

# CH Civil + Human Rights R♥ and Equity Department

DEPARTMENT OVERVIEW

May 2022





## Mission

**The Civil, Human Rights, and Equity (LA Civil Rights) Department strives to maintain and strengthen Los Angeles' diversity, equity, and accountability through oversight, outreach, legal remedies, commission support, and empowerment. LA Civil Rights envisions creating a racially equitable environment that levels the playing field and enhances opportunities for diverse communities.**





## Commission Support

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



## Outreach and Community Engagement

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

## Discrimination Enforcement

Addressing discrimination in private commerce, education, employment, and housing



## Equity and Empowerment

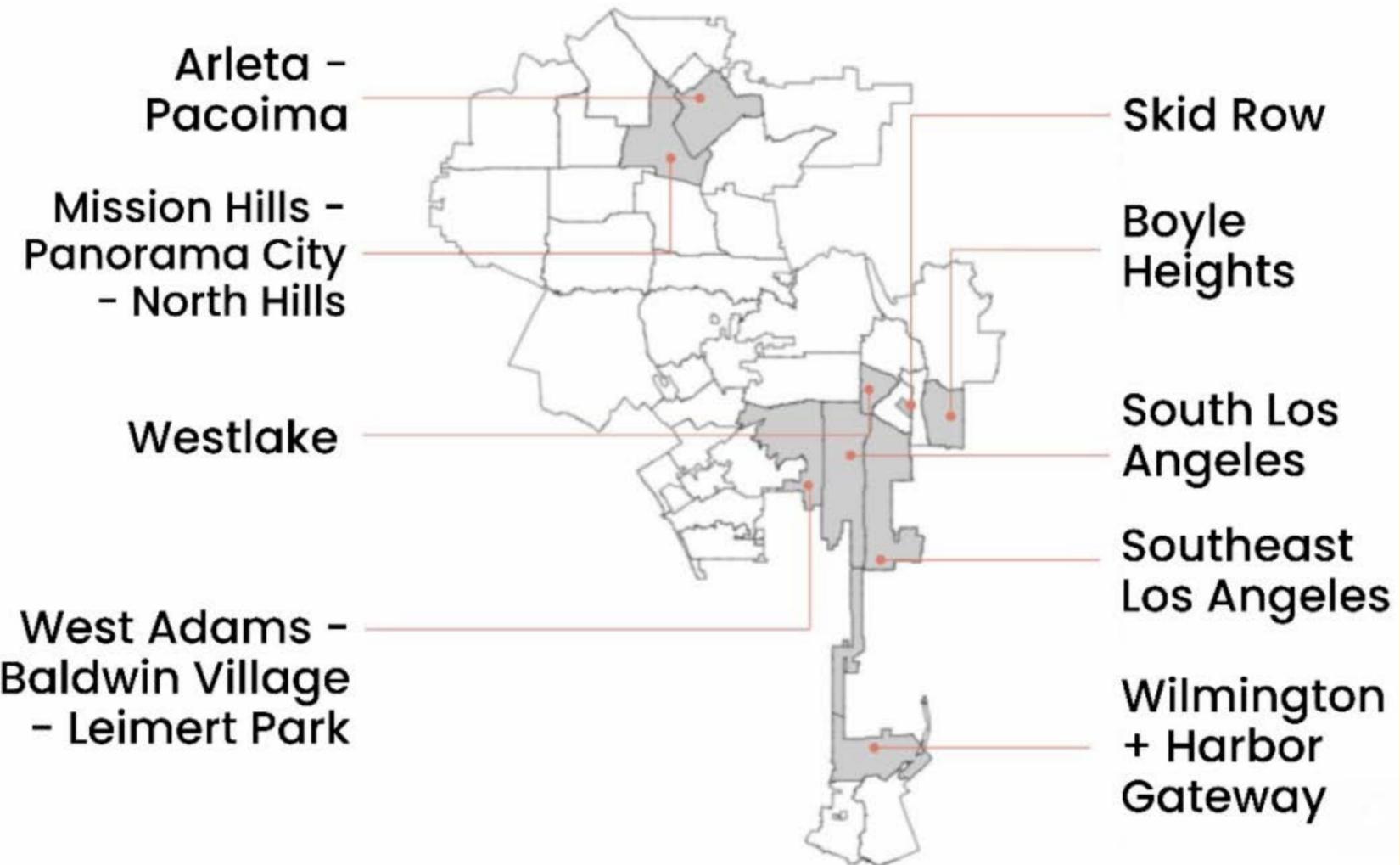
- Policy Equity Lens
- Upward Mobility Programming
- Corporate Diversity Metrics
  - RENEW Task Force
- Other Proposed Programming Models, include:
  - Partnerships with Community-Based Organizations
  - COVID-19 Equity Relief
  - Youth Engagement
  - Collaboration with the Office of Immigrant Affairs



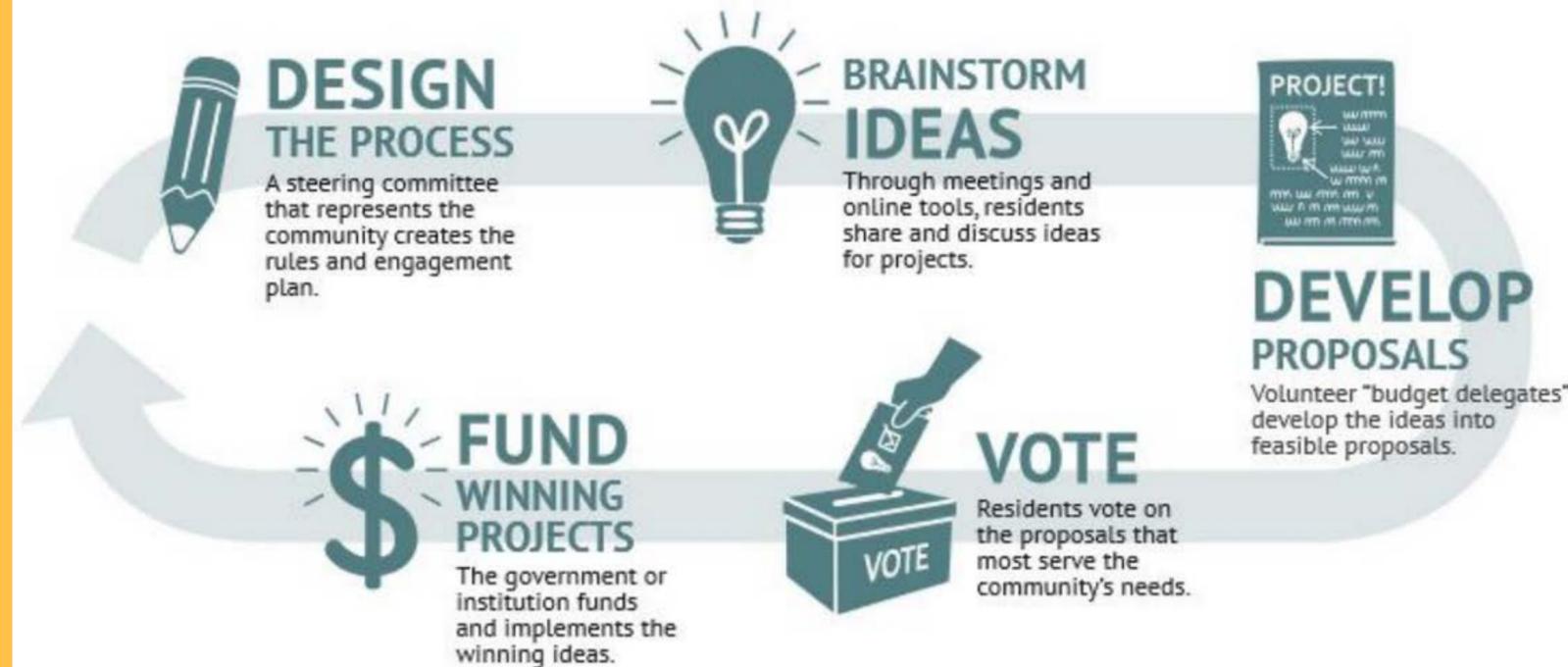
# L.A. REPAIR Innovation Fund

*L.A.'s First Participatory Budgeting Pilot*

## REPAIR ZONES



The Los Angeles Reforms for Equity and Public Acknowledgement of Institutional Racism (L.A. REPAIR) funds L.A.'s first participatory budget pilot program, where LA Civil Rights, and its Office of Racial Equity, will distribute roughly \$8.5 million to nine LA neighborhoods.



*Learn more at:*

[repair.lacity.org](https://repair.lacity.org)

# LA for All Campaign

An anti-hate PSA campaign, which became the largest anti-hate campaign in city history

The multilingual citywide campaign meets at the intersection of art, advocacy, and community – and stands up for an inclusive Los Angeles with physical assets on nearly 4,500 advertisement spaces throughout Greater Los Angeles in 18 languages.

LA For All continues to grow with more languages in development and the addition of recent partners, including the LA Mission, USC and LAUSD where multilingual banners appear on over 70 campuses across the district.

More than a passive campaign, LA For All provides a framework for combating hate and divisions by coalescing around Los Angeles values of inclusion, diversity, and belonging for all.



LA Civil Rights earned the Bronze Los Angeles American Advertising Award for in the Public Service Out-of-Home campaign category!



The poster features the text "LA IS FOR EVERYONE" in large, colorful, stylized letters. The letters are filled with various colors and patterns, including geometric shapes and dots. Below the text, there is a yellow banner with the text "SEE OR EXPERIENCE A HATE CRIME OR INCIDENT? REPORT IT." and a QR code. To the left of the QR code, there is text providing contact information for reporting hate incidents and a website link. At the bottom left, there is the City of Los Angeles seal and the hashtag "#LAforall".

SEE OR EXPERIENCE A HATE CRIME OR INCIDENT? REPORT IT.

Call **2-1-1** or **3-1-1** to report a hate incident.  
Call **9-1-1** to report a crime in progress.  
Assistance available in multiple languages.  
Find resources at  
[CivilAndHumanRights.LACity.org/LAforALL](http://CivilAndHumanRights.LACity.org/LAforALL)

scan me

#LAforall

# Sample of Engagement & Events

## TOM LABONGE DAY OF SERVICE

5 LOCATIONS      250 VOLUNTEERS

**October 9, 2021**

CH Civil + Human Rights and Equity Department

## LA LAW DAY

April 9, 2022      Live Mentorship

CHANGING THE ODDS

Interpreter Spanish... A

Logos: LACBA, JOHN M. LANGSTON BAR ASSOCIATION OF LOS ANGELES, WLALA, LA Civil Rights, PEPPERDINE CARUSO SCHOOL OF LAW, LEGALLYFIT, SOUTHWESTERN LAW SCHOOL LOS ANGELES, PAUL KREKORIAN, BET TZEDEK, UCLA School of Law, CHANGE.

## WOMEN'S HISTORY MONTH

### FILM SCREENING

# "LFG"

MARCH 3, 2022 | 6PM PST

RSVP: [BIT.LY/LFG2022LACITY](https://bit.ly/LFG2022LACITY)

LA Civil Rights      LACSW

picturemotion

## Homebuyer Education Event

Live Webinar Format

Register Now!  
[www.OwnLA.org](http://www.OwnLA.org)

LOS ANGELES

CH Civil + Human Rights and Equity Department

Saturday  
June 12, 2021  
9 a.m. to 4 p.m.  
Live Webinar

- Free!
- Get started on the path to homeownership
- It's more possible than you think!
- Build wealth through homeownership and create a stable future for you and your family
- Get motivated and educated to purchase your first home
- Meet housing counselors, real estate agents, and loan officers committed to helping first-time buyers
- Earn a valuable certificate of completion

To participate you will need an internet device that allows us to see and interact with the screen content and hear the presentations, you do not need a video camera.

Offered in collaboration with Faith and Community Empowerment (FACE) and LA Partners in Home Ownership.

221 S Figueroa St, Suite 250, Los Angeles, CA 90012 | (213) 277-5599

## Kedren & Korean Food Global Association

Thank you healthcare workers!

CH Civil + Human Rights and Equity Department

July 21, 2021 | 12:00 PM

Kedren Community Health-Center, Inc.

# Sample of Engagement & Events

LA CIVIL RIGHTS PRESENTS:

## REAL TALK

A Youth Engagement Event on Digital Safety & Mental Health

 Councilwoman Monica Rodriguez, Council District 7  
 Jonathan Cristall, Author, "What They Don't Teach Teens"  
 Capri Maddox, LA Civil Rights  
 Raul Diaz, Homeboy Industries

April 13, 2021  
5:30 - 7:00PM  
RSVP: [bit.ly/GetRealLA](https://bit.ly/GetRealLA)

MONICA RODRIGUEZ  
LA CITY COUNCILWOMAN, 7TH DISTRICT

CH Civil + Human Rights and Equity Department

BIT.LY/NFLYOUTH  
FEBRUARY 26  
3:30-5:30 PM

## BREAKING BREAD WITH THE NFL MEDIA

FREE FOOD | NFL LEADERS | REAL OPPORTUNITY

 CH R  EVERYTABLE

## STANDING UP AGAINST HATE

A DIALOGUE WITH THE LOS ANGELES TRANSGENDER COMMUNITY

JOIN ELECTED LEADERS, LAPD, AND MEMBERS OF THE TRANSGENDER COMMUNITY TO DISCUSS STRATEGIES TO COMBAT THE RISE OF TRANSGENDER HATE INCIDENTS IN THE CITY & DISCUSS A PATH FORWARD.

FRIDAY • SEPTEMBER 18 • 2020 • 12PM

FEATURING

 KARIMA SAMALA, TAC CHAIR, SHE/HER  
 ERIC GARCETTI, MAYOR, HE/HIM  
 MIKE FEUER, CITY ATTORNEY, HE/HIM  
 MITCH O'FARRELL, COUNCILMEMBER, HE/HIM  
 BEA GIRMALA, LAPD, SHE/HER  
 CAPRI MADDOX, CHRD, SHE/HER  
 JAZZMIN CRAYTON, TAC MEMBER, SHE/HER

IN PARTNERSHIP WITH:  MITCH O'FARRELL  CHRD  ERIC GARCETTI  TRANSGENDER ADVISORY COUNCIL

MODERATED BY:  MIA YAMAMOTO, SHE/HER

RSVP: [WWW.BIT.LY/SUAHDIALOGUE](https://www.bit.ly/SUAHDIALOGUE) & WATCH LIVE: [WWW.FACEBOOK.COM/LATHISWEEK](https://www.facebook.com/LATHISWEEK)

CH Civil + Human Rights and Equity Department

## EMPLOYMENT RIGHTS AND JUSTICE FOR WORKERS

A virtual discussion about discrimination, wage theft, and the rights of immigrant workers.

Moderator:  MARISSA MONTES, Commission on Civil Rights

with remarks by:  BRENDA VALLE BALDERRAMA, Dept of Fair Employment & Housing

 SAUL CARPEÑO, WagesLA

 GINA AMATO, Attorney, Public Counsel

 KEVIN DE LEON, LA City Councilmember

OCTOBER 28 | 2PM  
BIT.LY/EMPLOYMENTRIGHTSLA  
FACEBOOK.COM/LACIVILRIGHTS

civilandhumanrights.lacity.org

### Join Our Table: A Passover Experience for Interfaith Community Leaders

an interactive, cameras-on community gathering

March 23, 2021 | 5:00 pm via Zoom

The Jewish Federation of Greater Los Angeles in partnership with the City of Los Angeles Civil + Human Rights and Equity Department invite you to join us as we celebrate Passover and reimagine our future together.

RSVP HERE By March 8

The Jewish Federation of Greater Los Angeles CH Civil + Human Rights and Equity Department

To make this Passover experience meaningful and participatory, guests will receive a gift box full of items to be used during our event and beyond. Please RSVP and provide us with your name and mailing address on the [registration link here](#).

\*Due to the nature of this event, kindly note that this invitation is non-transferable.

STANDING UP TO HATE TRAINING SERIES

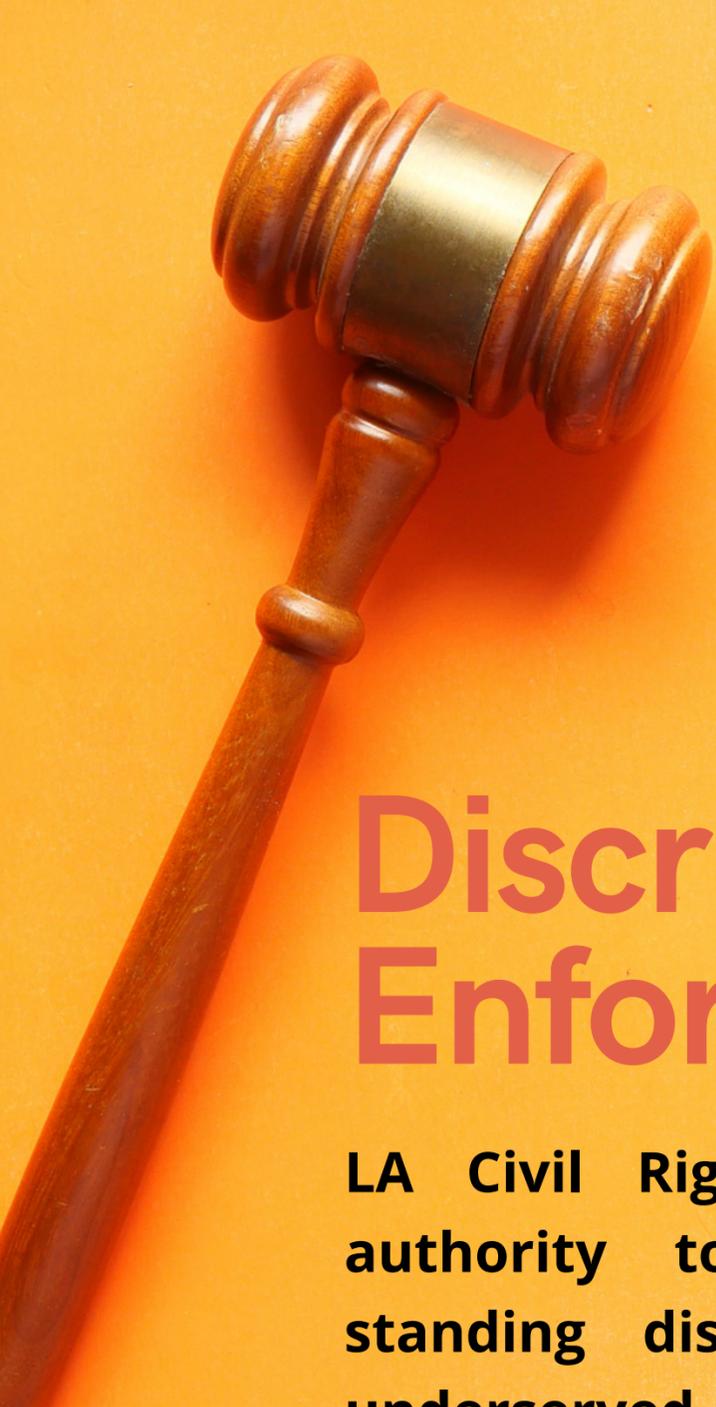
## KNOW YOUR RIGHTS & BYSTANDER INTERVENTION

Learn more about legal rights, reporting, and resources on how to stop and prevent hate in our communities. #StopHate #LAforAll

TUESDAY, OCTOBER 26, 2021  
5:30PM - 6:30PM PT  
RSVP Required: [bit.ly/StopHateTrainings](https://bit.ly/StopHateTrainings)

 ABIGAIL ZELESKI, LA CIVIL RIGHTS COMMISSIONER & PABA PRESIDENT  
 ADRIAN ROXAS, PABA PRESIDENT-ELECT & ATTORNEY  
 AMJAD KHAN, ATTORNEY, BROWN, NERI, SMITH & KHAN  
 BLAKE CHOW, LAPD DEPUTY CHIEF  
 UMAR HAKIM INKERIJ, ILM FOUNDATION

The views expressed during presentations made at Civil, Human Rights and Equity Department ("LA Civil Rights") meetings or other events sponsored or co-sponsored by LA Civil Rights are those of the speaker and not, necessarily, of LA Civil Rights. Presentations at LA Civil Rights events, or the presence of vendors at CHRED events, does not constitute an endorsement of the vendor's or speaker's views, products or services.



# Discrimination Enforcement

LA Civil Rights has quasi-judicial authority to address the long-standing discrimination impacting underserved communities which denies equal treatment in private commerce, education, employment, and housing.





# Discrimination Enforcement Areas

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 actual or perceived:

## Commerce

- Age
- Citizenship Status
- Color
- Creed
- Disability
- Employment Status
- Ethnicity
- Gender
- Gender Expression
- Gender Identity
- Genetic Information
- Marital Status
- Medical Condition
- Military Status
- National Origin
- Partnership Status
- Primary Language
- Race
- Religion
- Sexual Orientation
- Source of Income
- Veteran Status

## Education

- Age
- Citizenship Status
- Color
- Creed
- Disability
- Employment Status
- Ethnicity
- Gender
- Gender Expression
- Gender Identity
- Genetic Information
- Marital Status
- Medical Condition
- Military Status
- National Origin
- Partnership Status
- Primary Language
- Race
- Religion
- Sexual Orientation
- Source of Income
- Veteran Status

## Employment

- Employment Status
- Primary Language
- Source of Income

## Housing

- Citizenship Status
- Employment Status
- Primary Language

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

## Intake & Investigation Process

- LA Civil Rights receives and reviews the intake form.
- If the criteria is met, move to investigation. If not, a referral will be provided.
- During the investigation process, LA Civil Rights collects additional information and has the authority to issue subpoenas as needed.
- If discriminatory practices are founded, the General Manager will issue a Notice of Violation.
- The Notice of Violation outlines the discriminatory practices and includes monetary penalties and corrective actions.

## Settlement & Mediation Options

- Mediation with an outside entity is an available option at any period during the process.
- The General Manager may enter into a settlement agreement with the Respondent at any time, subject to the approval of the Commission.
- Filing a discrimination complaint with LA Civil Rights does not preclude pursuing any other available remedies.

## Hearing Process

- Whenever a person receives a Notice of Violation, that person or company may seek an administrative hearing within 15 days of the date of the Notice of Violation.
- An independent Hearing Officer reviews the evidence and makes a ruling.

## Appeal Process

- The Respondent or General Manager may appeal the ruling of the Hearing Officer to the Commission on Civil Rights with 15 calendar days from the date of service of the administrative ruling.
- The Commission on Civil Rights will review the ruling under an abuse of discretion standard.
- If the Commission on Civil Rights may reject the ruling in whole or in part if it finds that the Hearing Officers' ruling is based on an abuse of discretion.



# Connect With LA Civil Rights

@lacivilrights   

Civil & Human Rights Department of Los Angeles 

Civil + Human Rights and Equity Department 

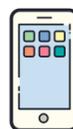


 Listen on  
**Apple Podcasts**

 **Spotify**



201 N. Los Angeles St., Suite 6  
Los Angeles, CA 90012



(213) 978 - 1845



civilandhumanrights@lacity.org



[www.civilandhumanrights.lacity.org](http://www.civilandhumanrights.lacity.org)