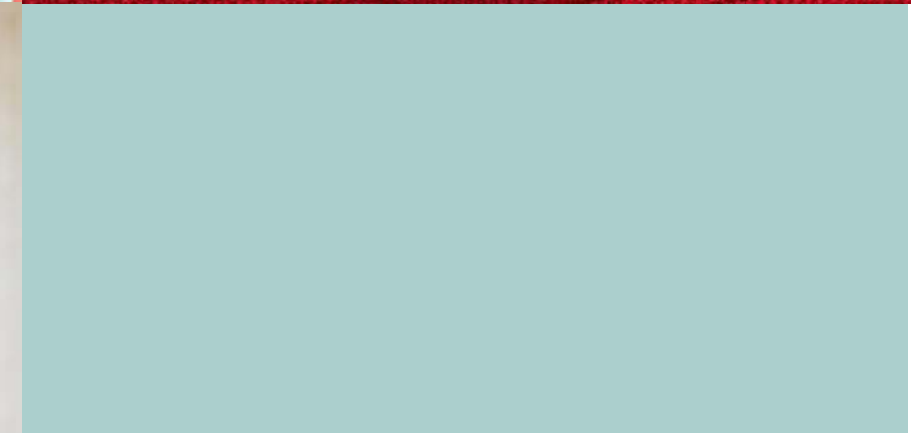


# CH Civil + Human Rights R♥ and Equity Department

COMMISSION ON CIVIL RIGHTS

June 2023







# Commission Support

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



# Community Engagement and Outreach

- 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
- RENEW Task Force
- Office of Racial Equity
  - L.A. REPAIR Participatory Budgeting
  - Peace and Healing Centers





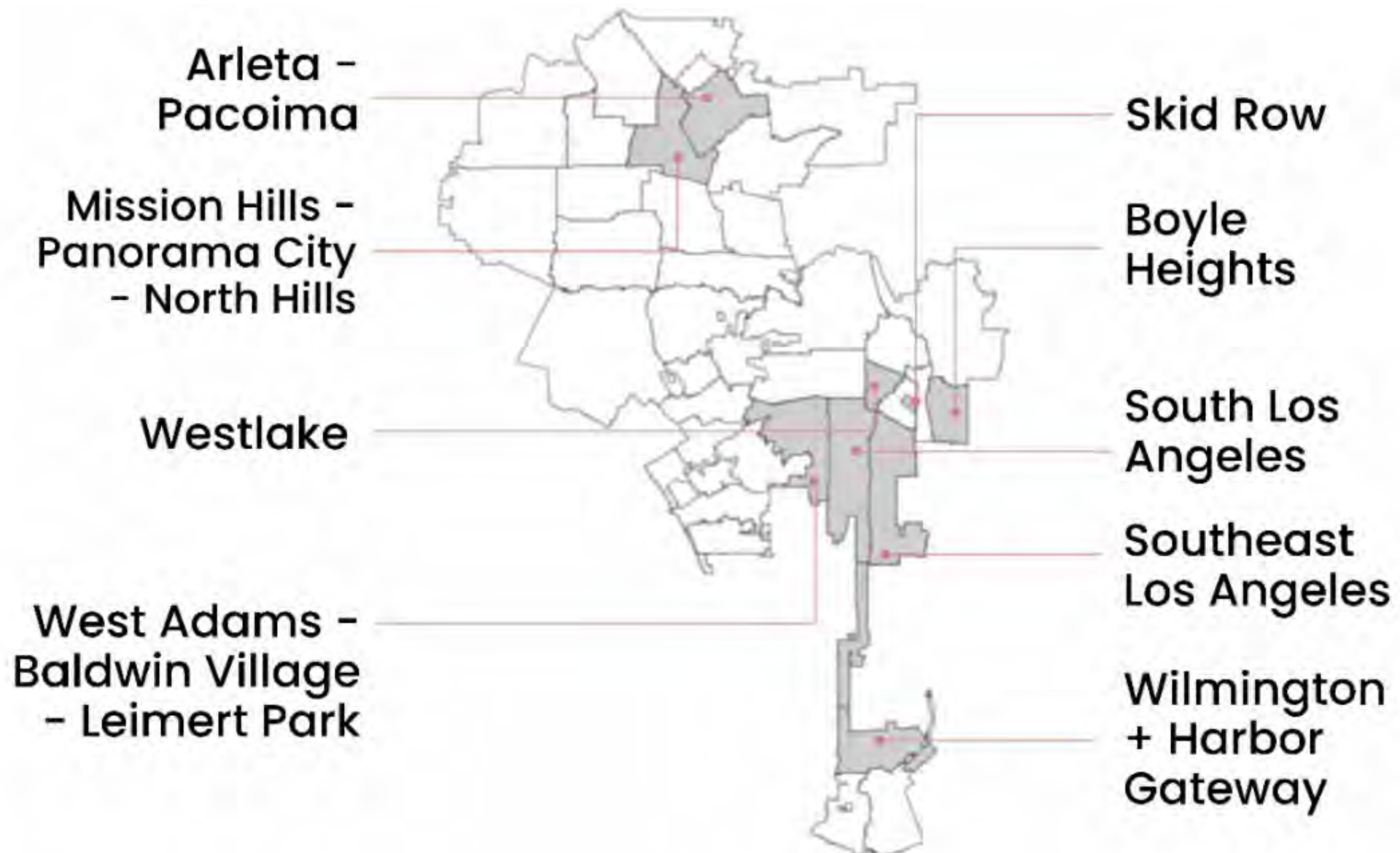
# L.A. REPAIR

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## Innovation Fund

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

### REPAIR ZONES



The Los Angeles Reforms for Equity and Public Acknowledgment of Institutional Racism (L.A. REPAIR) is L.A.'s first participatory budget pilot program. Participatory budgeting is a democratic process in which community members decide how to spend part of a public budget. L.A. REPAIR will distribute roughly \$8.5 million directly to nine undeserved L.A. City neighborhoods, called REPAIR Zones.



*Learn more at: [repair.lacity.org](https://repair.lacity.org)*

# P & H

PEACE & HEALING CENTERS

The Peace & Healing Centers program, funded through the City of Los Angeles' Reforms for Equity and Public Acknowledgement of Institutional Racism (REPAIR) Innovation Fund, will partner with local organizations to fund community spaces for environmental, economic, and social healing.

## \$2 Million

For Peace & Healing Centers in nine historically excluded and marginalized communities.

### LOCATIONS:

1. PARA LOS NIÑOS- South LA
2. VOLUNTEERS OF AMERICA LA- Southeast LA
3. PROYECTO PASTORAL- Boyle Heights
4. CENTRAL CITY NEIGHBORHOOD PARTNERS- Westlake
5. EL NIDO FAMILY CENTERS - Pacoima- Misson Hills
6. EL NIDO FAMILY CENTERS - Panaroma City- North Hills
7. CREATING JUSTICE LA- Skid Row
8. BRYANT TEMPLE AME CDC- West Adams- Baldwin Village- Leimert Park
9. YMCA METRO LA-Wilmington + Harbor Gateway

### Goals of Peace & Healing Centers



Build Stronger Communities



Improve Trust in Government



Support  
Community Organizations



Strengthen City-Community  
Relationships







# 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, State of California Civil Rights Department, 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.





# Sample of Engagement & Events





# Sample of Engagement & Events





# Sample of Engagement & Events





# Upcoming Events



## JUNE 11: **L.A. PRIDE Parade**

Time: 9:30 A.M - 2:30 P.M

Location: Hollywood Blvd, Highland Ave, and Sunset Blvd



## JUNE 24: **San Fernando Valley Pride**

Time: 12:00 P.M-7:00 P.M

Location: 14410 Sylvan St, Van Nuys, CA 91401



# Upcoming Events

## LA Civil Rights Open House & Mixer Event



The LA Civil Rights Department cordially invites you to join us for networking, refreshments, and presentations on our department's programs.

Tuesday, June 27, 2023

10 A.M. - 11:30 A.M.

201 N Los Angeles St., Suite 3, Los Angeles, 90012

Entry is invite-only and the invitation is nontransferable. Please RSVP no later than June 13.

## JUNE 27: LA Civil Rights Open House Mixer Event

Time: 10:00 A.M. - 11:30 A.M.

Location: 201 N Los Angeles St., Suite 3, Los Angeles, CA 90012







# JOIN OUR VOLUNTEER TEAM

*THE NEXT CYCLE OPENS JULY 21, 2023*



## About Us

The LA Civil Rights Volunteer Corps is a community of Angelenos dedicated to advancing civil rights, human rights, and equity in the City of LA.

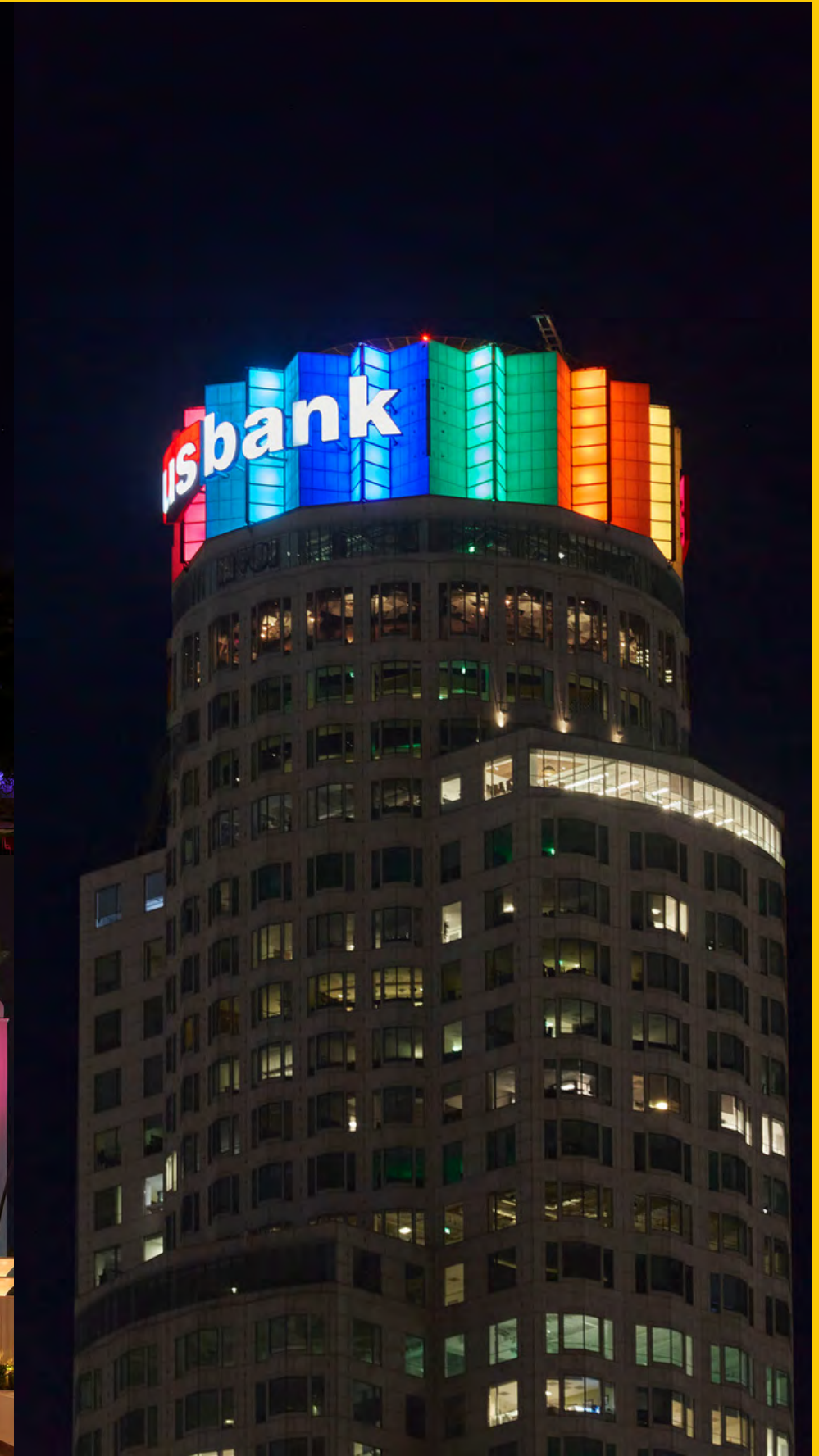
## What We Do

- Conduct community engagement and outreach
- Grow programs for equity
- Help build an LA For All





# LA FOR ALL





# Connect With LA Civil Rights

@lacivilrights   

Civil & Human Rights Department of Los Angeles 

Civil + Human Rights and Equity Department 



 Listen on  
**Apple Podcasts**

 **Spotify**



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