

CITY OF LOS ANGELES

**CH** Civil + Human Rights  
**R♥** and Equity Department

Strategic Plan

2022–2027





— “ —

When even one community in Los Angeles is made to feel othered or unsafe, we are all put at risk. We must all rise to support our fellow Angelenos from discrimination, bigotry, and hate.

— **Capri Maddox**

Executive Director & General Manager  
LA Civil Rights Department

— ” —

“

The LA Civil Rights Department was born from workers getting organized. The Black Worker Center, with a coalition of multicultural partners, spent years fighting for a city entity that could bring real justice to communities that have been wronged for too long. Workers know what our businesses and communities need and how to stop discrimination where it happens. LA Civil Rights has the potential to build a level playing field for workers across the City of Los Angeles.

– **Lola Smallwood Cuevas**

Project Director at UCLA Labor Center &  
Co-Founder of the LA Black Worker Center

”



— “

At a time when hate is rising across the country, the LA Civil Rights Department has established itself as a leader for standing up to hate and discrimination in Los Angeles. The work of LA Civil Rights, from equity programming to hate prevention to community peace-building, is urgently needed now.

— **Manjusha Kulkarni**

Executive Director of AAPI Equity Alliance  
Co-Founder of Stop AAPI Hate

” —



A woman with dark curly hair, wearing a yellow long-sleeved shirt and a red headband, is holding a large rainbow flag high above her head with both arms. She has a determined and hopeful expression. In the background, a man with a beard and a red shirt is also visible, looking towards the camera. The scene appears to be a public demonstration or protest.

# VISION, MISSION, IDENTITY



## OUR VISION

An equitable,  
inclusive,  
and just Los  
Angeles for all.

## OUR MISSION

Collaborate with community partners to uphold equity and inclusion, while implementing the City of Los Angeles' Civil and Human Rights Law.





---

## OUR IDENTITY

---

### **Bridge Builders**

We collaborate with faith-based organizations, policy makers, philanthropy, the private sector, academic institutions, and our communities to uplift historically marginalized communities with life-changing policies and programming.

### **Justice Focused**

We prevent hate and discrimination through the enforcement of civil rights law in the private sector areas of commerce, education, employment, and housing.

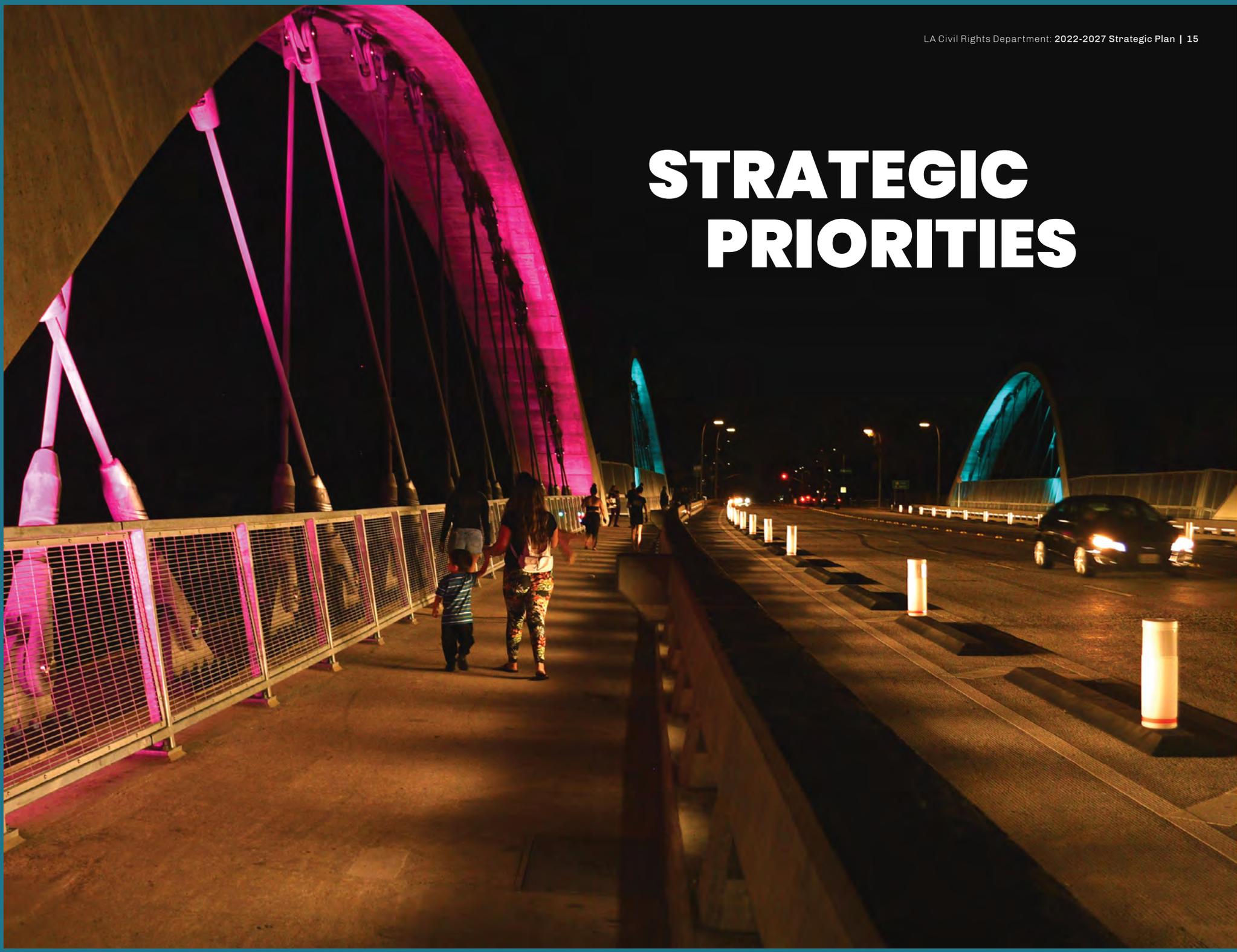
### **Change Makers**

We work with a people-powered approach to implement programming and policy that make a real difference in people's lives and create a more equitable Los Angeles and to serve the needs of its diverse communities.

### **Community Champions**

We celebrate and champion our diverse communities and are driven by a love for our city with a shared goal of fostering belonging and building an LA for All.

# STRATEGIC PRIORITIES



---

## STRATEGIC PRIORITY #1

---

# Advance equity, uplift communities and enforce civil and human rights protections

---

### SUPPORTING INITIATIVES

---

- Establish an effective discrimination enforcement operation
- Amplify and strengthen equity and empowerment programs
- Expand awareness and outreach programs



## **STRATEGIC PRIORITY #2**

# **Elevate the role of the Department as a prominent player in the civil and human rights protections sector**

## **SUPPORTING INITIATIVES**

- Invest in growing partnerships with internal city agencies, other local, state and federal government agencies, and local community organizations
- Engage Commissions as expert advisors, community bridge builders, and allies in advancing the work of the Department within the framework of their respective mandates
- Scale and grow the brand of the department incrementally to raise visibility of the Department with both internal and external stakeholders
- Build the long-term standing and financial capacity of the Department



# ADMINISTRATION & COMMISSIONS



**LA IS FOR EVERYONE**

**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.  
[CivilAndHumanRights.LACity.org/LAforALL](https://www.lacity.org/civilandhumanrights/LAforALL)

#LAFORALL

---

## Capri Maddox, Esq. Executive Director & General Manager

---

### LA Civil + Human Rights and Equity Department

Claudia Luna, Assistant General Manager

Nicole Bryant, Chief Operating Officer

Mayra Medel, Executive Officer

Joumana Silyan-Saba, Director of Policy and Enforcement

David Price, Director of Racial Equity

James Williams, Commission Executive Assistant II

Francisco Ortega, Senior Project Coordinator

Joey Garcia, Director of Strategic Initiatives

Myra Madero, Partnership Coordinator

Sheldon Cruz, Senior Human Relations Advocate

Ronnell Hampton, Principal Equity Strategist

Tristen Marler, Project Coordinator

Allison Wilhite, Participatory Budgeting Coordinator

Milo Sameth, Management Assistant

Diamond James, Director of Innovation

Mark Pampanin, Communications Director

Bruce Gip, Administrative Clerk

Haley Salcedo, Administrative Clerk

Jawad Ali, Information Technology Support Specialist

Brooke Helmick, Policy Fellow | Disability Rights Advocates

Araksya Nordikyan, Policy Fellow

Tajwar Khan, Communications Deputy

Luis Fernandez, Student Professional Worker

Jacqueline Fowler, Executive Administrative Assistant III

Luz Castellanos-Vargas, Human Relations Advocate

---

### Human Relations Commission

Anthony Mack, President

Stacy Twilley, Vice-President

Angelica Solis-Montero, 2nd Vice-President

Courtney Morgan-Greene

Irene Tovar

Melany de la Cruz-Viesca

Nirinjan Singh Khalsa

Rosa Russell

Herpsima Houri Khatchadorian

Brooke Wirtschafter

Ysabel Jurado

---

### Commission on Civil Rights

Leslie Ivie, Chair

Helena Marissa Montes, Vice Chair

Abigail Tapang Zelenski

Aziza Hasan

Keith Parker

Kandee Lewis

Natalie Samarjian

---

### Commission on the Status of Women

Jackie Filla, President

Vicki Curry, Vice President

Erma Berard-Gibson

Marla Messing

Dora Quach

Myesha Ward

Nancy Rubin

---

### Reparations Advisory Commission

Ambassador Michael A. Lawson, Chair

Khansa T. Jones-Muhammad, Vice-Chair

Mark Wilson, Secretary

Mandla Kayise

Dr. Katrina VanderWoude

Professor Cheryl Harris

Virgil Roberts

---

### Transgender Advisory Council

Karin Samala, Chair

Jazzmun Nichcala Crayton

Luckie Alexander Fuller

Teanna Herrera

Eden Anaï Luna

Carla Ibarra

Mallery Jenna Robinson

María Roman

James Wen



## Contact us



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



(213) 978-1845



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

**CH**  
**R**   
#LAForAll

## Connect with us



[twitter.com/lacivilrights](https://twitter.com/lacivilrights)



[instagram.com/lacivilrights](https://www.instagram.com/lacivilrights)



[facebook.com/lacivilrights](https://www.facebook.com/lacivilrights)