

HR&A +



LA Civil Rights

L.A. Civil Rights Department – Vision Workshop

Human Relations Commission

April 24, 2024

Agenda

Introductions	5 mins
What We've Heard	5 mins
Commission Functions, Constraints & Opportunities	20 mins
Visioning Discussion – <i>Breakout Groups</i>	35 mins
Next Steps	5 mins

INTRODUCTION

In 2023, HR&A Advisors responded to the Civil Rights Department's request for proposals to create strategic development and operational plans for the Human Relations Commission, Transgender Advisory Council, and the Commission on the Status of Women.



With a strong mission, vision, and a plan to operationalize, commissions can be catalysts for change as part of the Mayor's goal of building a new Los Angeles.

HR&A INCLUSIVE CITIES PRACTICE

HR&A Advisors (“HR&A”) is an urban development and policy consulting firm devoted to improving the quality of life in cities. Our Inclusive Cities practice works with governments around the country to define, evaluate, and implement policies that promote equity.



Gainesville, FL
Comprehensive Plan Racial
Equity Update



Beverly, MA
Racial Equity Audit



Los Angeles, CA
Strategic Plan for Equity for
LA County Regional Planning

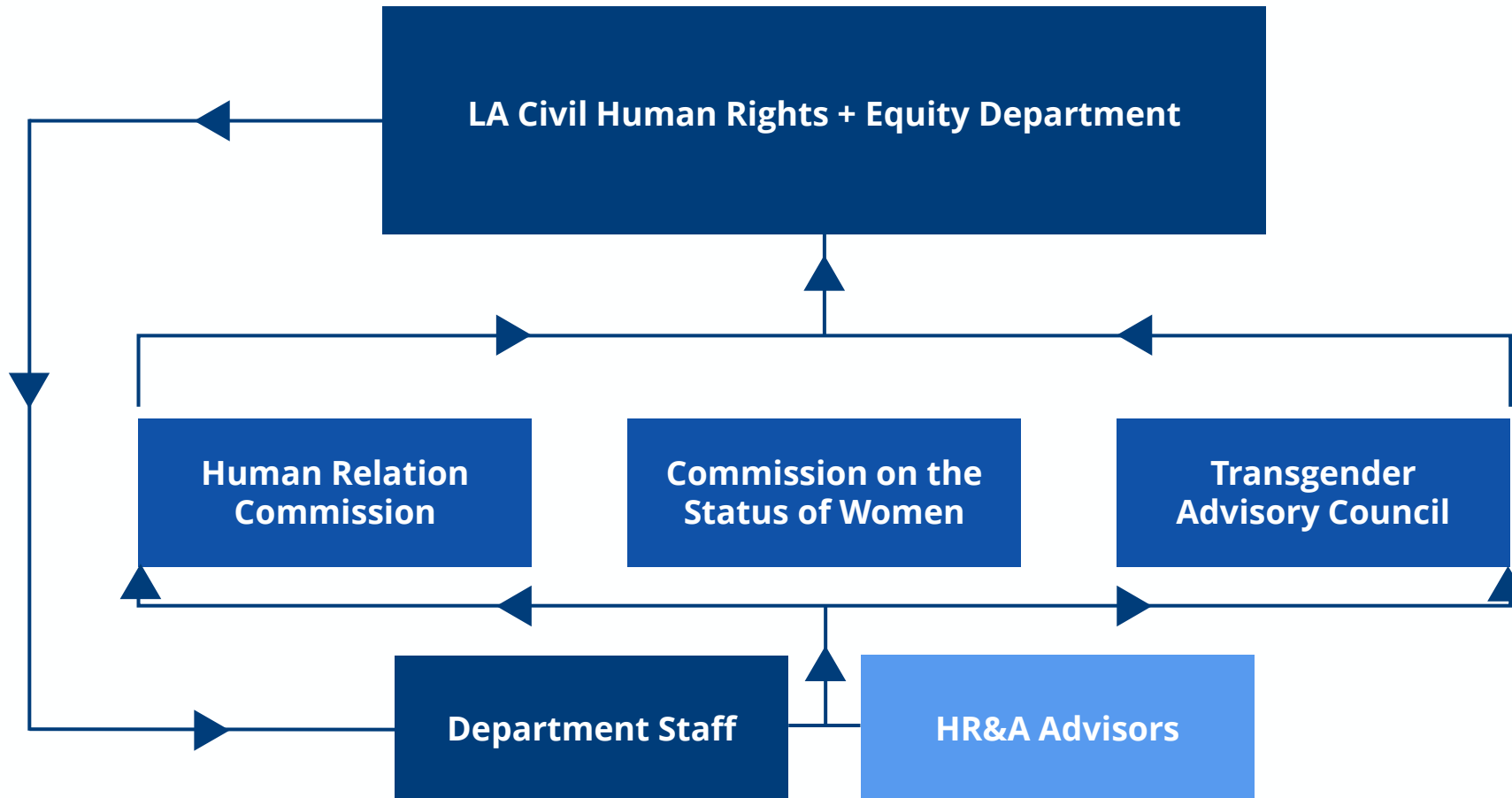
PROJECT TIMELINE

By the end of summer 2024, each commission will have a written roadmap for staff and commission members to meet their chartered purposes and achieve their goals.

- **March 2024:** Commission leadership interviews on vision and strategic planning process
- **April 2024:** Vision workshops with commissions to set vision, strategic priorities, roles, and actions
- **May / June 2024:** Stakeholder interviews & peer city research
- **July 2024:** Operations workshops on how commissions can fulfill their desired roles
- **September 2024:** Final workshops with commissions to refine draft strategic & operational plans

PLANNING PROCESS STRUCTURE

HR&A will support the commissions and Department staff in crafting and refining their strategic & operational plans in alignment with the broader mission of the Department.



PROJECT TEAM

HR&A will support the commissions and Department staff in crafting and refining their strategic & operational plans in alignment with the broader mission of the Department.

Department Staff

Claudia Luna, Assistant General Manager

Liliana Villa, Human Relations Advocate

Francisco Ortega, Senior Project Coordinator

Chloe Coventry, Management Assistant

Tyna Blackman, Commission Executive Assistant

HR&A Advisors

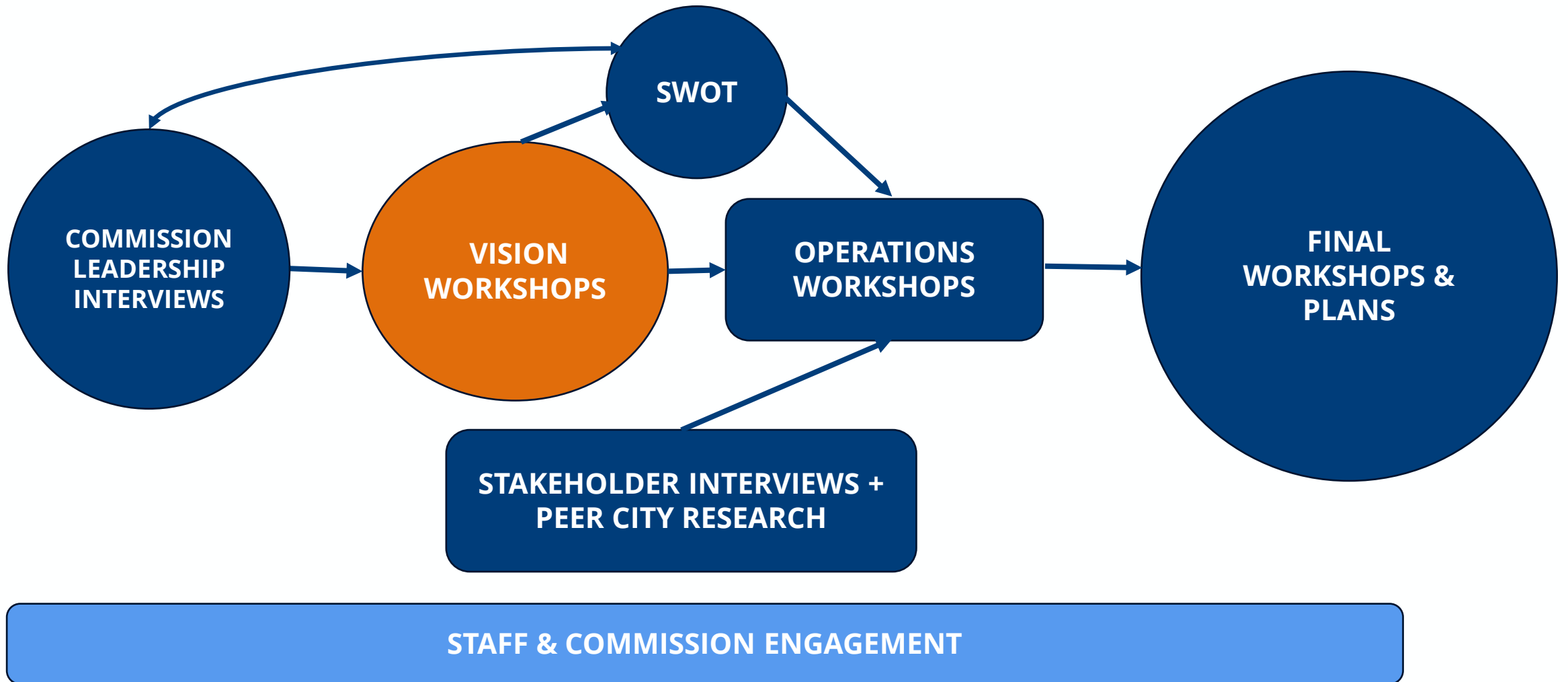
Andrea Batista Schlesinger, Partner

Rachel Webster, Project Manager

Garrett Robinson, Analyst

OUR APPROACH

Our scope is designed to move from vision and goal setting to holding workshops to explore operational models that commissioners can deploy to achieve their goals.



DEFINING SUCCESS | FINAL DELIVERABLE

During the final workshops, HR&A will present draft plans, facilitate discussion, and gather feedback for the final strategic and operational plans with several key elements.

1.
Vision + goals

2.
Changes required
to operationalize
commission goals

3.
Short- and long-
term actions

4.
Cost estimates

5.
Critical path
checklist that
clarifies milestones
+ target dates for
each action

6.
Progress
evaluation criteria

7.
Roles +
responsibilities for
staff to support
each commission

VISION WORKSHOP GOALS

Based on HR&A's work to-date, this vision workshop will allow commission members to understand their charge and reflect on what they can accomplish from their position.

Participants will:

1. Have a clear understanding of parameters that will inform their operational plans.
2. Identify commission's visions, strategic priorities, desired role, and activities.
3. Identify knowledge gaps to inform HR&A's stakeholder interviews and peer city research to support the development of commissions' operational plans.



What We've Heard

OUR APPROACH

Last month, the HR&A team and Department staff interviewed commission leaders to understand the challenges and opportunities that currently exist.

Human Relations Commission

Brittany McKinley, President

Pierre Arreola, Vice President

Commission on the Status of Women

Tracy Gray, President

Simona Grace, Vice President

Transgender Advisory Council

Eden Anaï Luna, Chair

Morgan Clark, Vice Chair

ChiChi Navarro, Secretary



 CITY OF LOS ANGELES COMMISSION ON THE STATUS OF WOMEN



LA CITY HUMAN RELATIONS COMMISSION
**TRANSGENDER
ADVISOR COUNCIL**

OPPORTUNITIES

As the oldest commission within the Department, the Human Relations Commission is actively working to create its strategic plan and build off of nearly half a decade of impact.

Visioning Efforts

- Leaders have identified they want to:
 - create a long-term action plan that lives beyond current commissioners.
 - get historical context on how HRC has supported the Department in the past and how they can align in the future.
- Creating a strategic plan via a strategic priorities ad hoc committee.

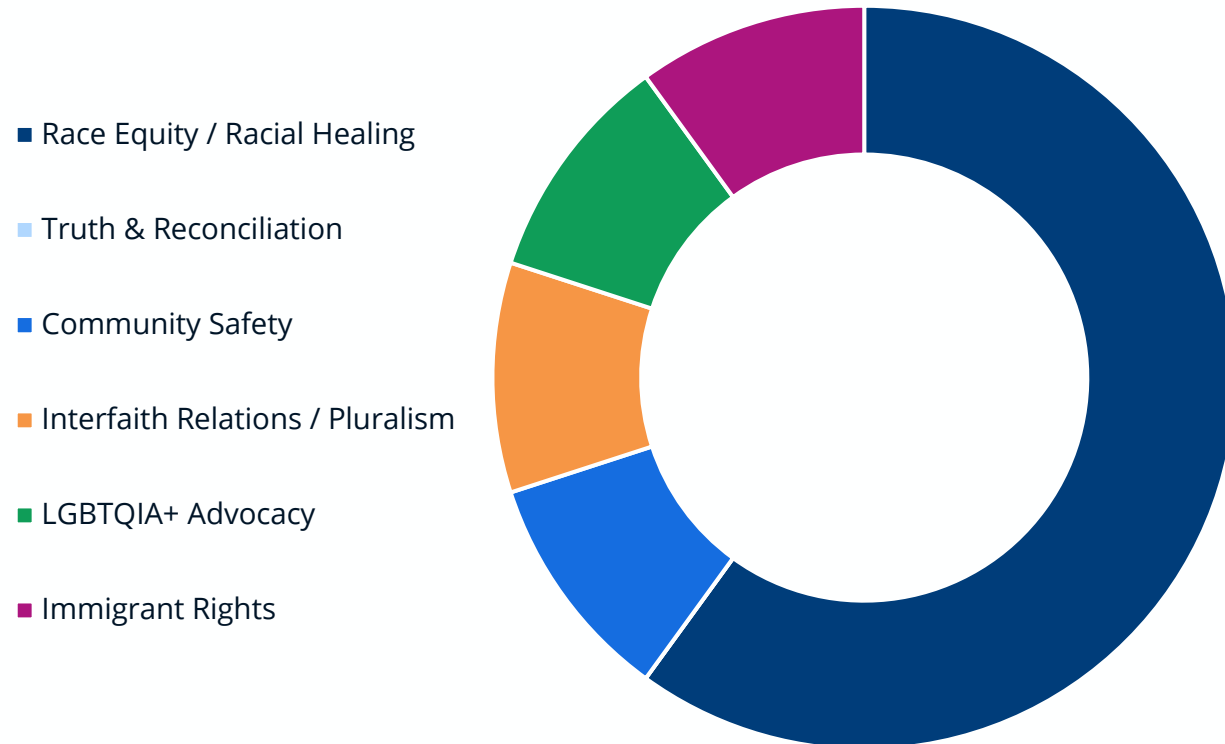
Levers & Opportunities

- Close ties with the Mayor and Deputy Mayors provide insights to the priorities of the highest levels of City leadership.
- The diversity of commissioners, including their backgrounds and spheres of influence, helps to advance the work of the commission.

CURRENT STRATEGIC PLANNING EFFORTS

The Human Relations Commission has actively been identifying its strategic priorities, with Race Equity / Healing as the top priority.

Strategic Priorities by First-Place Votes



Strategic Priorities, Ranked by Votes

1. Race Equity / Racial Healing
2. Community Safety*
3. LGBTQIA+ Advocacy
4. Immigrant Rights*
5. Interfaith Relations / Pluralism

Additional Strategic Priorities for Consideration

1. Public Safety & Policing
2. Addressing Homelessness
3. Addressing Growing Anti-Semitism

*Community Safety and Immigrant Rights had virtually identical votes for both positions.

CHALLENGES

The Transgender Advisory Council (TAC), the Commission on the Status of Women (CSW), and the Human Relations Commission (HRC) raised similar concerns about their barriers.

Communication

- Commissions want to be better able to communicate their purpose and goals to the public.
- Commissions want to know how to maximize their limited meeting time (monthly meetings with no ability to communicate with full board in between meetings).

Collaboration

- Several commissioners named a desire to leverage connections to Mayor Bass and deputy mayors to achieve goals.
- HRC and TAC shared a desire to collaborate across commissions, learn from each other and not duplicate efforts.

Limited Resources

- Civil Rights Department's staff capacity is limited as they have numerous duties.
- The Department is currently under a hiring freeze.
- Commissions do not have their own budgets and have had to get creative in how they pursue funding beyond the Civil Rights Department's support.

EXECUTIVE DIRECTOR'S VISION

Executive Director Capri Maddox envisions HRC focusing on:

1. Increasing equity in underserved communities
2. Providing hate-prevention education
3. Helping to celebrate the city's diversity

LAPF FOUNDATION

LOS ANGELES POLICE

The City of Los Angeles
HUMAN RELATIONS
COMMISSION

EAST LOS ANGELES COLLEGE

YOUNG ADULT DINNER DIALOGUES
WITH THE LOS ANGELES POLICE DEPARTMENT

East Los Angeles College
1301 Avenida Cesar Chavez,
Monterey Park, Ca. 91754
Room F5-201

Wednesday
November 8th
5:30PM - 8:30 PM

Please come for a facilitated conversation between young adults ages 18-24 and LAPD patrol officers.

Food and parking available

LA Civil Rights

RSVP : <http://bit.ly/YADDRSVP>
#LAforALL

An aerial photograph of a city skyline at dusk, with a semi-transparent blue overlay across the middle. The text is in a bold, white, sans-serif font. A vertical blue bar is on the left side of the text area.

Commission Functions, Constraints & Opportunities

FUNCTIONS

The Human Relations Commission's functions are well-established in its bylaws which serve as the starting point for all the commission's actions and initiatives.

Chartered Mission / Purpose:

The [HRC] shall serve in an advisory capacity to the Mayor, City Council, and General Manager of the Civil, Human Rights and Equity Department with respect to policies and other matters that will assist in ensuring that all residents are provided with an opportunity for full and equal participation in the affairs of City government; promote the general welfare and safety of all residents through activities and programs designed to reduce discrimination, prejudice, tension, and violence; improve inter-group relations; support efforts to create a City free from all forms of discrimination based on race, religion, sex, sexual orientation, national origin, age, disability, immigration status, gender, gender identity, gender expression, or any other arbitrary factor; and otherwise promote healthy human relations among individuals and diverse constituencies in all aspects of the civic life of the City.

Commission Functions:

- **Research, develop, and advise** on policies, legislation, programs, and initiatives focused on addressing and eliminating all forms of discrimination, prejudice, and intolerance.
- **Research, develop, and advise** on policies, legislation, programs, and initiatives focused on addressing and eliminating community conflict and violence, advancing public safety, promoting positive inter-group relations, improving law enforcement relations in the community, building respect and appreciation for diversity.
- **Provide discussion forums** on human relations issues.

CONSTRAINTS

As a collective, the commissions are faced with significant constraints that limit their capacity to plan for and execute potentially impactful initiatives.

Budget Constraints

- While the Department's general fund can cover expenses such as event venues, rentals, equipment, and office supplies, commissions do not have a budget allocation and relies on ad hoc funding allocations from the Department which makes it difficult to plan.
- Due to criticism over behested payments, the Mayor's office has asked commissions not to fundraise at this time.
- Mayor's Fund is a potential supplemental source but is not guaranteed and cannot be relied on consistently.

Limited staff capacity

- Commissions consist of volunteers and rely on Department staff with limited capacity for support in executing plans.

Limited Communication

- Restricted communication between commissioners outside of meetings due to Brown Act regulations.

OPPORTUNITIES | INITIATIVES

Commissions have had successful initiatives that highlight what is possible and what it takes to operationalize them.



- In 2018, HRC created a dinner dialogues program to elicit community input on policing. In 2023, it evolved to focus on young adults and for the first time, included LAPD Patrol Officers.
- Staff were involved in venue selection, outreach, and content.



- In February and March of 2023, HRC produced LA TOGETHER with help from USC Annenberg Media Center.
- Funded through in-kind donations, it was a five-episode series featuring real and intimate conversations between Angelenos on challenging issues.



- In May 2023, CSW hosted ~200 attendees at the 33rd Pioneer Women Awards to honor women leading responses to homelessness across LA.
- The Department contributed ~\$5,000 for equipment rentals to supplement CSW Funds which were used for food and entertainment.



- In March 2023, TAC planned and hosted a job resource fair for the trans community, with ~100 attendees.
- Council District 9's sponsorship covered the \$5,000 cost of the venue, LA Trade Technical College.

OPPORTUNITIES | COMMUNICATIONS

The Civil Rights Department sees the commissions as key partners in reaching constituents in promoting commission-led initiatives, Department events and major updates.

Communications team support for Commissions

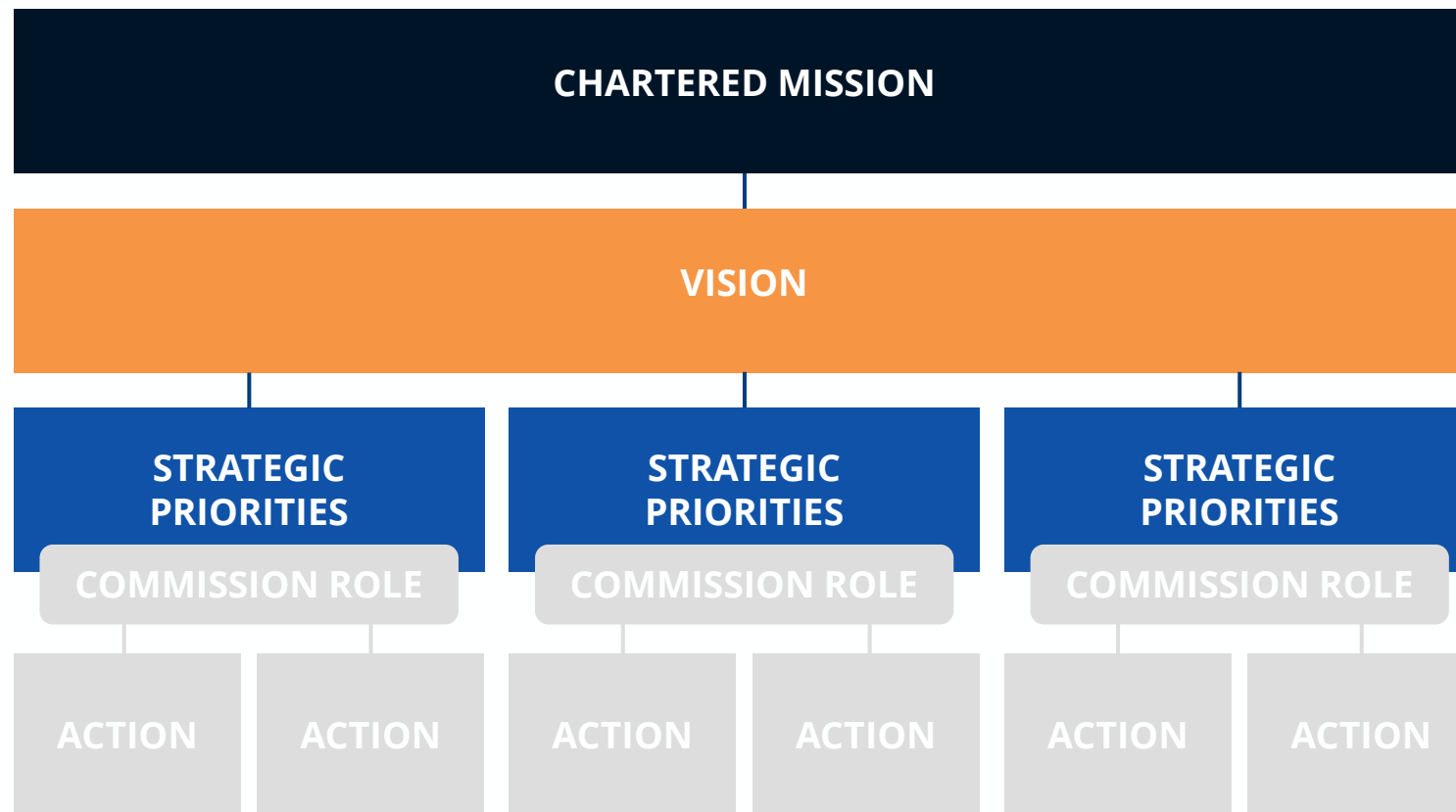
- Help develop outreach strategies to reach more constituents.
- Work with the commissioners to draft press releases for major announcements.
- Record video messages from Commissioners when appropriate to celebrate heritage months (e.g., CSW recorded a video for Women's History Month).
- Liaise with the media to support commission special events.
- Post commission event flyers on social media and add them to the newsletter.
- Strategically create and promote media opportunities for commissioners.
- Re-post the Civil Rights Departments' posts and content on their individual social media accounts.



Visioning Discussion – *Breakout Groups*

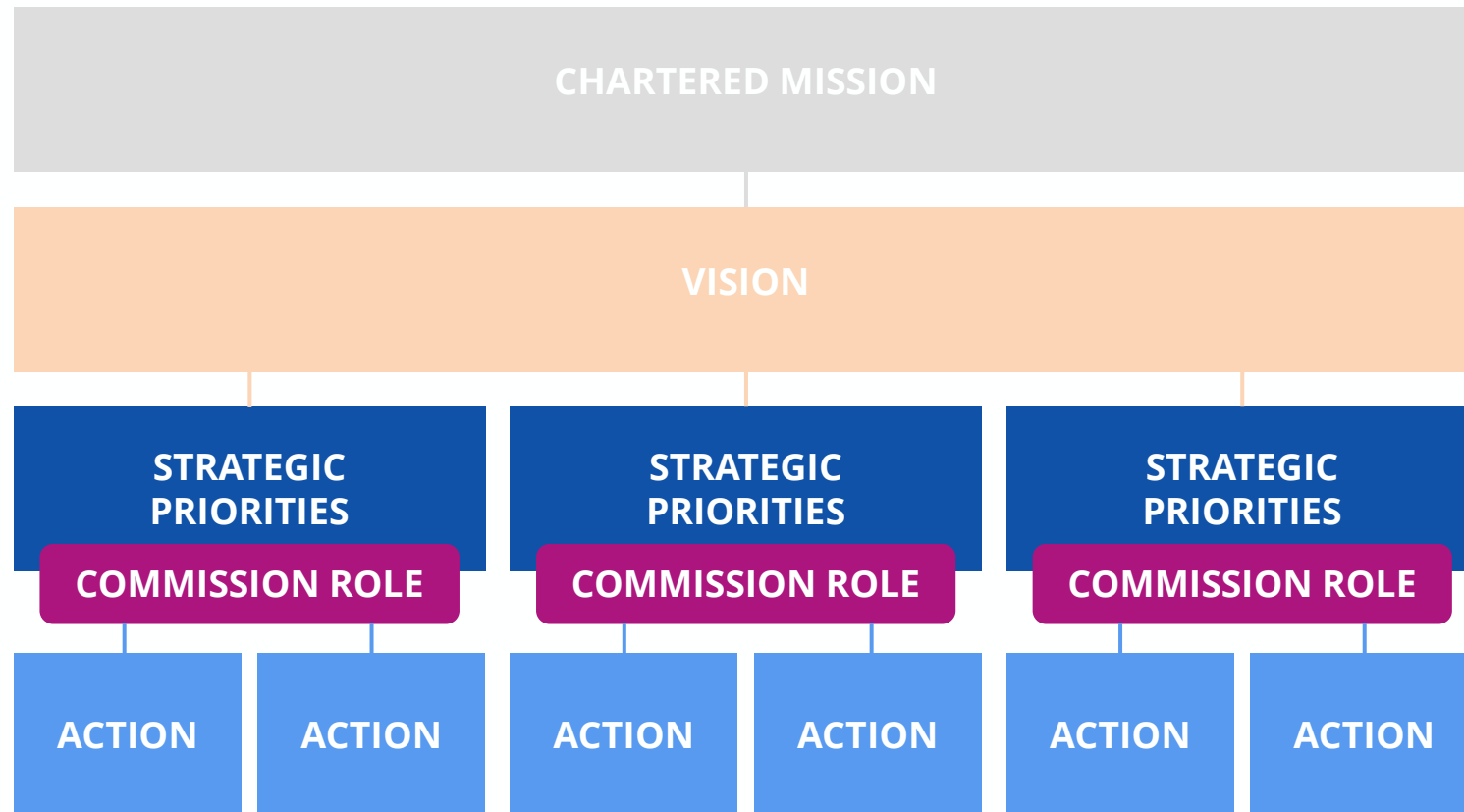
VISION WORKSHOP | APPROACH

With its chartered mission as the foundation, the commission's vision will capture their desired impact in this unique moment in Los Angeles' history and become the north star that guides decision-making on which actions to pursue.



VISION WORKSHOP | APPROACH

Commissions then need to determine their roles within each strategic priority, which will shape associated action items.



CURRENT STRATEGIC PLANNING EFFORTS

The Human Relations Commission has been identifying actions and initiatives related to Race Equity / Healing, its top-voted strategic priority.

Commission Role	Action Items
Support and promote City trainings and policy around racial equity, cultural competency, and implicit bias	<ul style="list-style-type: none"> Curate a religious/cultural competency training series Develop a program plan and hold at least four sessions
Foster opportunities for inter-community and government-community dialogue and understanding around race, cultural competency, and implicit bias	<ul style="list-style-type: none"> Relaunch the LA Together podcasts where everyday Angelenos talk with each other about important issues facing the city Facilitate EmBRACE LA-style dialogues around race relations
Support and promote the development of Peace and Healing Centers	<ul style="list-style-type: none"> Work with CHRED Office of Racial Equity (LA Repair, participatory budgeting, Peace and Healing Centers)

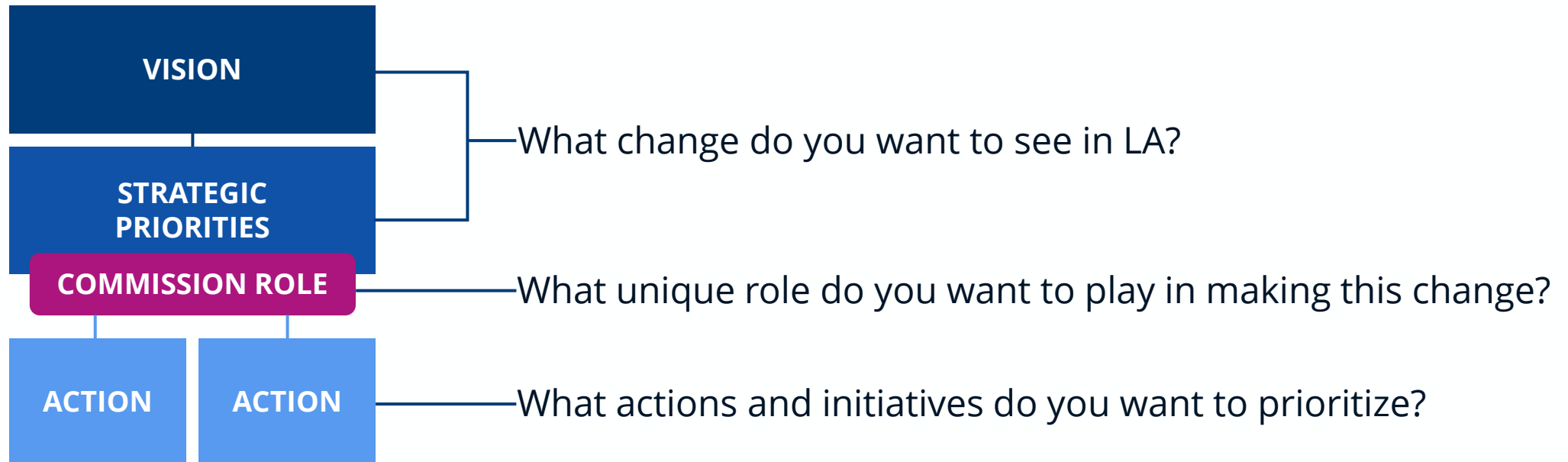
CURRENT STRATEGIC PLANNING EFFORTS

The Human Relations Commission has been identifying actions and initiatives related to Race Equity / Healing, its top-voted strategic priority.

Commission Role	Action Items
Support Unity Marches and Community Healing events	Actively participate in citywide celebrations and parades (MLK Parade, Pride Parade, etc.)
Develop educational and social campaigns to address deep-seeded culture of exclusion and racism	Partner with local media to develop coordinated messaging around racial cohesion and inclusion
Cultural relations <i>Role is still being refined</i>	Engage with LA's Truth, Racial Healing & Transformation efforts (TRHT)

INSTRUCTIONS

1. Break out into groups of 2-3 members
2. Assign a notetaker and reporter
3. Using the visioning approach, discuss the following questions:



An aerial photograph of a city skyline at dusk, with a semi-transparent dark blue overlay. The skyline features several prominent skyscrapers, including a tall, thin tower with a spire. The foreground shows a dense residential area with many smaller buildings and trees. A vertical blue bar is positioned on the left side of the image, partially overlapping the dark blue overlay.

Next Steps

NEXT STEPS

HR&A will build upon initial data by connecting with additional stakeholders and sourcing best practices from other U.S. communities with similar compositions and missions.

- **March 2024:** Commission leadership interviews on vision and strategic planning process
- **April 2024:** Vision workshops with commissions to set vision, strategic priorities, roles, and actions
- **May / June 2024:** Stakeholder interviews & peer city research
- **July 2024:** Operations workshop on how commissions can fulfill their desired roles
- **September 2024:** Final workshops with commissions to refine draft strategic & operational plans

HR&A +



LA Civil Rights

L.A. Civil Rights Department – Vision Workshop

Human Relations Commission

April 24, 2024