



HR&A +

 LA Civil Rights

# L.A. Civil Rights Department – Final Workshop

**Human Relations Commission**

August 28, 2024

# Agenda

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Strategic & Operational Plan Presentation

Feedback & Discussion

Next Steps



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# Strategic & Operational Plan Presentation

## LA CIVIL RIGHTS DEPARTMENT

The LA Civil Rights Department works to ensure that all communities in the City of Los Angeles have an opportunity to live, play, and work without fear of discrimination.



Recent successes of the LA Civil Rights Department include:

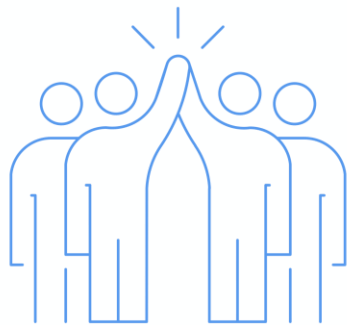
- Launching the “LA For All” campaign, which called upon all residents to envision and work towards a more equitable and inclusive Los Angeles.
- Issuing a citation in March 2024 against a local grocery store and security company for violating the City’s Civil and Human Rights law and discriminating against an African American shopper.

## STRATEGIC PRIORITIES OF THE CIVIL RIGHTS DEPARTMENT

As part of its five-year strategic plan in 2022, the LA Civil Rights Department outlined two priorities.



**Advance equity, uplift communities, and enforce civil and human rights protections.**



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



## LA CIVIL RIGHTS DEPARTMENT

The Department is prioritizing engaging its five commissions as expert advisors, community bridge-builders, and allies, to advance its vision for a more inclusive city.



# LACSW

 CITY OF LOS ANGELES COMMISSION ON THE STATUS OF WOMEN



## PROJECT BACKGROUND

In alignment with Mayor Bass' vision, LA Civil Rights Department dedicated resources for the Human Relations Commission, Transgender Advisory Council, and the Commission on the Status of Women to create strategic development and operational plans.



**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.**

## HRC'S MISSION STATEMENT

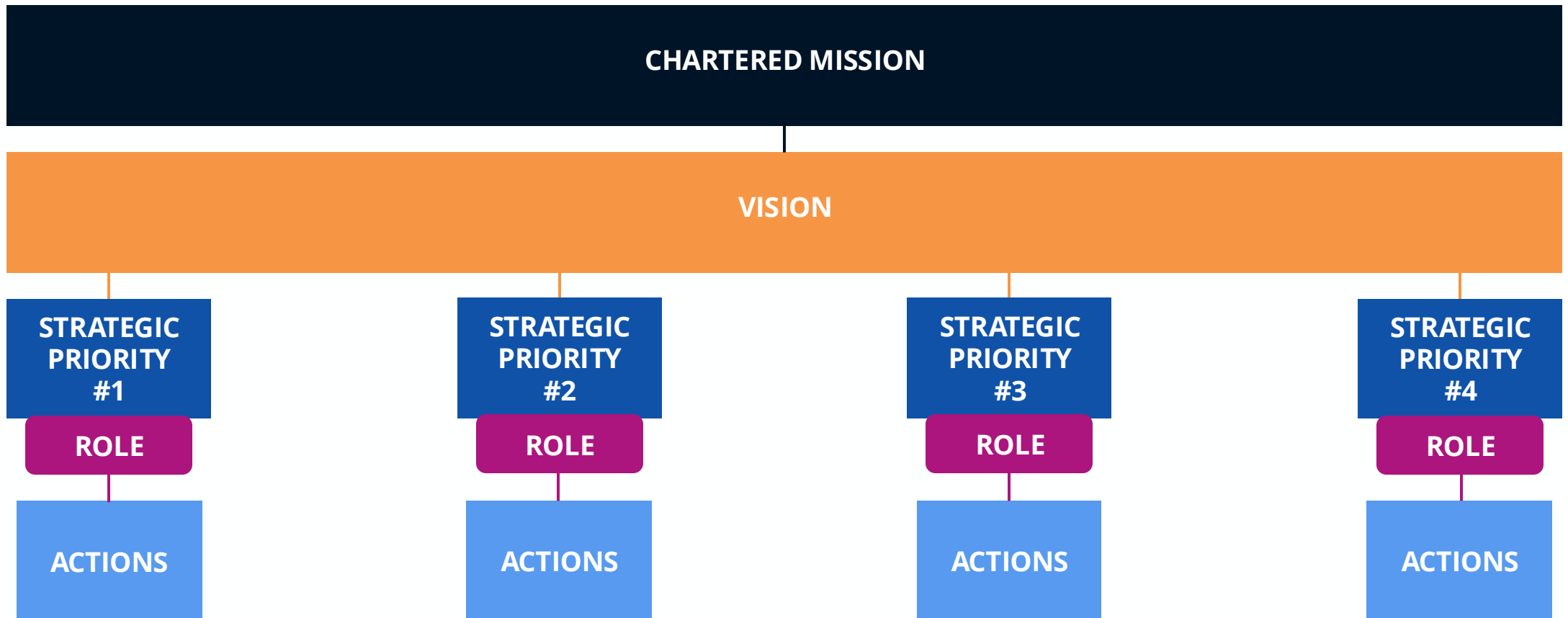
*The Human Relations Commission shall serve in an advisory capacity to the Mayor, City Council, and General Manager of the Civil, Human Rights and Equity Department with respect to policies that can ensure all residents are provided with an opportunity for full and equal participation in the affairs 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.*



*The Human Relations Commission envisions a Los Angeles free of racial and identity-based discrimination, where all residents live with dignity and feel empowered to participate in civic life.*

## PURPOSE OF THE STRATEGIC & OPERATIONAL PLAN

This plan establishes HRC's unique role in improving the lives of Los Angeles' communities through four strategic priorities and 19 actions.



## ROLES OF THE HRC

HRC aspires to play the following five roles to implement the actions outlined in this strategic plan.



### ADVISOR

HRC will advise City leadership on policies, legislation, programs, and initiatives focused on addressing and eliminating all forms of discrimination, prejudice, and intolerance.



### AMPLIFIER

HRC will amplify partner organization's activities, campaigns, and events that focus on creating positive inter-group relations, improving law enforcement relations in the community, and building respect and appreciation for diversity.



### CONVENER

HRC will facilitate connections and conversations on human relations between diverse individuals and groups.



### EDUCATOR

HRC will develop relevant and targeted content on human relations issues (i.e., podcast, convening and facilitation materials).



### MEDIATOR

HRC will mediate and serve as liaisons between the public and the City in specific situations where communities are impacted by human relations related conflicts.



## PHASING & IMPLEMENTATION

After HRC used guiding questions to identify its strategic priorities, the actions were organized into three distinct phases so that HRC and Department staff can strategically allocate time and resources across set time frames.



**Immediate Actions:** To be completed within the next six months, given the cadence of the City's fiscal calendar and budget processes.



**Near-Term Actions:** To be completed within the next fiscal year.



**Long-Term / Ongoing Actions:** To be completed within the next two to four years.

### Guiding Questions for Prioritization

- Is this action aligned with the HRC's chartered mission and functions?
- Is this action aligned with the priorities of the Mayor, City Council, and Executive Director of the Civil Rights Department?
- Does the HRC have the organizational capacity and/or partnerships needed to implement this action?

An aerial photograph of a city skyline at dusk, with a blue overlay. The skyline features several tall skyscrapers, including the Willis Tower. The foreground shows a dense residential area with many houses and trees. The text is overlaid on the image.

## **GUIDING QUESTION:**

**What are the immediate next steps to start implementing these actions (i.e., ad hoc committee meetings, monthly HRC meetings)?**



## Strategic Priority #1 –

Promote equity and community-based healing in our communities including our historically marginalized racial groups who are experiencing the effects of systemic racism in policing, housing, employment, education, hate crime victimization, and immigration policy.

### Immediate Actions:



- Identify grants or partners to relaunch the LA Together podcast with support from LA Civil Rights department staff.
- Meet with relevant City leaders and City departments on ways to prioritize equity in preparations and execution of international events (i.e., events that bring in a large international crowd that has a substantial impact on human relations in the city such as the World Cup 2026 and Olympics 2028).
- Meet with LA Civil Rights Department staff to discuss how HRC can support its Hate Crimes and Civil Rights Violations outreach and education efforts.
- Meet with educational institutions, community partners, and City Council Offices to learn how HRC can support existing anti-racism efforts and convenings and develop new initiatives.

### Near-Term Actions:



- Meet with the LA Civil Rights Department's Communications team to discuss creating a directory for Heritage month related events and confirm HRC Commissioners' participation in parades and celebrations.

### Long-Term/ Ongoing Actions:



- Meet with the LA Civil Rights Department Office of Racial Equity to understand how HRC can support efforts such as LA Repair, participatory budgeting, and the Peace and Healing Centers.
- Collaborate with the Community Investment Families Department (CIFD) and the Mayor's Office of Immigrant Affairs to elevate racial equity as it intersects with immigration policy and practice. This may include hosting events such as an immigration forum.

By prioritizing **racial equity and healing**, HRC can work to reduce discrimination and improve inter-group relations.



## Strategic Priority #2 –

Strengthen the ability of community-based organizations and city agencies to respond to crises and to address root problems related to community safety issues.

### Immediate Actions:



- Develop a plan for how HRC will follow up with community members after critical community safety incidents including pathways for continued participation of HRC and LA Civil Rights Department.
- Develop a plan for future iterations of LA Dinner Dialogues, including report drafting, grant writing, fundraising, and collaborations with community safety entities.

### Near-Term Actions:



- In partnership with relevant City departments and community agencies, convene community circles and open forums for dialogue, community projects, and other connections to elevating community safety.

### Long-Term/ Ongoing Actions:



- Use the developed plan for post-crisis community engagement that connects people who have been harmed in critical community safety incidents and those who perpetuate harm to resources.

By prioritizing **community safety**, HRC can support all residents' ability to live freely and without fear.

### Strategic Priority #3 –

Support efforts to make Los Angeles more equitable and inclusive for the LGBTQIA+ community, enabling them to live openly and free from discrimination or hate.

#### Immediate Actions:



- Meet with TAC, community partners, City Council Offices, and Los Angeles County's LGBTQ+ Commission, to learn how HRC can support existing efforts and convenings of the LGBTQIA+ community.
- Establish a recurring Executive Committee meeting between the TAC and HRC on a monthly or bi-monthly basis.

#### Near-Term Actions:



- Develop a stronger relationship with the TAC via an HRC Commissioner liaison, joint executive meetings, working groups, and regular information sharing.

#### Long-Term/ Ongoing Actions:



- Support the TAC with annual Transgender and Gender Non-Binary celebrations.
- Identify ways HRC can support the LGBTQIA+ community.

By prioritizing **LGBTQIA+ advocacy**, HRC can support all people in being treated with respect and dignity, regardless of gender identity or expression.

## Strategic Priority #4 –

Create positive interactions between people of different religious traditions and/or spiritual beliefs to mitigate conflicts and improve intergroup relations.

### Immediate Actions:



- Meet with LA Civil Rights Department's Director of Civic Participation and Human Rights to discuss ways to that HRC can support the department's existing efforts related to faith communities.

### Near-Term Actions:



- Work with LA Civil Rights Department's Director of Civic Participation and Human Rights to identify partners and faith leaders that HRC can collaborate with on relevant efforts and events.

### Long-Term/ Ongoing Actions:



- In partnership with the Civil Rights Department's Director of Civic Participation and Human Rights, develop content and convene community dialogues, support community projects, and events that connect diverse faith traditions (i.e., Day of Religious Pluralism, Interfaith Iftar and Seder events).

By prioritizing **interfaith relations and pluralism**, HRC can promote healthy relations and understanding between religious groups.



Actions by Phase

Phase	Action	Strategic Priority
Immediate	Identify grants or partners to relaunch the LA Together podcast with support from LA Civil Rights department staff.	1
Immediate	Meet with relevant City leaders and City departments on ways to prioritize equity in preparations and execution of international events (i.e., events that bring in a large international crowd that has a substantial impact on human relations in the city such as the World Cup 2026 and Olympics 2028).	1
Immediate	Meet with LA Civil Rights Department staff to discuss how HRC can support its Hate Crimes and Civil Rights Violations outreach and education efforts.	1
Immediate	Meet with educational institutions, community partners, and City Council Offices to learn how HRC can support existing anti-racism efforts and convenings and develop new initiatives.	1
Immediate	Develop a plan for how HRC will follow up with community members after critical community safety incidents including pathways for continued participation of HRC and LA Civil Rights Department.	2
Immediate	Develop a plan for future iterations of LA Dinner Dialogues, including report drafting, grant writing, fundraising, and collaborations with community safety entities.	2
Immediate	Meet with TAC, community partners, City Council Offices, and Los Angeles County's LGBTQ+ Commission, to learn how HRC can support existing efforts and convenings of the LGBTQIA+ community.	3
Immediate	Establish a recurring Executive Committee meeting between the TAC and HRC on a monthly or bi-monthly basis.	3
Immediate	Meet with LA Civil Rights Department's Director of Civic Participation and Human Rights to discuss ways to that HRC can support the department's existing efforts related to faith communities.	4

With the actions organized by phase, this portion of the plan is a **quick reference tool** for HRC to use when planning and engaging with Department staff and other collaborators.

## DEPARTMENT STAFF SUPPORT FOR COMMISSIONS

The plan provides clarity on how Civil Rights Department staff can best support HRC to fulfill its objectives in the following ways.



Organize and support HRC's regular meetings by helping develop the agendas in partnership with HRC leadership and by confirming speakers and council member attendance.



Organize meetings with City leadership and agencies, maintain lines of communication, and support relationship development.



Serve as liaisons between commissioners and LA Civil Rights Department leadership and Communications team.



Provide background research related to our priorities and actions, including finding appropriate local partners and organizations.



Facilitate event planning and logistics.

## RESOURCE NEEDS

HRC desired to understand what resources were available to achieve its goals, particularly related to events. This plan provides clarity on resources based on past events and the Department's current parameters related to funding.





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# Feedback & Discussion



An aerial photograph of a city skyline at dusk or dawn, with a blue color overlay. The skyline features several prominent skyscrapers, including the Willis Tower in Chicago. The foreground shows a dense residential area with many smaller buildings and trees.

## **GUIDING QUESTION:**

**What are the immediate next steps to start implementing these actions (i.e., ad hoc committee meetings, monthly HRC meetings)?**



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# Next Steps

## NEXT STEPS

Join **HR&A's office hours** on Monday, September 9<sup>th</sup> from 11am-12pm to share any additional thoughts on HRC's Strategic & Operational Plan.



Human Relations Commission  
**Strategic & Operational Plan**