



ERIC GARCETTI
MAYOR

August 11, 2017

Honorable Members of the City Council
c/o City Clerk
City Hall, Room 395

Honorable Members:

Subject to your confirmation, I have appointed Mr. Victor Narro to the Cannabis Commission for the term ending June 30, 2021.

I certify that in my opinion Mr. Narro is qualified for the work that will devolve upon him, and that I make the appointment solely in the interest of the City.

Sincerely,

A handwritten signature in blue ink, consisting of the initials "E.G." followed by a horizontal line and a small flourish.

ERIC GARCETTI
Mayor

EG:dlg

Attachment

COMMISSION APPOINTMENT FORM

Name: Victor Narro
Commission: Cannabis Commission
End of Term: 6/30/2021

Appointee Information

1. **Race/ethnicity:** Latino
2. **Gender:** Male
3. **Council district and neighborhood of residence:** 4 - South Valley
4. **Are you a registered voter?** Yes
5. **Prior commission experience:** Los Angeles Unified School District Compensation Review Committee , Police Permit Review Panel, Community Redevelopment Agency Board of Commissioners
6. **Highest level of education completed:** J.D., University of Richmond School of Law
7. **Occupation/profession:** Lecturer in Law, UCLA School of Law
8. **Experience(s) that qualifies person for appointment:** See attached resume
9. **Purpose of this appointment:** New Commission Appointment
10. **Current composition of the commission (excluding appointee):** N/A

Victor Humberto Narro

Teaching Experience

UCLA School of Law
Lecturer In Law

Fall Semester 2013 - Present

Courses Taught:

- Law 625: *Community Lawyering and Low-Wage Workers Organizing*
- Law 541: *Problem Solving in the Public Interest*

UCLA School of Urban Planning
Community Scholars Program

December 2012 -Present

Lecturer – Community Scholars Capstone Program MURP students.

UCLA Labor and Workplace Studies Department – Core Faculty

2005-present

Courses Taught:

- Labor & Workplace Studies 167 - *The Worker Center Movement – Next Wave Organizing for Justice for Immigrant and Low-Wage Workers*
- Labor & Workplace Studies 188 – *Spirituality, Mindfulness, Self-care and Social Justice Activism*
- Labor & Workplace Studies 166 – *Immigrant Students and Higher Education*
- Chicano Studies 128 *Race and Gender, Latino/as and the US Labor Movement*
- Chicano Studies 127 *Farm Worker Movements, Social Movements and the AFL-CIO*
- Chicano Studies 129 *Field Research Methods in Labor and Workplace Studies*

Selected Classes

2017 UCLA Law School Spring Semester – Law 625: *Community Lawyering and Low-Wage Workers Organizing*

2017 Winter Quarter - LBR & WS 188 – *Spirituality, Mindfulness, Self-Care & Social Justice Activism*

2016 UCLA Law School Fall Semester – Law 541: *Problem Solving in the Public Interest*

- 2016 Spring Quarter - Labor and Workplace Studies 167 - *The Worker Center Movement – Next Wave Organizing for Justice for Immigrant Workers*
- 2016 Winter Quarter – LBR & WS 188 – *Spirituality, Mindfulness, Self-Care & Social Justice Activism*
- 2015 UCLA Law School Fall Semester – Law 625: *Community Lawyering and Low-Wage Workers Organizing*
- 2015 Winter and Spring Quarter – Community Scholars Program – UCLA School of Urban Planning
- 2014 Winter Quarter - Labor and Workplace Studies 167 - The Worker Center Movement – Next Wave Organizing for Justice for Immigrant Workers
- 2014 UCLA Law School Fall Semester – *Community Lawyering and Low-Wage Workers Organizing*
- 2013 Winter and Spring Quarter – Community Scholars Program – UCLA School of Urban Planning
- 2013 Winter and Spring Quarter – Community Scholars Program – UCLA School of Urban Planning
- 2012 Fall Quarter - Labor and Workplace Studies 167 - The Worker Center Movement – Next Wave Organizing for Justice for Immigrant Workers
- 2012 Winter Quarter - Labor and Workplace Studies 167 - The Worker Center Movement – Next Wave Organizing for Justice for Immigrant Workers
- 2011 Fall Quarter – Labor and Workplace Studies 166 – Immigrant Students and Higher Education
- 2011 Winter Quarter - Labor and Workplace Studies 167 - The Worker Center Movement – Next Wave Organizing for Justice for Immigrant Workers
- 2010 Fall Quarter – Labor and Workplace Studies 166 – Immigrant Students and Higher Education
- 2009 Spring Quarter – Chicano Studies 129 Field Research Methods in Labor and Workplace Studies
- 2009 Winter Quarter – Labor and Workplace Studies GE Cluster Class, Guest Lecturer on two classes entitled, *Cesar Chavez and the UFW Movement & The Community and Economic Development Movement in Los Angeles*
- 2008 Fall Quarter – Labor and Workplace Studies 167 - The Worker Center Movement – Next Wave Organizing for Justice for Immigrant Workers
- 2007 Spring Quarter – Chicano Studies 129 Field Research Methods in Labor and Workplace Studies
- 2007 Winter Quarter – Labor and Workplace Studies GE Cluster Class, Guest Lecturer on two classes entitled, *Cesar Chavez and the UFW Movement & The Community and Economic Development Movement in Los Angeles*
- 2007 Fall Quarter – Labor and Workplace Studies 167 - The Worker Center Movement – Next Wave Organizing for Justice for Immigrant Workers
- 2006 Fall Quarter - Chicano Studies 128 Race and Gender, Latino/as and the US Labor Movement
- 2006 UCLA Summer Sessions - Labor Summer Internship Program – Faculty

- 2006 Winter Quarter – Labor and Workplace Studies GE Cluster Class, Guest Lecturer on two classes entitled, *Cesar Chavez and the UFW Movement & The Community and Economic Development Movement in Los Angeles*
- 2006 Spring Quarter – Chicano Studies 129 Field Research Methods in Labor and Workplace Studies
- 2006 Winter Quarter- Chicano Studies 127 Farm Worker Movements, Social Movements and the AFL-CIO
- 2005 Fall Quarter - Chicano Studies 128 Race and Gender, Laino/as and the US Labor Movement
- 2005 Figueroa Corridor Coalition for Economic Justice and Strategic Action for a Just Economy, *Economic Survival Class*
- 2005 UCLA Summer Sessions - Labor Summer Internship Program – Faculty
- 2005 Spring Quarter – Chicano Studies 129 Field Research Methods in Labor and Workplace Studies
- 2005 Winter Quarter – Chicano Studies 127 Farm Worker Movements, Social Movements and the AFL-CIO
- 2004 Figueroa Corridor Coalition for Economic Justice and Strategic Action for a Just Economy, *Economic Survival Class*
- 2004 Fall Quarter – Chicano Studies 128 Race and Gender, Laino/as and the US Labor Movement
- 2004 UCLA Labor Center Labor Summer Internship Program – Faculty
- 2003 Figueroa Corridor Coalition for Economic Justice and Strategic Action for a Just Economy, *Economic Survival Class*
- 2002 UCLA Law School, Law 537: Legal Problems of Low Wage Workers, *First Case Study: Los Angeles Garment Workers, Weeks 1-6*
- 2002 Figueroa Corridor Coalition for Economic Justice – Community Jobs Program Planning Classes – Los Angeles Trade Technical College, *Economic Self-Sufficiency Models and Worker Cooperatives*

Selected Publications

- 2017 Labor and Employment Relations Association (LERA) 2018 Volume, *No One Size Fits All: Worker Organization, Policy and Movement for a New Economic Age*. Editor of publication and chapter entitled, *Broader Look at the Evolution of the Worker Center Movement*. Publication will be featured at 2018 LERA Conference.
- 2017 Abel Valenzuela, Jr., Ph.D., Ana Luz Gonzalez, Ph.D. and Victor Narro. Carwash Worker Survey Report. IRLE and UCLA Labor Center. Forthcoming in July 217.
- 2017 The AFL-CIO Worker Center Partnership 2006-2016 Ten Year Anniversary Report. AFL-CIO publication. Forthcoming Fall 2017.
- 2016 Victor Narro, *Mindfulness, Self-Care and the Law*, 19 Rich. J.L. & Pub. Int. 405 (2016).
- 2016 Jimmy’s Carwash Adventure. New York: Hardball Press (2016)
- 2015 Erickson, Emily, Victor Narro, Janna Shaddock Hernandez, and Abel Valenzuela Jr. Conveying Carwash Owners’ Stories: Diversity, Competition and Growth in the Southern California Carwash Industry. UCLA Center for Labor Research and Education (2015).
- 2015 Victor Narro. Paz en Acción: Conecta Tu Espiritualidad con Tu Trabajo por La Justicia. North Charleston, South Carolina: CreateSpace Publishing (2015).

- 2015 *Searching for Home: A Snapshot of Immigrant Renters in Pico-Union/Westlake*. Community Scholars Program 2015.
- 2015 *Strategies for Economic Survival: A Labor and Employment Assessment of Westlake and Pico-Union*. Community Scholars Program 2015.
- 2015 *Pop-Up Public Health Fair – A Toolkit for MacArthur Park*. Community Scholars Program 2015.
- 2015 *Central American Resource Guide*. Community Scholars Program 2015.
- 2015 *Criminalizing the Sidewalk: Why the Los Angeles City Attorney’s Office Should Take Action to Reform the Unjust Treatment of Low-Income Sidewalk Vendors*. UCLA Law School Criminal Defense Clinic. April 2015.
- 2014 Victor Narro. *Living Peace: Connecting Your Spirituality with Your Work for Justice*. North Charleston, South Carolina: CreateSpace Publishing (2014).
- 2014 Narro, Victor, Saba Waheed, and Jassmin Poyaoan. *Building a Movement Together: Worker Centers and Labor Union Affiliations*. Report for AFL-CIO and LIFT Fund (2014).
- 2014 "The Informality of Day Labor Work: Challenges and Approaches to Addressing Working Conditions of Day Laborers." (co-authored with Janna Shuddack-Hernandez) In Lois Ann Lorentzen, Editor. *Hidden Lives and Human Rights in the United States: Understanding the Controversies and Tragedies of Undocumented Immigration*. Santa Barbara, California: ABC-CLIO, LLC. (2014)
- 2013 *The Role of Community Based Organizations in Labor Markets and the Development of Sectoral Worker Center Networks*. Hector R. Cordero-Guzman, Ph.D., Pamela A. Izvănariu, J.D., LL.M., and Victor Narro, J.D. ANNALS of the American Academy of Political and Social Science, "Rethinking Urban Disadvantage: The Role of Systems, Institutions, and Organizations." Edited by Mario Small and Scott Allard. Volume 647 Issue 1, May 2013.
- 2012 *Undocumented and Unafraid*. UCLA Center for Labor Research and Education.
- 2011 *Enhancing the Performance and Quality of Services of Legal Advisory Center and Offices of the Vietnam General Confederation of Labor (VGCL)*. Final report with recommendations of my work as Trade Union Legal Advisory Service Specialist for the Industrial Relations for the Industrial Relations Promotion Project – Vietnam, US Agency for International Development (US AID) and the Vietnam General Confederation of Labor (VGCL). August 2011.
- 2010 *Wage Theft and Workplace Violations in Los Angeles: The Failure of Employment and Labor Law for Low-wage Workers*. Institute for Research on Labor and Employment, UCLA.
- 2010 *Low Wage Worker Organizing and Advocacy: The L.A. Model*, Edited by Ruth Milkman, Joshua Bloom and Victor Narro. Cornell University Press.
- 2009 Three City Unregulated Work Survey - IRLE, UCLA; Brennan Center for Justice, NYU; University of Illinois at Chicago. Report to come out during Fall 2009.
- 2009 *Si Se Puede! Immigrant Workers and the Transformation of the Los Angeles Labor and Worker Center Movements*. Los Angeles Public Interest Law Journal.
- 2008 *Finding the Synergy Between Law and Organizing: Experiences From the Streets of Los Angeles*. Fordham Urban Law Journal
- 2007 *Organizing Immigrant Workers in Construction Industry*. Labor & Workplace Studies Journal
- 2007 *Immigrant Workers Resource Center – Best Practice Model*. Labor & Workplace Studies Journal

- 2007 *The 2006 Immigrant Uprising – Origins and Future*, New Labor Forum.
- 2006 *People’s Lawyering on the Bus: The story of how a small band of National Lawyers Guild Members became the Legal Vanguard for Immigrant Freedom Rider*. Guild Practitioner.
- 2006 *Impacting Next Wave Organizing: Creative Campaign Strategies of the Los Angeles Worker Center*. New York Law School Law Review.
- 2005 *Civic Participation and Internal Capacity Building Manual for Hometown Associations*. ULCA in LA project with Center for the Study of Urban Poverty and Frente Indígena de Organizaciones Binacionales.
- 2003 *Monitoring International Labor Standards: Summary of Domestic Forum*. National Research Council.
- 2003 *Court has Spoken – Corporations Not Human*. San Francisco Chronicle Op-Editorial.
- 2003 *Doméstica*. by Pierrette Hondegnau-Sotelo, University of California Press, *Chapter 8 – Cleaning Up a Dirty Business*
- 2003 *Organizing Immigrant Workers after Hoffman Plastics: The Opportunity and the Challenges*, Guild Practitioner
- 2002 *The Sub-Contracting of America*. National Campaign for Jobs and Income Support
- 2001 *Immigrant Workers’ Rights Training Manual*. APALC, NILC, CHIRLA
- 2000 *Report on AFL-CIO Immigrant Workers Forum*. Network News – National Network for Immigrant and Refugee Rights

Selected Presentations/Workshops

- 2017 Clergy and Laity United for Economic Justice (CLUE) 5th Annual Ingathering Sacred Resistance An Educational Forum. March 9. Presentation entitled, *The Attacks on the Labor Movement under the Trump Administration*.
- 2017 Archdiocese of Los Angeles 2017 Los Angeles Religious Education Congress. February 24-26. Workshop in Spanish entitled, *The Saint and the Sultan: Compassion and Courage in Promoting Peace, Racial Harmony, and Interfaith Unity*.
- 2017 Social Workers for Social Change: A Toolkit for Community Organizing & Advocacy in a Changing Political Landscape. USC School of Social Work. February 4, 2017. Workshop entitled, *Mindfulness and Self-care for Social Justice Advocates*.
- 2017 American Immigration Lawyers Association (AILA) MCLE Workshop. Whittier Law School. Workshop entitled, *Mindfulness and Self-care for Immigration Lawyers*.
- 2017 National Lawyers Guild MCLE for Civil Rights Lawyers in the Face of Trump. January 29, 2017. Workshop entitled, *Mindfulness and Self-care for Civil Rights Lawyers*.
- 2017 UCLA David Geffen School of Medicine PRIME Statewide Conference 2017. January 28, 2017. Workshop entitled, *Immigrant Rights and the health and wellbeing of immigrant communities*.
- 2016 Law@TheMargins Justice 2015 – Year in Review Virtual Town Hall. Moderator.
- 2016 Occidental College. April 29, 2016. Presentation on Spirituality and Self-Care.
- 2016 UC Davis Mobility-Creativity Nexus Conference. A one-day conference hosted by the Temporary Migration Cluster. April 8, 2016. Panel entitled *Mobility and Creativity: Explorations in Time and Space*.
- 2015 LawAtTheMargins Justice 2015 – Year in Review Virtual Town Hall. Moderator.

- 2015 10th Annual APA Los Angeles Student Symposium: Social Justice and Community Engagement. Panel entitled, *The Role of Immigrants in Cities*. UCLA Luskin School of Public Affairs. November 21, 2015.
- 2015 Law. Faith. Justice: Come explore the great things that can happen when law and faith work together. University of Richmond School of Law. Panel presentation. Thursday, November 5.
- 2015 UC Financial Aid Leadership Institute Conference. UCLA. October 27-28. Presentation on Wage Theft in L.A.
- 2015 Workplace Justice Summit. Loyola Law School. Planning Committee Member. October 23, 2015.
- 2015 Commencement Address at University of Richmond School of Law Graduation. June 9.
- 2015 Thou Shalt Not Steal: CLUE LA Ingathering 2015. Presentation on Wage Theft in L.A.
- 2015 Southwestern Law School. Los Angeles Public Interest Law Journal. February 27. Panel entitled, *A Tale of Two Cities: Exploring the Causes and Consequences of Increasing Economic Disparities in the Los Angeles Community*.
- 2015 Occidental College. February 10. Workshop entitled, *Mindfulness and Social Justice*.
- 2015 Workshop entitled, *Self-Care and Community Care for Activists*. February 7. UCLA Downtown Labor Center.
- 2014 National Immigrant Integration Conference. Los Angeles. December 11-14. Workshop entitled, *Building Economic Power for Immigrant Workers: Union Organizing, Apprenticeships and Collective Bargaining*.
- 2014 Solidarity in Self-Care: A Gathering to Connect and Revitalize. November 20. Conference convener.
- 2014 UCLA Law School. September 17. Book Presentation entitled, *Creating a Spiritual Framework for Community Lawyering*.
- 2014 UC Santa Barbara Conference on Future of Work and Labor's Contemporary Crisis. April 25-26. Presentation entitled, *Immigration Reform: Present Situation and Future*.
- 2014 Occidental College. April 8. Presentation entitled, *Low-Wage Worker Advocacy and Organizing Campaigns*.
- 2014 Ford Foundation Convening entitled, *Worker Centers: Development Strategies About Health and Safety*. New York, March 31- April 2, 2014. Co-facilitated this convening.
- 2014 UALE Annual Conference – Los Angeles. March 26-29. Workshop and Health and Safety Issues Impacting Low-Wage Workers.
- 2014 UCLA IRLE Race, Labor and Law Conference. February 28-March 1. Presentation on Worker Center Networks and AFL-CIO Worker Center Partnerships.
- 2014 California Labor Federation Workforce Economic Development Conference. February 26-27. Presentation on Worker Centers and Innovative Strategies for Workforce Development.
- 2014 AFL-CIO Worker Center Advisory Council Convening. February 9-11, 2014. Panel on Immigration Reform.
- 2013 AFL-CIO Convention. September 7-12, 2013. Served on AFL-CIO Convention Committee on Immigration, Growth and Political Action.
- 2013 Labor and Research Action Network (LRAN) Third Annual Conference. Georgetown University, Washington D.C. June 18-19, 2013. Facilitated panel entitled, *The Evolution of Worker Centers*.

- 2013 Loyola Law School La Raza Law Students Commencement Ceremony – Keynote Speaker.
- 2013 Ford Foundation Convening entitled, *Framing and Influencing the Narrative: Effect Communications Strategies for Worker Center Networks and the Worker Center Movement*. New York, May 14-15, 2013. Facilitated this convening.
- 2013 Ford Foundation Convening entitled, *Immigration Reform and Workforce Development for Low-wage Immigrant Workers*. New York, May 13, 2013. Facilitated this convening.
- 2013 The California Wellness Foundation Conference on Work and Health. Los Angeles, May 20, 2013. Facilitated a panel entitled, *How to Build a Comprehensive Campaign to Advance Workplace Health and Worker Justice*.
- 2013 Low Wage Worker and Organizing: A conference of major thinkers and researchers sharing new models of worker organizing, labor market trends, and emerging sectors. Institute for Research on Labor and Employment (IRLE), UCLA Chicana/o Studies Department, UCLA Labor Center, and Ford Foundation. UCLA Faculty Center and UCLA Downtown Labor Center, April 19-20, 2013. Facilitated two panels entitled, *Worker Centers Making an Impact & Engaged Research* and presenting Community Scholars research projects.
- 2013 Los Angeles Violence Intervention Training Academy. Full day workshop entitled, *Understanding Immigration Reform and the National Debate*. March 28, 2012.
- 2013 Behind the Kitchen Door: Community Forum & Discussion with Author Saru Jayaraman. Restaurant Opportunities Center United, UCLA Labor Center, LA Alliance for a New Economy, and UNITE HERE. Facilitated program. March 12, 2013.
- 2013 AFL-CIO Worker Center Advisory Council meeting and conference. January 24-25, 2013. Workshop entitled, *Building Power Together: Trust and Power Dynamics*.
- 2012 Loyola Law School Immigration Law Society Forum, *Immigrant Communities, Policing, and Public Safety*. Facilitator for afternoon panel entitled, *Community Voices*. December 1, 2012.
- 2012 Kaiser Permanente Labor Management Partnership (LMP). Business and Economic Literacy Train for Trainers. Co-Facilitator. November 12-16, 2012, Sheraton Universal Hotel.
- 2012 National Lawyers Guild Annual Convention. Pasadena, CA October 10-14, 2012. Panel presentation entitled, *Contingent Work: Working Inside, Outside and Against the Conventional Definition of “Employment.”*
- 2012 National Council of La Raza Conference on Workforce Development. Los Angeles. October 3.
- 2012 The Rosenberg Foundation sponsored statewide meeting on immigrant rights and worker rights. The meeting was entitled, *Shared Prosperity: The Intersection of Immigrant and Workers' Right*. Facilitated plenary session entitled, *Innovative Best Practices of Low-Wage Immigrant Worker Organizing and Policy Campaigns*. September 17, 2012.
- 2012 Port Truck Drivers Know Your Rights Workshop. Facilitated panel presentation of labor officials from state and federal labor enforcement agencies. September 14, 2012.
- 2012 California LULAC Institute (CLI) and the Asociación Latina de Asistencia's (ALDA) 8th Annual Latino Leaders Conference: Uniting Families – Eradicating the Crisis in our Communities. Workshop entitled, *Making Immigration Work*. September 14, 2012.
- 2012 IRLE Global Conference on Informal Worker Organizing. Facilitation of Panel Presentation on LA Worker Centers. April 19, 2012.

- 2012 Ford Foundation presentation for the strategic planning team of the Workforce Development and Job Quality Department. March 22, 2012.
- 2012 National Day Laborer Organizing Network (NDLON) National Convening, Los Angeles. Presentation on *Labor Union and Worker Center Partnerships*. February 23, 2012.
- 2012 Presentation to UC Irvine School of Law Symposium on Workers' Rights – Presentation on book, *Working for Justice*. January 26, 2012.
- 2012 Orange County Labor & Employment Relations and Research Association (OCLERA) Dinner Meeting. Panel Presentation: *CLEAN Carwash Campaign and Organizing Carwash Workers in LA*. January 24, 2012.
- 2011 Labor and Employment Law Colloquium. UCLA Law School, Loyola Law School, Southwestern Law School. Lunch Panel: *LABOR's LABORATORY: New Approaches to Justice for Workers in Los Angeles*. Morning Panel: *Labor and Legal Mobilization in Los Angeles*.
- 2011 10th Annual Low Income Immigrant Rights Conference. *Best Practices of Legislative Advocacy Campaigns*. December 10, 2011, Washington D.C.
- 2011 Training Workshop on Promotion of Trade Union Legal Advisory Services, Danang City, Vietnam. August 3-4, 2011.
- 2011 ABA Commission on Hispanic Legal Rights and Responsibilities. Presentation before Commission members at the West Coast Regional Hearing. July 12, 2011. UCLA Law School.
- 2010 Training Workshop on Trade Union Legal Advisory Service Management. Ho Chi Minh City, Vietnam. November 18-19, 2010.
- 2010 Labor Law Group Conference, *Organizing Immigrant Workers in Southern California*. June 3-6, 2010.
- 2010 Pat Brown Institute's 18th Annual California Policy Issues Conference "Los Angeles 2010 and Beyond: Moving the Southland Forward" – *Immigration and Immigrant Communities: Integration and Settlement in the Southland*. Panelist
- 2010 California State Assembly Labor Committee – Provided testimony on LA Wage Theft Report
- 2010 California State Senate Industrial Labor Relations Committee – Provided testimony on LA Wage Theft Report
- 2010 University of Richmond Law School Public Interest Fellow. Panel Discussion: *Leveling the Playing Field: How the Community Benefits from Protecting Low Wage and Immigrant Workers*.
- 2009 California State Assembly Labor Committee Special Hearing on Construction Industry in California – Provided expert testimony and report
- 2009 Asian American Action Fund debate on the current state of Immigration Reform. Panelist.
- 2008 EARN Conference. Panel and workshop presentation. *Best Practices of Using Labor Standards Enforcement and Regulatory Schemes to Fight for the Rights of Workers – CLEAN Carwash Campaign*.
- 2008 Los Angeles Public Interest Law Journal/Loyola Law School Inaugural Symposium: "Immigrants' Rights: From Global to Local." Workshop presentation. *Best Practices of Service Learning and Internship Programs*.
- 2008 UCLA Law School Public Interest Program – Workshop for first year law students.

- 2008 California Wellness Foundation Grantees Conference. Facilitated Closing Plenary Session. *Future and Emerging Issues of Health Care Access and Healthy Families.*
- 2008 California Labor Federation Conference on Workforce Development. Participated in Panel Presentation. *Best Practices of Workforce Development Campaigns.*
- 2007 California Immigration Policy Center Conference. Workshop presentation. *Innovative Workforce Development Initiatives to Empower Immigrant Communities.*
- 2007 National Day Laborers Organizing Conference (NDLON) National Convening – Workshop presentation. *How to Fight Anti-Day Laborer Ordinances.*
- 2007 The Center To Protect Workers’ Rights and the California Building Construction and Trades Council conference on Immigrant Workers in Construction – Workshop: *Working with Day Laborer Programs.*
- 2007 United Association of Labor Educators Conference, Facilitation of three workshops: 1) *Road to Legalization: Opportunities and Challenges;* 2) *Experiences in Labor Education and Leadership Programs with Immigrant Workers;* 3) *Organizing Immigrant Workers in the Construction Industry.*
- 2006 American Rights at Work Conference, Harvard Law School – Presentation on Los Angeles Car Wash Industry
- 2006 UCLA Raza Youth Conference – Workshop on the rights of students and parents
- 2006 Budget Conference – State, County and LA City Budgets. March 24, 2006. Sponsor and facilitator.
- 2006 UCLA Labor Center Teach-In, March 10 – 11, 2006. Facilitator of workshop on garment workers. Moderator for Plenary Session on Organizing Immigrant Workers.
- 2006 Cal Poly Pomona University Panel, *Defending Human Rights: Same Sex Marriage & Fair Immigration Policies.*
- 2006 Economic Roundtable Community Forum, *Hopeful Workers, Marginal Jobs –LA’s Off-The Books Labor Force.* Panelist.
- 2006 UCLA Labor Center and National Lawyers Guild MCLE Workshop - The Role of Public Interest and Civil Rights Lawyers in Community and Labor Organizing Campaigns. January 21, 2006. Facilitator and Moderator.
- 2006 National Study of Worker Centers. Member of Advisory Committee for a national study on immigrant worker centers that is forthcoming from Cornell University Press in the Spring of 2006.
- 2005 Community Benefits Agreement Institute, October 21, 2005. Steering Committee Member. Facilitator and Presenter.
- 2005 2nd Annual Immigrant and Refugee Rights Training Institute – Sept. 30 – October 2, 2005. Served on the steering committee and facilitated two workshops at the Institute.
- 2005 National Immigrant Worker Strategy Session. June 15, 2005. Facilitator.
- 2005 Low Income Immigrant Conference, June 16-18, 2005. Member of steering committee. Presenting workshop on immigrant workers organizing campaigns in Los Angeles.
- 2005 UCLA Labor Center Conference: Is Wal-Mart Good for America? June 4, 2005 Member of Steering Committee. Facilitator of Panel entitled, *Wal-Mart: Issues of Race and Gender.*
- 2005 UCLA Student Labor Teach-In, February 2005. Member of the steering committee. Facilitated two workshops on immigrant worker organizing and the anti-sweatshop movement.

- 2005 Forum on the Future of the American Labor Movement, February 11, 2005; Facilitator for strategy session.
- 2005 Next Wave Organizing Conference – January 28-29, 2005. New York Law School’s Department of Employment and Labor Policy held a two day conference on the state of the American Labor Movement and emerging next wave organizing strategies. Presented a paper entitled, “The Impact of Local Organizing Campaigns of Next-Wave Organizations on Labor Market Outcomes: Corporate Responsibility and the ‘Chilling Effect’ on Employer” for the panel on The Efficacy of New Worker Organizational Models.
- 2005 National Lawyers Guild Annual Convention. October 26-30, 2005. Portland Oregon. Panel entitled, *Organizing and Representing Temporary and Day Labor Workers*.
- 2005 Low Income Immigrant Rights Conference. Facilitator, *National Strategy Meeting*.
- 2005 California State University at Long Beach, Panel entitled, *The Next Los Angeles*.
- 2005 Academy for Educational Development (AED) Center for Leadership Development – New Voices Fellowship Program, Annual Conference. Presentation entitled, *Challenges and Best Practices on Mentoring Fellows*.
- 2005 UCLA Law School, Panel on Immigration Law entitled, *Immigration Reform Debate: Guest Worker Program and Employer Sanction*
- 2005 Pomona College, Panel entitled, *The Legacy of Cesar Chavez: What does it Mean Today?*
- 2005 Brennan Justice Law Center Conference on Labor Enforcement, Panel entitled, *The Role of Research in Immigrant Worker Organizing Campaigns*.
- 2005 Latino Social Welfare Conference at UCLA, Panel presentation, *Immigrant Workers in Los Angeles*.
- 2004 Immigrant and Refugee Rights Training Institute – September 24-26, 2004. Served on the steering committee that created the Building a Race and Immigration Dialogue in the Global Economy (BRIDGE) Curriculum and facilitated two workshops at the Institute.
- 2004 Immigrant Workers’ Rights Training – June 7, 2004. Participated on steering committee for this training that produced a training manual for the participants. In addition to participating in the steering committee, responsible for two workshops.
- 2004 SEIU Local 1877. STAND UP! Conference on Political Education and Leadership. April 3, 2004. Panelist on break out session on immigration issues.
- 2003 Low Income Immigrant Rights Conference, *Expanded Worksite Enforcement after 9/11: Community & Labor Responses*
- 2003 Immigrant Health Summit, *Immigrant Know Your Rights Workshop*
- 2003 Los Angeles County Bar Association, Labor & Employment Law Symposium, *Immigrant Workers Rights: Life after Hoffman Plastics Compounds v. NLRB*
- 2003 UCLA Downtown Labor Center, *SSA No Match Letter Workshop*
- 2003 California Senate Select Committee on the Status of Ending Poverty in California, *The Underground Economy: It’s Effect on Workers, Business, and the State Economy*
- 2003 National Latino/a Law Student Association Conference - Gave a workshop and presentation entitled, “Challenges and Strategies to Organizing Immigrant Workers” at the National Latino Law Student Association Conference at UCLA Law School.
- 2002 SEIU National Office, *SSA No-Match Letter & Hoffman Plastic Workshop*
- 2002 National Lawyers Guild Annual Convention, *Fighting for Immigrant Workers Rights: Life after Hoffman Plastics; Organizing Campaign Models*

- 2002 UCLA Law School Program in Public Interest and Policy Speakers Series, *Staples Center Development Community Benefits Package and Workforce Development Initiative Campaign*
- 2001 Subcontracted Work Initiative Strategy Forum, *The Impact of Contingent Work Arrangements on Workers and Labor Organizations*
- 2001 Immigrant Workers' Rights Training, *Overview of Workplace Issues affecting Immigrant Workers in Los Angeles*
- 2000 Building Immigrant Opportunities National Conference, *Issues Affecting Immigrant Women in the Workplace; Organizing Immigrant Workers*
- 1998 The Challenges for Human Rights: National Conference on Immigrant Rights, *Organizing Strategies Addressing INS Enforcement in the Workplace*

Relevant Work Experience

1. Commissions

Los Angeles Police Commission

October 2005 – Sept. 2010

Police Permit Review Panel – Appointed by Mayor Antonio Villaraigosa to serve a five-year term as Commissioner for the Police Permit Review Panel of the Los Angeles Police Commission. The Police Permit Review Panel is responsible for issuing and overseeing a wide variety of Police Permits for numerous types of businesses. Businesses that require permits include official police garages that contract with the City to tow vehicles at the request of the Police or Transportation Departments. Other regulated businesses include pawn shops, massage parlors, pool halls, junk dealers and security guards.

LA School Board Compensation Committee

June – August 2008

Appointed by Mayor Antonio Villaraigosa to serve on this three-month commission to determine the issue of salaries for LA Unified School District Board Members. The Charter Measure L Compensation Review Committee was formed to create a reasonable salary structure for LAUSD Board members as full-time employees.

Community Redevelopment Agency of Los Angeles

January 2011 – January 2012

Appointed by Mayor Antonio Villaraigosa to serve a five-year term on the Board of Commissioners of the CRA/LA.

2. Work Experience

UCLA Labor Center

Los Angeles, CA

October 2003 - Present

Project Director – UCLA Downtown Labor Center. Provide leadership training and workshops for immigrant workers from unions and worker centers throughout Los Angeles; Coordinate

Spanish Language Leadership Schools; Teach labor studies classes at UCLA as part of Minor on Labor & Workplace Studies; Coordinate and teach Labor Summer Internship Program; Coordinate cross-border solidarity campaigns and coordinate Social Change Across the Borders Institute; Provide trainings for union representatives and organizers on immigration related issues; Coordinate policy work on immigration issues.

Trade Union Legal Advisory Specialists for the Vietnam General Confederation of Labor (VGCL).

August 2010 – August 2011

I served as a Trade Union Legal Advisory Service Specialist for the Industrial Relations Promotion Project (IRPP) in Vietnam, the US Agency for International Development (US AID), and the Vietnam General Confederation of Labor (VGCL). The objective of my work was to enhance the VGCL's trade union legal advisory services related to labor laws and regulations through improved strategic development management and planning of legal aid and services with a focus providing technical assistance and recommendations, targeted capacity building and curricula development (including pilots) and adapting comparative model and best practices from other countries. I produced a final report with recommendations for the labor leadership of the VGCL.

Sweatshop Watch
Los Angeles, CA

June 2002 – October 2003

Co-Executive Director. Responsible for the overall effective operation of the organization in the areas of program, fundraising, personnel and organizational development.

- 1) Provides the organization with vision, inspiration, direction, and a clear sense of mission and values.
- 2) Leads in defining the organization's overall goals, strategies, and policy program agendas.
- 3) Assumes the overall responsibilities for the programmatic health of the organization and its organizational development.
- 4) Assures that the organization raises the needed funds to run effectively and manage its resources soundly and efficiently.
- 5) Maintains institution's overall public image, reputation and key relationships.

Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA), Los Angeles, CA

Jan. 1997- May 2002

Workers' Rights Project Director. Supervised and facilitated the work of the Coalition in the general areas of immigrant workers related issues: IRCA related employment discrimination, employer sanctions, day laborer issues, domestic workers, INS enforcement in the workplace (raids and deportation cross-over with immigrant rights), garment workers and sweatshop issues, living wage issues, and wage and hour issues, and other issues affecting low wage immigrant workers. Managed and coordinated the Day Laborer Project, Domestic Workers Project, Garment Workers Project, Multi-ethnic Immigrant Workers Organizing Network, General Workers' Rights Project, National Day Laborer Organizing Network, and the Department of Justice-Office of Special Counsel Anti-Discrimination Outreach Project.

Mexican American Legal Defense and Educational Fund (MALDEF), Los Angeles, CA

June 1992- Dec. 1996

Los Angeles Regional Office Community Liaison/Legal Assistant 1) Litigation: Participated in all phases of trial preparation and litigation, including factual investigation, discovery, preparation of witnesses, legal research and other litigation matters. 2) Community Education: In collaboration with the Community Education and Public Policy Department, participated in community education projects.

Education

1986 B.A., History & Philosophy, Virginia Commonwealth University
1991 J.D., T.C. Williams School of Law, University of Richmond, Virginia

Awards & Recognitions

Building Skills Partnership Mike Garcia Legacy Scholarship Gala Ambassador Award 2016

National Lawyers Guild LA Chapter Winter Awards Event 2016

Enlace and the Women Rise Fellows Program Leadership Award 2015

Clergy and Laity United for Economic Justice (CLUE) Giants of Justice Award 2015

Koreatown Immigrant Worker Alliance (KIWA), Solidarity Award, April 2012

Community Lawyers Inc., *John R. Ortega Community Advocate Award*, November 2010

Los Angeles County Federation of Labor Cinco de Mayo Celebration, *Mario Vazquez Service Award*, May 2010

California State Assembly Resolution, May 2010

Los Angeles City Council Resolution, May 2010

Institute of Popular Education of Southern California, *Solidarity Award*, July 2009

Los Angeles-Orange Counties Organizing Committee, AFL-CIO, *Joe Hill Community Service Award*, September 2007

National Day Laborers Organizing Network, *Solidarity Award*, August 2007

Institute of Popular Education of Southern California, *Paulo Freire Award*, September 2006

University of Richmond University 2005 Public Interest Fellow, March 23-35, 2005, Inaugural fellow for the new Public Interest Fellow program.

National Lawyers Guild, *Legal Worker Award*, 2004

Service Employees International Union Local 1877, *Stand Up Award*, 2004

Sweatshop Watch/Garment Worker Center, *Solidarity Award*, September 15, 2003

National Lawyers Guild – Los Angeles Chapter, *Honorable Robert E. Kenney Award*, June 7, 2002

Coalition for Humane Immigrant Rights of Los Angeles, *Recognition Award*, May 23, 2002

Association of Latin American Gardeners of Los Angeles, *Recognition Award*, April 2, 2000

Koreatown Immigrant Workers Alliance, *Solidarity Award*, May 7, 1999

Mexican American Legal Defense & Educational Fund, *Recognition Award*, December 15, 1996

Nina R. Kestin Service Award, University of Richmond Law School, May 11, 1991.

Outstanding Young Man of America Award, March 15, 1990.

Received ten Proclamations of Appreciation from Los Angeles City Council for community and public service work.

A nationally known expert on immigrant rights and low-wage workers, Victor Narro has been involved with immigrant rights and labor issues for over 30 years. Currently Project Director for the UCLA Downtown Labor Center, Victor's focus is to provide leadership programs for Los Angeles' immigrant workers, policy and campaign planning for unions and worker centers, and internship opportunities for UCLA students. Victor is Professor for the Labor and Workplace Studies Program at UCLA; Guest Lecturer for the UCLA Graduate School of Urban Planning; and Lecturer in Law at UCLA Law School, where he teaches a class entitled, *Community Lawyering and Low Wage Worker Organizing*. He is also Affiliated Faculty for the David J. Epstein Program in Public Interest Law and Policy of UCLA Law School. Victor was formerly the Co-Executive Director of Sweatshop Watch. Prior to that, he was the Workers' Rights Project Director for the Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA) where he was involved with organizing day laborers, domestic workers, garment workers, and gardeners. Before his tenure at CHIRLA, Victor worked in the Los Angeles Regional Office of the Mexican American Legal Defense and Educational Fund (MALDEF).

Over the past 30 years, Victor has worked with the Los Angeles labor movement on major immigrant worker policy and organizing campaigns with janitors, hotel workers, laundry workers, sanitation workers, port truckers, and more recently, the CLEAN Carwash Campaign. Victor is co-author of *Broken Laws, Unprotected Workers: Violations of Employment and Labor Laws in America's Cities* (2008), and *Wage Theft and Workplace Violations in Los Angeles* (2010). He is also co-editor of *Working for Justice: The L.A. Model of Organizing and Advocacy* (Cornell University Press, 2010). More recently, Victor has become a leading voice for self-care and spirituality in the work for social justice through his new book, *Living Peace: Connecting Your Spirituality with Your Work for Justice* (CreateSpace Publication, 2014) and its Spanish translation, *Paz en Acción Conecta tu espiritualidad con tu trabajo por la justicia social* (2015). Victor is happily married to Laureen Lazarovici, a long time labor activist and journalist.



ERIC GARCETTI
MAYOR

August 11, 2017

Mr. Victor Narro

Dear Mr. Narro:

I am pleased to inform you that I hereby appoint you to the Cannabis Commission for the term ending June 30, 2021. In order to complete the process as quickly as possible, there are several steps that must be taken, many of which require visiting City Hall. If you require parking during these procedures, please call Claudia Luna in my office at (213) 978-0621 to make arrangements for you.

To begin the appointment process, please review, sign and return the enclosed Remuneration Form, Undated Separation Forms, Background Check Release and Information Sheet **within one week** of receiving this letter. These documents are necessary to ensuring the most efficient, open and accountable City government possible. Further, Mayor's Office policy requires you to be fingerprinted as part of the background check that is done on all potential Commissioners. To do so, please bring this letter to the Background Unit of Employment Services Division, Personnel Department Building, 700 East Temple Street, Room 235, Los Angeles, California 90012. The division phone number is (213) 473-9343. Fingerprints must be taken **within three working days** from the **receipt** of this letter.

Under separate cover you will be receiving a packet from the City Ethics Commission containing information about the City's conflict of interest laws and a copy of the State Form 700/Statement of Economic Interests. You are required to complete and return this form **within 21 days** of your nomination to the City Ethics Commission, 200 North Spring Street, City Hall, 24th Floor, Los Angeles, California 90012. Any inquiries regarding this form should be directed to Nicole Enriquez at the Ethics Commission at (213) 978-1960.

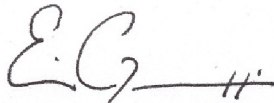
Mr. Victor Narro
August 11, 2017
Page 2

As part of the City Council confirmation process, you will need to meet with David Ryu, your Councilmember, and Councilmember Herb Wesson, the Chair of the Rules, Elections and Intergovernmental Relations Committee, to answer any questions they may have. You will be hearing from a City Council committee clerk who will let you know when your appointment will be considered by the Rules, Elections and Intergovernmental Relations Committee. Sometime thereafter, you will be notified by the committee clerk when your appointment will be presented to the full City Council for confirmation. Once you are confirmed, you will be required to take the oath of office in the City Clerk's Office in Room 395 of City Hall. Claudia Luna will assist you during the confirmation process if you have questions.

Commissioners must be residents of the City of Los Angeles. If you move at any point during your term, have any changes in your telephone numbers, or in the future plan to resign (resignation must be put in writing), please contact my office immediately.

Congratulations and thank you for agreeing to serve the people of Los Angeles.

Sincerely,

A handwritten signature in black ink, appearing to read "Eric Garcetti", with a horizontal line extending to the right.

ERIC GARCETTI
Mayor

EG:dlg

Attachment I
Mr. Victor Narro
August 11, 2017

Nominee Check List

I. Within three days:

- _____ **Get fingerprinted to complete a background check.**
No appointment is necessary. Bring the Mayor's letter to:
Background Unit of Employment Services Division, Personnel
Department Building, 700 East Temple Street, Room 235, Los Angeles,
California 90012. Phone: (213) 473-9343.

II. Within seven days:

Mail or email the following forms to: Legislative Coordinator, Office of the Mayor,
Office, City Hall, 200 N. Spring Street, Los Angeles, CA 90012 or email:
Claudia.Luna@lacity.org.

- _____ **Remuneration Form**
- _____ **Undated Separation Forms**
- _____ **Background Check Release**
- _____ **Commissioner Information Sheet/Voluntary Statistics**

III. Within 21 days:

File the following forms with the City Ethics Commission. *If you are required to file, you will receive these forms via email from that office.*

- _____ **Statement of Economic Interest ("Form 700")**
IMPORTANT: The City Council will not consider your nomination until
your completed form is reviewed by the Ethics Commission.
- _____ **CEC Form 60**

IV. As soon as possible, the Mayor's Office will schedule a meeting with you and:

- _____ **Your City Councilmember David Ryu**
- _____ **Councilmember Herb Wesson, Chair of the Council Committee
considering your nomination**

Staff in the Mayor's Office will assist you with these arrangements.