles Police Lt. John Radtke said at a news conference.

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Warrants in Las Vegas mass shooting reveal name of additional 'person of interest'

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We know that there are people out there who have probably encountered the suspect, who may be fearful and anxious. We ask them with open arms to please come forward," said LAPD Assistant Chief Beatrice Girmala, who also serves as the department's LGBTQ liaison.

Mariana Marroquin, the program manager for the anti-violence project at the Los Angeles LGBT Center, said that Gutierrez was active in the transgender community. In 2015, she worked on the center's Transgender Day of Remembrance, a yearly event that honors transgender victims of violence.

"It's ironic that she ended up being a victim also," Marroquin said.

Last year at least 28 transgender people were killed, [according to a report](#) released by the Human Rights Campaign Foundation and the Trans People of Color Coalition. The two groups called 2017 the deadliest on record for transgender people.

Since January 2013, the foundation has documented at least 102 transgender people who were victims of fatal violence, according to its website, which said Gutierrez was the first transgender woman of color and the second transgender person known to have died this year as a result of violence.

Maria Roman, 46, said she had known Gutierrez, who was from Honduras, for about five years.

"She was such a sweet person," she said. "She was always really happy."

Police are looking to speak with people who knew Ramirez, or others who may have been his victims.

"He may have robbed more people," Radtke said. "He may have done other angry things."

Anyone with information can call West Bureau detectives at (213) 382-9470.

nicole.santacruz@latimes.com

For more crime news, follow [@nicolesantacruz](#) on Twitter.

Newsletter

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Nicole Santa Cruz

CONTACT

Nicole Santa Cruz writes the [Homicide Report](#) for the Los Angeles Times. Since joining the staff in 2009, she has covered Orange County and national news such as the Gabrielle Giffords shooting and the

Feedback

LACCHR Commission Meeting of March 5, 2018

Agenda Item 7.4: Suggested Motion: To Authorize Commission Staff to Develop a Statement, and to Request LA County Advocacy in DC, to Preserve the U.S. DOJ Community Relations Service, as set forth below.

SAMPLE DRAFT STATEMENT RE: PROPOSED ELIMINATION OF DOJ CRS

We write to express support for the U.S. Justice Department's Community Relations Service (CRS), an agency that has been serving local law enforcement leaders, government officials, school leaders, and community members across the country since 1964, and its continued federal funding to be able to meet the needs of the people of the U.S, in particularly the residents of Los Angeles County.

We are concerned to learn that the President's Budget for 2019 called for an end to all funding for CRS and that other proposals discussed included closing regional offices and consolidating a few staff into one CRS headquarters office in Washington, D.C.. As a Commission on Human Relations which has as its mission to transform prejudice into acceptance, inequity into justice, and hostility into peace, we have seen first-hand how this small federal agency with a local presence can provide critical assistance to American people in towns and cities across the country.

Those who have served CRS in the regional and field offices in Los Angeles and around the U.S. have a long history of demonstrating that community and law enforcement leaders can come together to keep the peace and realize the common values that strengthen our country. On June 7, 1998, in the aftermath of the brutal hate crime in Jasper, Texas, James Byrd, Jr., a Black man, died after being tied to a metal chain and dragged behind a pickup truck down a rural road outside of Jasper, Texas. When his body was found later the next morning, along the road next to the African American cemetery, only Mr. Byrd's torso remained. The next day, three White men who were members of White supremacist groups were arrested and charged with murder. The small rural community was unprepared for the national attention and deep introspection of racial issues that it suddenly confronted, but the people of Jasper knew that this horrific crime did not represent who they were. CRS assisted the city of Jasper, Texas, along with Federal, State, and local law enforcement in contingency planning for a number of national and local organizations' demonstrations and marches about issues related to the murder of Mr. Byrd.

And just recently, CRS helped behind the scenes in Los Angeles with a potentially explosive situation between law enforcement and community arising from the killing of a 16 year old African American boy in South Los Angeles.

CRS SHOULD REMAIN INDEPENDENT OF LITIGATORS WHO INVESTIGATE AND PROSECUTE

The President's Budget states that it would transfer CRS' activities to the Civil Rights Division. One of the reasons CRS is able to be effective is that it is not an investigative nor prosecutorial component of the DOJ. For mayors, chiefs, sheriffs, school officials, and community leaders alike, the fact that CRS could not be used to support a prosecution or an

investigation made it possible for leaders to ask for the help that they needed to prevent violence and keep the peace, rather than worry it could come back to hurt them in a lawsuit.

Indeed, the Civil Rights Act of 1964 prohibits CRS from participating in investigative or prosecutorial functions. “No officer or employee of the Service shall engage in the performance of investigative or prosecuting functions of any department or agency in any litigation arising out of a dispute in which he acted on behalf of the Service.” An officer or employee of CRS who makes public “in any manner whatever any information in violation of this subsection, shall be deemed guilty of a misdemeanor and, upon conviction thereof, shall be fined not more than \$1,000 or imprisoned not more than one year.” (Civil Rights Act of 1964, as amended, Title X, 42 U.S.C. § 2000g-2)

A proposed move of CRS services to the Civil Rights Division undermines the effectiveness of the agency in contradiction of the very statute that created the agency.

CRS NEEDS A REGIONAL PRESENCE TO REMAIN EFFECTIVE AND SERVE THE NEEDS OF PEOPLE OUTSIDE OF WASHINGTON

CRS needs a local presence, not more people sitting in D.C. thinking that they understand the needs of people in other parts of the country. Professionals in CRS regional and field offices invest time and resources in their local communities, earning the trust necessary to serve as neutral mediators to keep the peace and to keep people safe. When law enforcement leaders learn that a large protest may attract counter-protestors, as a part of their plan to prepare for the event, they don't have the time to call an office in D.C. in the hopes that someone in that office will understand the unique needs of their community. They call the CRS regional director or trained conciliator who lives in the region and can quickly deploy to help train religious leaders and other community leaders as self-marshals to help keep the peace or who can come and help facilitate a meeting between local advocates and law enforcement in advance of a march or rally. When unrest follows an incident like an officer-involved shooting, local government, law enforcement, and community leaders need people who can get to the area quickly with an understanding of underlying tensions that may turn a tragedy into a public safety crisis.

CRS PROVIDES A CRITICAL SERVICE TO LOCAL LAW ENFORCEMENT, COMMUNITY, AND OTHER LEADERS

CRS works behind the scenes, providing impartial and confidential conciliation and mediation services intended to enhance local capacity to alleviate, solve, and respond to future conflicts more effectively. By helping local leaders keep the peace CRS saves local and federal taxpayer dollars, and helps communities develop their own solutions to meet their needs.

You may not know a lot about this small office, because CRS does not seek publicity; it seeks to serve the people who have the real wisdom and power to address tension associated with discrimination and to prevent or respond more effectively to hate crimes. It is a rare federal agency that recognizes the answers to the most difficult issues confronting communities across the country rest not in lawyers nor in politicians, but in local community, law enforcement, and

school leaders across the country. Please help make sure that it can continue to do its work on behalf of the American people.