

**LA IS FOR EVERYONE**  
SEE OR EXPERIENCE A HATE INCIDENT? REPORT IT.  
Call 2-1-1 or 3-1-1 to report a hate incident. Report a crime in progress to 9-1-1. Report a crime in progress to 9-1-1. Report a crime in progress to 9-1-1.  
CivilAndHumanRights.org LAFORALL

**ANNUAL REPORT 2021**

**LA CIVIL  
LA CIVIL  
LA CIVIL  
LA CIVIL  
RIGHTS  
RIGHTS  
RIGHTS  
RIGHTS**



# Special Thanks To:

MAYOR ERIC GARCETTI, THE LOS ANGELES CITY COUNCIL, CITY ATTORNEY MIKE FEUER, CITY CONTROLLER RON GALPERIN, 211 LA, AAPI EQUITY ALLIANCE (FORMERLY A3PCON), AAPINH CITY COMMISSIONERS, AFRICAN AMERICAN CITY COMMISSIONERS, ANTI-DEFAMATION LEAGUE OF LOS ANGELES, ARMENIAN NATIONAL COMMITTEE OF AMERICA - WESTERN REGION, ASIAN PACIFIC AIDS INTERVENTION TEAM (APAIT), ASIAN PACIFIC AMERICAN BAR ASSOCIATION OF SOUTHERN CALIFORNIA, ASSOCIATION OF BLACK ATTORNEYS, BLACK ALLIANCE FOR JUST IMMIGRATION, BLACK BUSINESS ASSOCIATION OF LA, BLACK WOMEN FOR WELLNESS, BOARD OF RABBIS OF SOUTHERN CALIFORNIA, BROTHERHOOD CRUSADE, CALIFORNIA COMMUNITY FOUNDATION, CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING, CALIFORNIA DEPARTMENT OF JUSTICE, CALIFORNIA DOWNTOWN ASSOCIATION, CALIFORNIA SIKH COUNCIL, CAL STATE UNIVERSITY LOS ANGELES, CISCO, CITY ADMINISTRATIVE OFFICER OF LOS ANGELES, CITY OF LOS ANGELES ASSOCIATION OF BLACK PERSONNEL, CITY OF LOS ANGELES BUREAU OF ENGINEERING, CITY OF LOS ANGELES CLIMATE EMERGENCY MOBILIZATION OFFICE, CITY OF LOS ANGELES DEPARTMENT OF CULTURAL AFFAIRS, CITY OF LOS ANGELES DEPARTMENT OF NEIGHBORHOOD EMPOWERMENT, CITY OF LOS ANGELES DEPARTMENT OF RECREATION AND PARKS, CITY OF LOS ANGELES DEPARTMENT OF TRANSPORTATION, CITY OF LOS ANGELES DEPARTMENT ON DISABILITY, CITY OF LOS ANGELES GENERAL SERVICES DEPARTMENT, CITY OF LOS ANGELES INFORMATION TECHNOLOGY AGENCY, CITY OF LOS ANGELES LGBTQ EMPLOYEES ASSOCIATION, CITY OF LOS ANGELES PERSONNEL DEPARTMENT, CITY OF LOS ANGELES OFFICE OF IMMIGRANT AFFAIRS, CITY OF LOS ANGELES OFFICE OF THE CITY CLERK, CLERGY & LAITY UNITED FOR ECONOMIC JUSTICE (CLUE), COALITION FOR HUMAN IMMIGRANT RIGHTS, COMMUNITY BUILD, COMMUNITY COALITION, CRENSHAW CHAMBER OF COMMERCE, CRISIS TEXT LINE, DMTL, EDUCATORS AND STUDENTS IN ACTION, EMBRACE LA EQUITY ALLIANCE, EMPLOYEE CLUB OF CALIFORNIA, EPISCOPAL DIOCESE OF LOS ANGELES, EQUALITY CALIFORNIA, EVERYTABLE, FIRST AME CHURCH, FOR FREEDOMS ARTIST COLLECTIVE, FUSE CORPORATION, GARMENT WORKER CENTER, GENSLER, GIRL SCOUTS OF LA, GOOD CITY MENTORS, GOOGLE, GREATER LOS ANGELES AFRICAN AMERICAN CHAMBER OF COMMERCE, HANMI BANK, HOMEBOY INDUSTRIES, IKAR, IMPERIAL COURT OF LOS ANGELES AND HOLLYWOOD (ICLAH), INKERIJ, INTELLECT, LOVE & MERCY (ILM) FOUNDATION, INVISIBLE MEN, ISLAMIC CENTER OF SOUTHERN CALIFORNIA, JEWISH FEDERATION OF LOS ANGELES, JOHN M. LANGSTON BAR ASSOCIATION, KBLA 1580 AM, KEDREN HEALTH, KOREAN-AMERICAN FEDERATION OF LOS ANGELES, LA COUNTY HUMAN RELATIONS COMMISSION, LA COUNTY OFFICE OF DIVERSION & REENTRY, LA LGBT CENTER, LA METRO, LAPARTNERSINHOMEOWNERSHIP, LA SENTINEL, LATINOCITYCOMMISSIONERS, LAWORLD AIRPORTS (LAWA), LGBT CITY COMMISSIONERS, LOS ANGELES AREA CHAMBER OF COMMERCE, LOS ANGELES BLACK WORKER CENTER, LOS ANGELES CITY/COUNTY NATIVE AMERICAN INDIAN COMMISSION, LOS ANGELES CONVENTION CENTER, LOS ANGELES DEPARTMENT OF WATER AND POWER, LOS ANGELES EMPOWERMENT CONGRESS, LOS ANGELES FOOTBALL CLUB AND BANC OF CALIFORNIA STADIUM, LOS ANGELES HOMELESSNESS SERVICES AUTHORITY - LAHSA, LOS ANGELES NEIGHBORHOOD COUNCIL COALITION (LANCC), LOS ANGELES OFFICE OF WAGE STANDARDS, LOS ANGELES PARTNERS IN HOMEOWNERSHIP, LOS ANGELES POLICE DEPARTMENT, LOS ANGELES PUBLIC LIBRARY, LOS ANGELES REGIONAL REENTRY PARTNERSHIP, LOS ANGELES TRADE TECH COLLEGE, LOS ANGELES UNIFIED SCHOOL DISTRICT, LOS ANGELES URBAN LEAGUE, MAYOR'S FUND FOR LOS ANGELES, MJ NEWGROUND, MUSLIM PUBLIC AFFAIRS COUNCIL, NAACP OF HOLLYWOOD, NATIONAL ASSEMBLY OF AMERICAN SLAVERY DESCENDANTS (NAASD-LA), NATIONAL DOMESTIC WORKERS ALLIANCE, NETFLIX, NFL NETWORK, PARENTS EDUCATORS/TEACHERS AND STUDENTS IN ACTION (PESA), PEPPERDINE UNIVERSITY, PHILIPPINE AMERICAN BAR ASSOCIATION, POSITIVE RESULTS CENTER, PUBLIC COUNSEL, PUBLIC RIGHTS PROJECT, RENEW TASK FORCE, ROMAN CATHOLIC ARCHDIOCESE OF LOS ANGELES, SEIU-USWW, SEIU LOCAL 721, SOULA COLLECTIVE, SOUTH ASIAN BAR ASSOCIATION OF SOUTHERN CALIFORNIA, SOUTHERN CALIFORNIA CHINESE LAWYERS ASSOCIATION, ST. JOHN'S CATHEDRAL, ST. JOHN'S WELL CHILD AND FAMILY CENTER, TEMPLE ISRAEL OF HOLLYWOOD, THE AMITY FOUNDATION, THE ARMING MINORITIES AGAINST ADDICTION & DISEASE (AMAAD) INSTITUTE, THE ADVANCEMENT PROJECT, THE ASIAN PACIFIC AMERICAN WOMEN LAWYERS ASSOCIATION, THE INSTITUTE OF POPULAR EDUCATION OF SOUTHERN CALIFORNIA (IDEPSCA), THE JAPANESE AMERICAN BAR ASSOCIATION, THE LA MISSION, THE LOS ANGELES CONSULAR CORPS, THE LOS ANGELES COUNTY BAR ASSOCIATION, THE MEXICAN AMERICAN BAR ASSOCIATION, THE PILIPINO WORKERS CENTER, TRANSGENDER LAW CENTER, TRANSGENEROS UNIDAS AT BIENESTAR HUMAN SERVICES, THE UNITED ERITREAN ASSOCIATION, UCLA LABOR CENTER, UCLA LUSKIN SCHOOL OF PUBLIC AFFAIRS, UNIVERSITY OF CALIFORNIA, LOS ANGELES (UCLA), UNIVERSITY OF SOUTHERN CALIFORNIA, USC AGENTS OF CHANGE, USC CENTER FOR RELIGION AND CIVIC CULTURE, US GREEN BUILDING COUNCIL OF LOS ANGELES, VALLEY BETH SHALOM, VERDEXCHANGE, WARD AME CHURCH, WESTERN JUSTICE CENTER, WESTSIDE REGIONAL ALLIANCE OF COUNCILS (WRAC), YMCA, YWCA

# DEAR LOS ANGELES,

It has been an incredible journey launching LA's Civil + Human Rights and Equity Department - or as we like to call it, LA Civil Rights. Since we were first announced in June 2020 and formally established in December 2020, we have hit the ground running, holding hundreds of meetings, hosting dozens of events, and building out some of LA's most powerful tools yet in the fight for justice and equity. This moment demands nothing less.

Our department was born amidst a deadly pandemic and historic reckoning for racial justice. Even though this department began taking shape well before these events, both made its mission absolutely clear: To maintain and strengthen the city's diversity, equity, and accountability, to reduce bias and injustices while leveling the playing field, and to engage our communities, expand equity, and build more pathways for upward mobility in Los Angeles.

These past few years have not only changed the world, but they have also exacerbated long-standing inequities and injustices that have cost us our health, our wealth and our freedom. It is why organizers with the Los Angeles Black Worker Center began mobilizing for local discrimination enforcement back in 2017, why City Council passed a local Civil and Human Rights Law in 2019, and why our department was born one year later. It is why our team works late into the night and early the next morning to build policies and programs that empower underserved communities and provide justice to those facing hate and discrimination. We will not miss this moment to make real change in Los Angeles.

In these pages, you will find a window into the work we have done in our first year. I hope you will see the passion for justice, the commitment to equity and inclusion, and the joy in serving Los Angeles' diverse communities. It is an honor to help write this next great chapter in Los Angeles history, and we're just getting started.

Keep the faith and keep the fight,

*Capri Maddox*



# OUR FOUR PILLARS



## Discrimination Enforcement

LA Civil Rights has the authority to take cases and provide justice for those wronged by discrimination.

- Addressing discrimination in the private sector areas of commerce, education, employment and housing.
- Working with state & federal partner agencies to protect Angelenos' civil rights.



## Outreach & Community Engagement

Community is at the heart of what we do.

- Faith-Based Unity Events
- Community Diversity Events
- Discrimination/Bias Awareness Training
- Hate Crime Prevention & Response
- The LA For All Campaign
- Discrimination Enforcement Outreach & Know Your Rights Trainings



## Commission Support

LA Civil Rights oversees the following Commissions and Advisory Councils

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



## Equity & Empowerment

LA Civil Rights works to bring more opportunity to LA's historically marginalized communities.

- Equity Lens on City Policy
- Upward Mobility Programming
- Office of Racial Equity
- L.A. REPAIR Participatory Budgeting
- Peace & Healing Centers
- The RENEW Task Force
- ...And more!

# LA Civil Rights was created by people who believed in a better Los Angeles.

The #LocalEnforcementNow campaign led by the Los Angeles Black Worker Center mobilized Los Angeles to do more to stop discrimination in the private sector. The result was the Civil and Human Rights Law passed by the City Council in 2019.

LA's Civil and Human Rights Law prohibits discrimination in the private sector areas of commerce, education, employment and housing. It allows for local enforcement of this law, so that Angelenos can file cases and find justice for discrimination in their own city. For the first time, Angelenos will have a local agency protecting their civil and human rights.

## **BUT WE DIDN'T STOP THERE.**

Under the leadership of founding Executive Director Capri Maddox, as well as Mayor Eric Garcetti and LA City Council, LA Civil Rights grew into a permanent city department, responsible for serving the civil rights, human rights and equity needs for the City

of Los Angeles - LA Civil Rights was born. In creating this department, we recognize that our work does not begin after discrimination occurs. It begins with applying an equity lens to city policy, working on the ground in historically marginalized communities, and helping more Angelenos reach the middle class and beyond. Since our launch, we have been able to help create first-time homeowners, career-bound students, and more resilient and empowered communities.

Together, we maintain and strengthen the city's diversity, equity, and accountability. We are focused on reducing bias and injustices while leveling the playing field through community engagement, equity initiatives, and upward mobility programming.



# SINCE OUR LAUNCH...

2021 By The Numbers:



350+

community discussions  
and meetings held

4,200+

ad spaces activated in the LA For All campaign

11

full-time staff  
members in 2021



100+

commission and ad hoc  
committee meetings held



27

events hosted by  
LA Civil Rights

450+

people trained to stop hate  
in our communities



144

discrimination inquiries fielded

# 2021 LA CIVIL RIGHTS SNAPSHOT



## Created LA's Reparations Advisory Commission

The new commission will work with LA Civil Rights to develop a future reparations pilot program for a group of Black residents.



## Launched the #LAFORALL Campaign

LA for All is the city's largest-ever anti-hate PSA campaign, sharing resources to report hate in 18 languages on over 4,200 ad spaces in Greater Los Angeles.



## Created Participatory Budgeting for LA

L.A. REPAIR will give nine underserved communities the power to decide how to spend \$8.5 million on programs that benefit them. Learn more at [repair.lacity.org](http://repair.lacity.org)



## Expanded COVID-19 Equity

LA Civil Rights hosted vaccination & testing drives for LA's immigrant, transgender, and Black communities in collaboration with community-based organizations and healthcare providers like Kedren Health and the VaccinateLA Coalition.



## Published Equity in Disaster Response Report

After LAPD detonated fireworks in South LA, damaging dozens of homes and businesses, LA Civil Rights sent a report to City Council calling for a disaster equity fund and other substantive changes.



## Trained Angelenos on Hate Prevention

LA Civil Rights led training & programs with California Attorney General Rob Bonta, community leaders and more to train hundreds of Angelenos on how to prevent & report hate, as well as bystander intervention.



## Led Days of Service Across LA

LA Civil Rights led community action events in more than 10 neighborhoods across LA. These events brought diverse communities together to clean the streets, build connections to city government, and strengthen neighborhood bonds.



## Published Report on Policing in South LA

LA Civil Rights and its Human Relations Commission hosted a series of dinner dialogues with South LA residents and LAPD officers to create a report with recommendations for improving policing in South LA. Report includes quotes and direct experiences from regular South LA residents.



## Stood up to Workplace Discrimination

LA Civil Rights created multilingual programming on wage theft, employment discrimination and more with Public Counsel, the California Department of Fair Employment & Housing and many others.



## Opened the LA Civil Rights HQ

Located in the LA Mall, the LA Civil Rights HQ is a hub for our civil rights, human rights, equity and empowerment work. Our John Lewis Conference Center will serve as a gathering space for commissions, community organizations and anyone making good trouble for a better Los Angeles.

# OUTREACH & COMMUNITY ENGAGEMENT

## LA CIVIL RIGHTS WAS CREATED BY AND FOR THE COMMUNITIES OF LOS ANGELES

Before LA Civil Rights even had an office space we were out in the community working with organizations and partners on the ground. Outreach is foundational to our organization, and from vaccine drives to community clean-ups, we bring our work to the neighborhoods.



## Our Outreach & Community Engagement Includes:

### FAITH-BASED UNITY EVENTS

Faith leaders are some of the most trusted community leaders in Los Angeles. LA Civil Rights partners with faith organizations in diverse communities to hold interfaith dialogues, vaccine drives, hate crime prevention work and more. Our Faith Leaders Roundtable meets regularly to develop ideas and programming that promote a more inclusive and peaceful Los Angeles.

### COMMUNITY DIVERSITY EVENTS

Los Angeles is one of the most diverse cities on Earth – something we believe should be supported, strengthened and empowered. From clean ups in diverse communities that bring neighbors together to cross-cultural events, we work to make LA's diversity its strongest asset.

### DISCRIMINATION AND BIAS AWARENESS TRAINING

Our rights are only as strong as our ability to exercise them. As we begin to enforce LA's new anti-discrimination law, we want to make sure every Angeleno knows their rights regardless of language, background, or immigration status. From our multi-lingual Anti-Discrimination Series to Know Your Rights Trainings to community presentations, we empower our city to stop hate and discrimination.

### HATE CRIME PREVENTION & RESPONSE

Hate crimes and hate incidents have been rising across the world for years – and Los Angeles is no exception. We work on a policy and programmatic level to expand hate crime and hate incident reporting resources, share ways to stop hate in our communities, and create a more inclusive and resilient Los Angeles. In May 2021, we launched the city's largest anti-hate PSA campaign, #LAFORAll.

### WORKING WITH IMMIGRANT COMMUNITIES

In partnership with the Mayor's Office of Immigrant Affairs, the Human Relations Commission, and community-based organizations, we translate critical information and host programming specific to immigrant communities. We have led worker's rights seminars for Latino immigrants, hosted COVID-19 and hate prevention programs for immigrant communities, helped lead vaccine drives for LA's Ethiopian & Eritrean populations, and more.



# EQUITY & EMPOWERMENT

## AT LA CIVIL RIGHTS, WE ARE INTENTIONAL ABOUT BUILDING AN EQUITABLE LOS ANGELES.

We created the Equity & Empowerment (E2) pillar in our department to address the different needs of our city and the barriers that hold many Angelenos back. This pillar includes upward mobility programming, industry diversity metrics, participatory budgeting, and an equity lens on city policy.



## Our Work Includes:

### • POLICY EQUITY LENS

In partnership with the LA City Council, we apply an equity lens on city policy to assess disparities in health, city services and more through collaborations with non-governmental and city entities.

### • UPWARD MOBILITY PROGRAMMING

We lead programming and develop partnerships to help more Angelenos reach the middle class and beyond. This includes homeownership seminars, financial literacy workshops, small business and entrepreneurial seminars, as well as pipelines to careers and higher education.

### • INDUSTRY DIVERSITY METRICS

LA Civil Rights assesses, tracks, and monitors the hiring, promotion, and retention of historically marginalized workers in various high-earning potential industries to promote diversity and inclusion, including through the RENEW Task Force. RENEW, which stands for Racial Equity and Newly Empowered Workplaces, was established by Mayor Garcetti and commits various private sector firms to double their hiring, retention, procurement dollars and more in Black and Latino communities.

### • PARTICIPATORY BUDGETING

We created the city's first participatory budgeting pilot, called L.A. REPAIR with Mayor Garcetti and the LA City Council. This program will give nine underserved communities in Los Angeles the power to decide how to spend \$8.5 million on programs that directly benefit them. Learn more at [repair.lacity.org](http://repair.lacity.org)



### • PEACE & HEALING CENTERS

We are building a peace & healing centers program in partnership with community-based organizations, Mayor Garcetti, and LA City Council. These community spaces will serve to empower diverse communities, build cross-community solidarity, and offer opportunities for healing and growth.

# THE OFFICE OF RACIAL EQUITY

In 2021, Los Angeles City Council established an Office of Racial Equity within the LA Civil Rights Department to advance racial equity in the City of Los Angeles through policy and programs.

## What is Racial Equity?

Racial equity is achieved when race does not determine or predict the distribution of resources, opportunities, and burdens for group members in society.

Like much of the United States, Los Angeles has been shaped by policies and programs which harmed communities of color - from redlining, which segregated our city, to the forced relocation of Indigenous, Asian American, Pacific Islander and Latino communities. Policies like these have created the disparities we see today. In 2016, white households in Los Angeles had a median net worth of \$355,000, while Mexican and African American households had a median wealth of \$3,500 and \$4,000, respectively (Source: UCLA).

In order to have a Los Angeles where opportunity is open to all, we need to address centuries of legal, social and economic systems which have disenfranchised communities of color from their health, their wealth, and their freedom. To create a fairer and more prosperous city, we must actively pursue racial equity.

## Our Vision

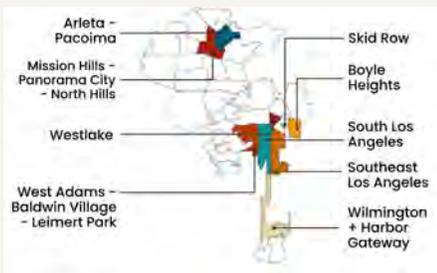
We envision a City that authentically engages communities most harmed by systemic racism, as leaders and collaborators, in the process of identifying data, distributing public resources, and reforming policies that impact outcomes of Civil + Human Rights and Equity.

## Our Mission

The mission of the Office of Racial Equity is to propel the City's commitment toward achieving equitable outcomes for internal and external stakeholders by proactively addressing systemic oppression through culture, policies, practices, and programs with an intersectional framework, resulting in equitable opportunities and access for historically marginalized communities.

## Our Work

Participatory Budgeting:  
L.A. Repair



Reparations Advisory  
Commission



Policy Work  
& Reports



# L.A. REPAIR PARTICIPATORY BUDGETING

Los Angeles Reforms for Equity and Public  
Acknowledgment of Institutional Racism

**Fund your Community.  
Power Democracy. Make History.**

Los Angeles has some of the lowest income and highest need areas in the country resulting from years of structural and institutional racism.

First proposed by Mayor Garcetti and approved by City Council, L.A. REPAIR is LA's first participatory budgeting pilot program.

**Participatory Budgeting  
is Designed to:**

▪ **EMPHASIZE PUBLIC OWNERSHIP  
OF GOVERNMENT RESOURCES:**

Direct available resources in a manner which residents feel is most urgently needed; trust grassroots groups to manage projects.

▪ **DEEPEN DEMOCRACY:**

Increase the volume, quality, and longevity of residents' engagement in city governance.

▪ **IMPROVE TRUST IN GOVERNMENT:**

Enhance transparency and accountability in budgeting decisions.

▪ **BUILD STRONGER COMMUNITIES:**

Connect funding to community based organizations and local context by incorporating on-the-ground community knowledge — improving chances of successful and sustained outcomes that matter most to people.

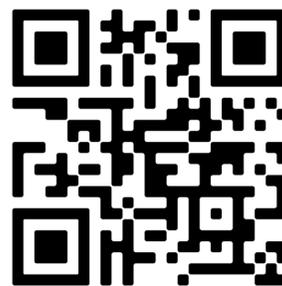
Nine communities, called REPAIR Zones, will generate and put forward ideas for programs, vote on allocation toward proposed programs, and allocate \$8.5 million to programs that benefit their community.

## L.A. REPAIR Participatory Budgeting



### What is Participatory Budgeting?

Participatory budgeting (PB) is a democratic process in which community members decide how to spend part of a public budget. PB started in Porto Alegre, Brazil, in 1989, as an anti-poverty measure that helped reduce child mortality by nearly 20%. Since then PB has spread to over 7,000 cities around the world, and has been used to decide budgets from states, counties, cities, housing authorities, schools, and other institutions. PB has been used in cities like New York City to give local communities direct decision making power of how dollars are spent in their neighborhoods.



**VISIT  
REPAIR.LACITY.ORG  
OR SCAN THIS  
QR CODE TO  
LEARN MORE**

# LA IS



In May 2021, we launched the LA For All campaign to respond to rising hate with creativity, solidarity and inclusion. Today, it's the largest anti-hate campaign in city government history, translated into over 18 languages and on over 4,200 ad spaces in Greater Los Angeles.



# FOR EVERY ONE

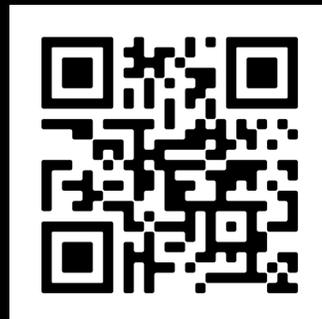
## Thank You To The Artists:

MASAKI KOIKIE, SIMONETTE DAVID JACKSON, ELISEO ART SILVA, PHUNG HUYNH, CHIE YAMAYOSHI.

## Thank You To Our Partners:

MAYOR ERIC GARCETTI, THE LOS ANGELES CITY COUNCIL, THE DEPARTMENT OF CULTURAL AFFAIRS AND GENERAL MANAGER DANIELLE BRAZELL, THE DEPARTMENT OF PUBLIC WORKS AND BOARD OF PUBLIC WORKS COMMISSIONER JESSICA CALOZA, THE BUREAU OF ENGINEERING AND GENERAL MANAGER GARY LEE MOORE, LADWP AND GENERAL MANAGER MARTY ADAMS, THE LOS ANGELES PUBLIC LIBRARY AND GENERAL MANAGER JOHN SZABO, THE DEPARTMENT OF TRANSPORTATION AND GENERAL MANAGER SELETA REYNOLDS, LA SANITATION & ENVIRONMENT AND GENERAL MANAGER BARBARA ROMERO, BUREAU OF STREET LIGHTING (LA LIGHTS) AND DIRECTOR MIGUEL SANGALANG, LA WORLD AIRPORTS AND CEO JUSTIN ERBACCI, DEPARTMENT OF NEIGHBORHOOD EMPOWERMENT AND GENERAL MANAGER RAQUEL BELTRAN, LA METRO AND CEO STEPHANIE WIGGINS, DEPARTMENT OF RECREATION & PARKS (LA PARKS) AND GENERAL MANAGER MIKE SHULL, THE LA CONVENTION CENTER AND GENERAL MANAGER DOANE LIU, MAYOR'S FUND FOR LOS ANGELES, THE LOS ANGELES FOOTBALL CLUB & BANC OF CALIFORNIA STADIUM, HANMI BANK, THE LA MISSION, UNIVERSITY OF SOUTHERN CALIFORNIA, CAL STATE UNIVERSITY LOS ANGELES, LAUSD, EVERYONE WHO JOINED OUR EFFORT TO BUILD AN LA FOR ALL!

Have you seen or experienced hate in our city? Report it. Call 211 or 311 to report a hate incident. Call 911 to report a crime. Assistance available in multiple languages. Scan the QR code to find resources or visit [civildhumanrights.lacity.org/laforall](http://civildhumanrights.lacity.org/laforall)



Join the #LAFoAll campaign! Scan the QR code to visit our Stop Hate Resource Hub and learn more.

# Discrimination Enforcement

Under Ordinance 187032, LA's Civil and Human Rights Law, LA Civil Rights has the authority to investigate discrimination incidents in the private sector areas of commerce, education, employment and housing. The discrimination must have occurred within the City of Los Angeles and within three years of the complaint being filed with our department.

If discrimination is found, we are able to issue corrective action and financial penalties against violating entities up to \$250,000.

Our enforcement cannot supersede State or Federal authority, including the California Department of Fair Employment and Housing and the U.S. Equal Employment and Opportunity Commission.

The California Department of Fair Housing and Employment (DFEH), has jurisdiction over most housing and employment discrimination cases.

In 2021, we built the legal framework and created the infrastructure for LA's first-ever discrimination enforcement program. In 2022, we are hiring investigators and will begin taking our first cases.

## CH R 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
- Income Status
- Marital Status
- Medical Condition
- Military Status
- National Origin
- Partnership Status
- Race
- Religion
- Sexual Orientation
- Veteran Status

### Education

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

### Employment

- Age
- Employment Status
- Primary Language

### Housing

- Citizenship Status
- Employment Status
- Primary Language
- Source of Income

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.



LA Civil Rights

An LA Civil Rights Anti-Discrimination Series

Fair Employment, Equitable Workplaces, and Upward Mobility

September 9, 2021  
11 AM - 12 PM

A live discussion on worker's rights, diversity in the private sector, and how COVID-19 has changed the working world. Live translators will be provided.

With opening remarks by:

Bruce Butler, CA Dept. of Fair Employment & Housing  
Joanna Sivan-Saba, LA Civil Rights Moderator  
Lola Smallwood-Cowart, UCLA Center for the Advancement of Racial Equity at Work Black Worker Center  
Karin Webb, ABRNIST RENEW Task Force  
LA City Councilmember Paul Krethorst

CH R

RSVP: [bit.ly/DiscriminationSeries1](https://bit.ly/DiscriminationSeries1)

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.

with remarks by:

MARISSA MONTES, Commission Chair, Rights  
BRENDA VALLE BALDERAMA, Director of Fair Employment & Housing  
SAUL CAPPENO, Attorney  
GINA AMATO, Attorney, Public Counsel  
KEVIN DE LEON, LA City Councilmember

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

civilandhumanrights.lacity.org



# DISCRIMINATION ENFORCEMENT FLOWCHART

## ASSESSMENT

OPTIONAL OUTSIDE MEDIATION

### INQUIRY

1 INTAKE FORM SUBMITTED

2 INTAKE ASSESSMENT

CRITERIA MET

## INVESTIGATION

SETTLEMENT AGREEMENT  
CAN HAPPEN AT ANY TIME

3 INVESTIGATION INITIATED

DISCRIMINATION FOUND

NOV NOTICE OF VIOLATION ISSUED

## ENFORCEMENT

RESPONDENT COMPLIES WITH THE NOV TERMS

ADMINISTRATIVE HEARING  
MUST BE REQUESTED WITHIN 15 DAYS OF NOV

ADMINISTRATIVE RULING

PENALTY PAID AND CORRECTIVE ACTION TAKEN

APPEAL\*

CASE RESOLVED

\* RESPONDENT OR DIRECTOR MAY FILE FOR AN APPEAL ON THE BASES OF ABUSE OF DISCRETION STANDARD ONLY.

# OUR COMMISSIONS



## Commission on Civil Rights

The Commission on Civil Rights (CCR) is tasked by Ordinance 187032, Article 16 to investigate complaints of discrimination and enforce against violators through fines and corrective action. The Commission works in close partnership with the LA Civil Rights Department to hold businesses and individuals accountable for discriminatory practices that deny equal treatment to any individual in private commerce, education, employment and housing.



## Transgender Advisory Council

The Transgender Advisory Council (TAC) advises the Mayor, City Council, elected officials, and governmental agencies to implement policy, programs, and projects that tackle the issues that matter most to the transgender community in Los Angeles. Our committees plan, recommend, and implement policies, programs, and projects that elevate, amplify, and serve the transgender community.



## Commission on the Status of Women

The Commission on the Status of Women (CSW) was established through Ordinance No. 147478 passed by Mayor Tom Bradley in 1975 with the mission to advance the general welfare of women and girls in the Los Angeles community and to ensure that all women have full and equal participation in City government.



## Reparations Advisory Commission

The Reparations Advisory Commission (RAC) is a blue-ribbon commission established in 2021 to provide recommendations for the format, function, and goals of a potential reparations pilot program in Los Angeles, including strategies and opportunities to seek dollars to fund pilot programs.



## Human Relations Commission

The Human Relations Commission (HRC), a mayor-appointed advisory board created in 1966, promotes inter-group peacebuilding, equity, and human rights in the City of Los Angeles by transforming community engagement and dialogue into sustainable programs and policy.

*Learn more about our commissions at [civilandhumanrights.lacity.org/commissions](https://civilandhumanrights.lacity.org/commissions)*

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