

CH Civil + Human Rights R♥ and Equity Department

DEPARTMENT OVERVIEW
MARCH 2021





Commission Support

- Commission on Civil Rights
- Commission on the Status of Women
- Human Relations Commission
 - Transgender Advisory Council



Outreach and Community Engagement

- Faith-Based Unity Events
- Community Diversity Events
- Discrimination/Bias Awareness Training
- Hate Crime Prevention
- Discrimination Enforcement Outreach

Discrimination Enforcement

Authority to address discrimination in private commerce, education, employment, and housing



Equity and Empowerment

- Policy Equity Lens
- Upward Mobility Programming
- Corporate Diversity Metrics
 - RENEW Task Force
- Other Proposed Programming Models, include:
 - Partnerships with Community-Based Organizations
 - COVID-19 Equity Relief
 - Youth Engagement
 - Collaboration with the Office of Immigrant Affairs





COMMISSION ON CIVIL RIGHTS

Araceli Campos, Chair
Leslie Ivie, Vice Chair
Abigail Zelenski, Commissioner
Aziza Hasan, Commissioner
Helena Marissa Montes, Commissioner
Keith Parker, Commissioner



LACSW

CITY OF LOS ANGELES COMMISSION ON THE STATUS OF WOMEN

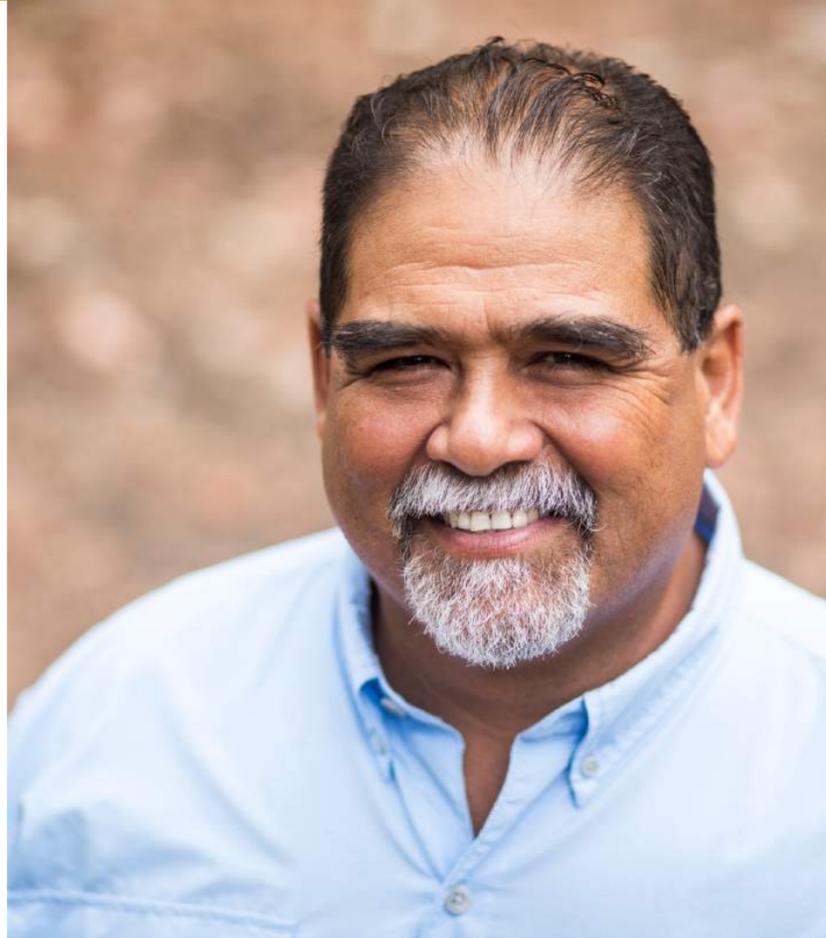
Jackie Filla, President
Ana Teresa Dahan, Vice President
Vicki Curry, Commissioner
Erma Bernard-Gibson, Commissioner
Marla Messing, Commissioner
Jessica Postigo, Commissioner
Maryann Zar, Commissioner



The City of Los Angeles

HUMAN RELATIONS COMMISSION

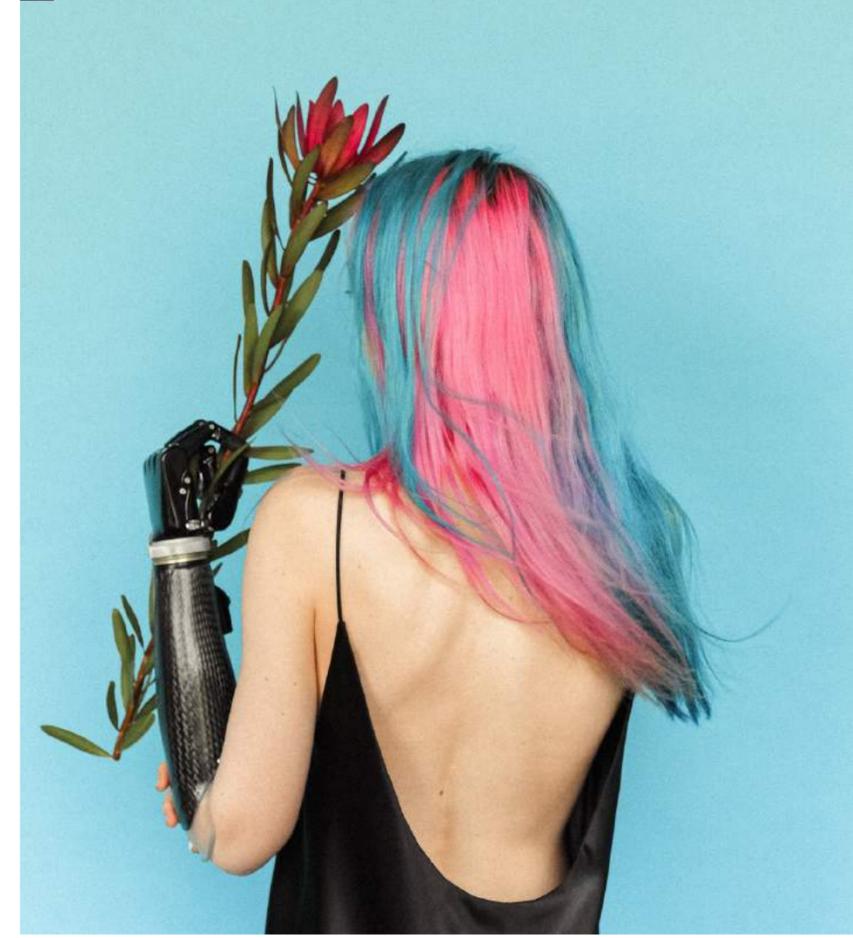
Angelica Solis-Montero, President
Anthony Mack, Vice President
Courtney Morgan-Greene, Commissioner
Irene Tovar, Commissioner
Melany de la Cruz-Viesca, Commissioner
Nirinjan Singh Khalsa, Commissioner
Rosa Russell, Commissioner
Stacy Twilley, Commissioner



LA CITY HUMAN RELATIONS COMMISSION

TRANSGENDER ADVISOR COUNCIL

Karina Samala, Chair
Jazzmun Crayton
Alexander Luckie Fuller
Teanna Herrera
Eden Anai Luna
Gia Ryan Olaes
Maria Roman
Sabel Samone-Loreca
James Wen





Awarded a FUSE Executive Fellow.
Begins May 2021

Public
Rights
Project

Selected to Host an Attorney from 2021-23

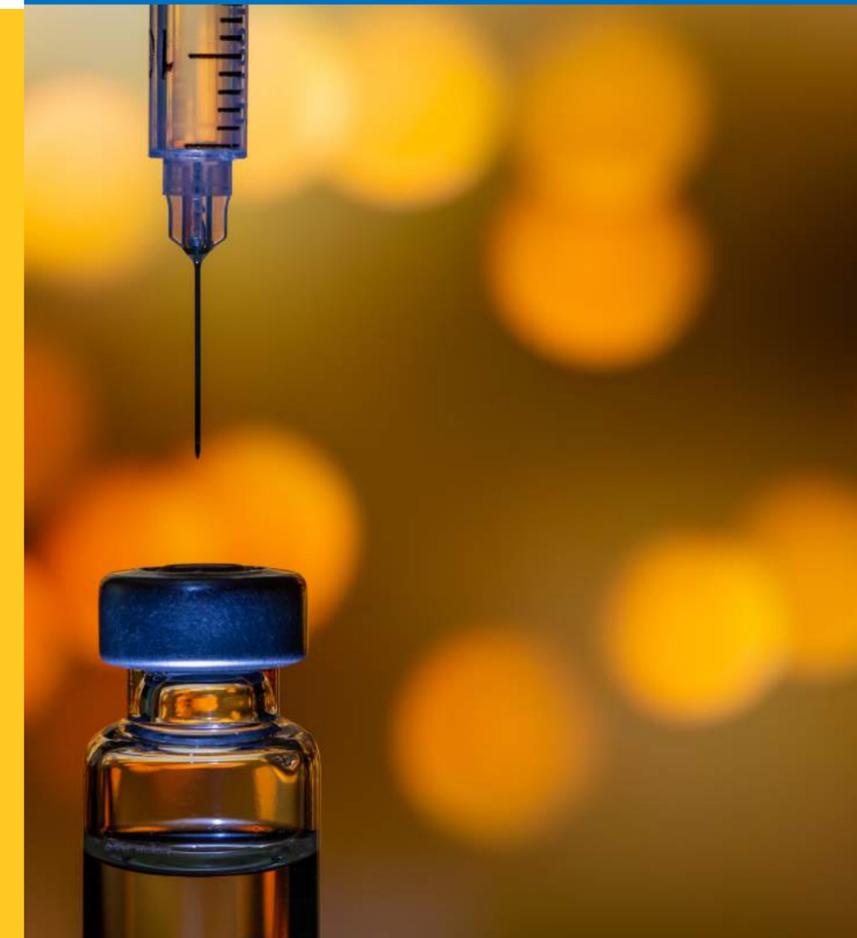
Discrimination Enforcement

- Launching this Spring!
- City Ordinance - In Progress
- Joumana Silyan-Saba, Director of Enforcement



COVID-19 Equity.

- Vaccine Equity Committee
- Food Concept Pilot
- Thermometer Distribution
- Donated 125,000 PPE



Sample of Recent Meetings

NO PLACE FOR HATE

A live conversation on hate crimes & hate incidents

March 19
1 PM | Ch. 35
facebook.com/lacivilrights

Resources and info for victims, communities & allies.

Mayor Eric Garcetti
City Attorney Mike Feuer
Councilmember Nithya Raman
Chief Bea Girmala, LAPD
Capri Maddox, LA Civil Rights
Manjusha Kulkarni, Stop AAPI Hate

facebook.com/lacivilrights #noplaceforhate

LA CIVIL RIGHTS PRESENTS A BLACK HISTORY MONTH EVENT:

AFRICAN AMERICAN EQUITY IN MEDIA

A dialogue with African American journalists

FEATURING:

Angel Jennings, Los Angeles Times
Brandon Brooks, Los Angeles Sentinel
Beverly White, NBC4

MARK RIDLEY-THOMAS
LOS ANGELES CITY COUNCILMEMBER | DISTRICT 13

FEBRUARY 23, 2021
12:00 PM - 1:00 PM
[BIT.LY/EQUITYINMEDIA](https://bit.ly/equityinmedia)

BREAKING BREAD WITH THE NFL MEDIA

FREE FOOD | NFL LEADERS | REAL OPPORTUNITY

CITY OF LOS ANGELES HUMAN RELATIONS COMMISSION PRESENTS

REACHING LOS ANGELES CITY IMMIGRANTS: RESPONSE AND RESOURCES DURING THE COVID-19 PANDEMIC

Thursday, January 28th
12:30-2:30 PM

Speakers include:

Mayor Eric Garcetti
Councilmember Gil Cedillo
Capri Maddox, LA Civil Rights
Amanda Daflos, Chief Innovation Officer
Nora Preciado, Director of Immigrant Affairs
Dr. Paul Simon, LA County Dept. of Public Health
Veronica McDonnell, Housing + Community Investment Department

[RSVP: bit.ly/LAImmigrants](https://bit.ly/LAImmigrants)



Meetings & Speaking Engagements

July

- African American City Commissioners
- COVID-19 Testing Event with Anthony Anderson
- Days of Dialogue
- Empowerment Congress Uprising 2020
- Ethnic Media Roundtable
- FUSE Corporation
- Google
- Korea National Police Agency
- Liberty Hill Foundation
- LAUSD
- LGBTQ Commissioner
- Media - KPCC's Take Two
- Media - NBC
- Media - The Wave Newspaper
- Pepperdine University
- UCLA
- University of West Los Angeles
- VAL PAC

August

- ADOS
- Angeles Mesa Church
- Boston Consulting Group
- Brotherhood Crusade
- Community Coalition
- Emergency Management Department
- Juiceworks
- LA County Chief Executive Office
- LA County Department of Public Health
- LAPA: Paralegal Day
- LAPD
- Latino City Commissioners
- Media - Good Day LA
- Netflix
- Office of Immigrant Affairs
- Pakistan Day Celebration
- SEIU 721 Retirees
- Southern California Grantmakers
- The Hetty Group

September

- Candidly
- City Impact Lab
- Community Build
- Community Response System of So. LA
- Ethnic Media Roundtable
- For People of Color Conference
- Homeboy Industries
- Jewish Federation
- LA Jewish Home
- LANCC
- Life365
- NFL Network
- Project Angel Food
- Red Cross
- VANC
- Western Justice Center Foundation
- YWCA

October

- Cal State LA
- California Community Foundation
- Center for Human Rights and Constitutional Law
- Conversation with the Controller
- Crystal Stairs
- Department on Disability
- Granada Hills Neighborhood Council
- Islamic Center of Southern California
- Jack and Jill
- Lakers
- LAPD: LGBTQ Virtual Forum
- NWPC Policymakers' Roundtable
- RENEW Launch
- Target
- The Sentinel Newspaper
- USC Agents of Change



Meetings & Speaking Engagements

November

- Cisco
- Communities in Schools
- Council District 15
- Crisis Text Line
- Housing and Community Investment
- LA County Anti-racism, Diversity, and Inclusion
- LA County HRC – United Against Hate Week
- LA Trade Tech College
- LAUSD Young Women's Leadership Conference
- Lendistry
- Lewis Brisbois Bisgaard & Smith
- Muslim Public Affairs
- National Women's Political Caucus
- Oklahoma City University
- Pepperdine - Black Women in Law Summit
- Western Justice Center

December

- American Bar Association Panel
- Constitutional Rights Foundation
- Council District 4
- Council District 7
- COVID-19 Vaccine Equity Committee
- Department of Cultural Affairs
- FUSE Fellows
- Jewish Federation of Greater Los Angeles
- Kaiser Permanente
- Los Angeles Association of Health Underwriters
- LA County Alternative to Incarceration
- Mayor Garcetti's Engage LA
- Office of Immigrant Affairs
- Project Angel Food
- Public Counsel
- Public Rights Project
- Spectrum Media Interview
- UCLA Labor Center

January

- Abel & Associates
- Bush Gottlieb
- Cisco Networking Academies
- Coro Southern California
- Council District 1
- Council District 2
- Council District 5
- Council District 12
- Emerging Leaders Academy
- Granada Hills North Neighborhood Council
- Greater LA Education Foundation
- Inner City Arts
- Invisible Men
- Korean Consulate
- KPCC
- LA County Bar Association
- Neighborhood Councils
- Pepperdine University
- Sheppard Mullin
- VerdeXchange

February

- African American Heritage Month Program
- A Time to Mentor
- Black Alliance for Just Immigration
- Black Women Leaders
- California Community Foundation
- Cannibus Department
- Coalition for Humane Immigrant Rights
- EmBRACE LA Equity Alliance
- Heart of LA Democratic Club
- Race, Equity, and Leadership Program
- SEIU-USWW
- South Bureau Ministerial Alliance
- The Los Angeles Association of Black Personnel
- UCLA Luskin School of Public Affairs
- United Neighborhoods
- Urban League
- Westside Urban Forum

Our Future Workspace

General Service Department/Bureau of Engineering and Information Technology Agency led project
40% Complete



City of Los Angeles
Civil and Human Rights Department



Complaint Process



The City of Los Angeles Ordinance 186084, Section 51.05 allows any person whose rights are violated as described in Section 51.03 to file a complaint.

LA Civil Rights has authority over complaints involving:

- ### Commerce
- Actual or Perceived Race
 - Color
 - Ethnicity
 - Creed
 - Age
 - National Orgin
 - Religion
 - Citizenshp Status
 - Gender
 - Gender Identity
 - Gender Expression
 - Sexual Orientation
 - Disability
 - Medical Condition
 - Genetic Information
 - Marital Status
 - Partnership Status
 - Employment Status
 - Income Status
 - Military Status
 - Veteran Status

- ### Education
- Actual or Perceived Race
 - Color
 - Ethnicity
 - Creed
 - Age
 - National Orgin
 - Religion
 - Citizenshp Status
 - Gender
 - Gender Identity
 - Gender Expression
 - Sexual Orientation
 - Disability
 - Medical Condition
 - Genetic Information
 - Marital Status
 - Partnership Status
 - Employment Status
 - Income Status
 - Military Status
 - Veteran Status

- ### Employment
- Partnership Status
 - Employment Status
 - Income Status

- ### Housing
- Age
 - Citizenshp Status
 - Employment Status
 - Military Status
 - Veteran Status

State law controls the enforcement of housing and employment violations for certain protected classes. For housing and employment violations involving these protected classes, LA Civil Rights will refer violations to the appropriate agency, including the City Attorney, District Attorney, California Department of Fair Employment and Housing, Attorney General, or a legal aid group. LA Civil Rights will only provide referrals when superseded by state or federal law. When LA Civil Rights has authority, complainants have the option to go through an investigation and hearing process or proceed on their own in state court.

Complaint Process Summary



Investigation Process

- LA Civil Rights receives and reviews citizen complaint.
- LA Civil Rights collects information on the incident(s) through interviews of any relevant witnesses and the General Manager may request the issuance of subpoenas for relevant records.
- If the General Manager determines that a violation of the Civil and Human Rights Law has occurred, the General Manager shall issue a Notice of Violation to the person or company, setting forth penalties or and, if any, corrective actions.

Conflict Resolution

- LA Civil Rights may encourage the Complainant and Respondent to resolve the discrimination complaint by referring them to voluntary mediation.
- The General Manager may enter into a settlement agreement with the Respondent at any time, subject to the approval of the Commission.

Hearing Process

- Whenever a person receives a Notice of Violation, that person or company may seek an administrative hearing to challenge the General Manager's determination.
- As part of the hearing process, the Hearing Officer may accept evidence offered by the General Manager and the Respondent regarding the alleged violation(s) and appropriate means of correcting the violation(s), including oral and written testimony.
- An independent Hearing Officer reviews the evidence and makes a ruling.

Appeal Process

- The losing party at the hearing may appeal the ruling of the Hearing Officer to the Commission on Civil Rights.
- The Commission on Civil Rights will review the ruling under an abuse of discretion standard.
- If the Commission on Civil Rights finds no abuse of discretion, the Notice of Violation will be upheld, and penalties or corrective action will be imposed.

Social Media

CONNECT WITH US ON SOCIAL MEDIA!

LA CIVIL RIGHTS STAFF NOW REGULARLY UPDATES BOTH ACCOUNTS

  @lacivilrights

 Twitter Handle Donated by Community Member, Sean Erenstoft

Website

Created by Information Technology Agency & Volunteer, Sonia Pandya

www.civilandhumanrights.lacity.org

Department Logos

Created by Mayor Garcetti's Innovation Team

  Departamento Derechos
Civiles + Humanos Y Equidad

Partnerships

