CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

June 22, 2017

Council File No. 15-0840
Council Districts: All

Honorable Members of the City Council
City of Los Angeles
c/o City Clerk, City Hall
200 N. Spring Street
Los Angeles, California 90012
Attention: Eric Villanueva
            Legislative Assistant

ARTS, PARKS, AND RIVER COMMITTEE REPORT RELATIVE TO THE HUMAN RELATIONS COMMISSION, DEPARTMENT OF CULTURAL AFFAIRS, AND LOS ANGELES POLICE DEPARTMENT PLAN FOR *EMBRACE LA*—CITY ENGAGEMENT IN CONVERSATIONS AND ACTIVITIES REGARDING RACE, ETHNICITY, SEXUAL ORIENTATION, DIVERSITY, AND MULTICULTURALISM—PROGRESS UPDATE AND RESULTS OF SURVEY

SUMMARY

This report provides a third update from the Los Angeles Housing and Community Investment Department (HCIDLA), the Human Relations Commission (City HRC), the Department of Cultural Affairs (DCA), and the Los Angeles Police Department (LAPD)in response to City Council motion (CF 15-0840; O'Farrell, Wesson, Harris-Dawson, Ryu) on the planning and progress toward engaging in conversations and activities throughout the City of Los Angeles, with regard to race, ethnicity, sexual orientation, diversity, and multiculturalism. This initiative is referred to as *embRACE LA*, and this report details the activities of the work group and the survey results of attitudes on racial equity.

The purpose of this initiative is to create achievable goals and positive outcomes for community stakeholders and municipal partners that will foster and promote racial inclusion in the civic life of all Angelenos. This effort aims to promote mutual cultural understanding among community stakeholders and create awareness and develop strategies to comprehensively address institutional racial bias through the City's service delivery systems. Furthermore, the desired outcomes will be reached by collaborating with community members through artistic and cultural expression to encourage dialogue on methods of alleviating racial tensions in Los Angeles.The work group has primarily worked on issues related to racial equity and will begin to focus on issues related to sexual orientation, diversity, and multiculturalism in the coming months.

BACKGROUND

In July 2015, Councilmembers O'Farrell, Wesson, Harris-Dawson, and Ryu introduced a motion (CF 15-0840) instructing the City HRC, with the assistance of the DCA, the Los Angeles County Human Relations Commission (County HRC), HCIDLA, and the LAPD, to develop a plan to engage in conversations and activities throughout the city with regard to race, ethnicity, sexual orientation, diversity, and multiculturalism.The departments formed what is now being called the embRACE LA Working Group (Working Group), whichbegan meeting in late 2015. The Working Group has been meeting on a regular basis, at least monthly, sometimes even weekly, and includes representatives from Council Districts 10 and 13. City HRC staff has also reached out to County HRC to begin discussion on how to best collaborate and form a regional planning process that addresses racial equity.The Working Group provided updates to the Council Committee on the progress of this initiative twice last year, in both May and June.

NATIONAL AND REGIONALTRENDS

Since the national election in late 2016, we have seen a sharp increase in the incidents of hate crimes both nationally and regionally. Beyond the acts of hate that have been reported, a more explicit and bold narrative has emerged since the election, which underscoresa troubling trend that normalizes hate speech and intolerance as acceptable language.Especially disturbing have been the brazen attacks, both physical and verbal, against members of the Lesbian, Gay, Bisexual, Transgender, Questioning (LGBTQ) community and members of the Jewish faith. Bullying and intimidation incidents have been documented targeting Muslim Americans and people who are perceived to be of Muslim descent. Additionally, we are seeing a troubling trend of hate speech and hate acts against African Americans that harken back to a pre-civil rights time when it was common for anonymous symbols, for example a lynching noose,to be prominently displayed in public spaces,such as churches, museums and schools,to send explicit messages of passive aggression and racism.These acts cast a shadow over communities that have often felt that they have been the targets of hate and intimidation and strain race-relations, isolate vulnerable groups (immigrant minorities), and threaten to destabilize community cohesion.

A recent study published by the Center for the Study of Hate and Extremism at California State University, San Bernardino reported that "hate crimes have increased significantly in 2016, hitting multi-year highs, in seven of nine localities that reported increases." The study also revealed that in total, hate crimes rose 13.2% last year in all the jurisdictions surveyed." Additionally, 9 of 15 cities and counties reported increases for an overall 9.9% increase across all localities according to the data included in the study (Special Status Report Hate Crime in theCities and Counties in the U.S.,2017 Center for the Study of Hate and Extremism; California State University, San Bernardino.)

While Americans have often struggled to have meaningful and constructive conversations about the role race plays within our various systems (i.e., the education system, the criminal justice system, and the social justice system), this past election has precipitated a bold new narrative that threatens to further polarize ethnic groups under the new administration. With the resurgence of white nationalists along with a bold nativist ideology, this conversation about race has a new level of urgency and relevance.In a recent April 11, 2017 article by Uri Friedman in "The Atlantic," *nativism* is an almost exclusively American concept that is rarely discussed in Western Europe. The article described is not just a prejudice against non-natives, but also as a view on how a state should be structured. It is an ideology that wants congruence of state and nation—the political and the cultural unit. It was discussed as "majority-ethnic nationalism." The embRACE LA model is designed to assess, engage, and actat the

local and regional level. Los Angeles has always led on issues of cultural diversity and inclusion, butoften our outcomes continue to tell a slightly different story, one that this initiative aims to impact directly.

In Los Angeles, the issue of racial equity is exacerbated by the income disparities across the city. While not unique in the United States, Los Angeles, California Poverty Rate Data shows that the income gap in Los Angeles is unmistakable. In 2014, the Los Angeles Times reported that the upper five percent of Angelenos earned more than 12 times the income of the bottom 20 percent. These income gaps are patently manifested when we look at neighborhood boundary lines and ethnic and racial make-up. Many neighborhoods where communities of color reside often lack living wage jobs, affordable housing, and access to quality education. If Angelenos in these communities own a home, they are less likely to benefit from their investment because homes in neighborhoods with a majority of people of color do not appreciate to the same extent as homes in majority white and wealthier neighborhoods.

EMBRACE LA WORKING GROUP CONVENING PROCESS

The Working Grouphas found that these concerns, and their perceived causes, are largely unspoken. Without a safe and healthy outlet for a substantive dialogue on race relations and equity, a community shoulders these frustrations in a vacuum. Although the media has covered recent conversations regarding race relations, these dialogues are rarely conducted in a supported intercommunity capacity. As we continue to search for a meaningful pathway to discuss the negative impacts that racism and bias have on our communities, negative outcomes persist, often ending in self-segregation, lack of community cohesion, low civic engagement, and deadly violence.

The Working Group began considering a community and municipal engagement plan centered on improving social, economic, and educational outcomes for all Angelenos, but with a special emphasis on addressing those concerns with Los Angeles' most underserved communities.

The Working Group began to focus on the rolerace may play incommunities that have historicallyexperienced negative social and economic outcomes. In addition, they explored theconnections between the role of race and community violence, disparities inresource allocation, the free expression of sexual orientation, and race relations. The Working Group began planning to open targeted dialogue at the community level through the platform of artistic expression. However, the Working Group determined that for this stage to be effective, the initial engagement strategy needed to be informed first by an assessment of the community.

As the planning continued, the Working Group added an overarching municipal and structural component, whichwould begin to examine and assess the City's own internal racial equity infrastructure and evaluate how it compared to other municipalities. This is discussed further in the section on the Government Alliance on Race and Equity.

COMMUNITY ASSESSMENT

As mentioned above, the Working Group determined that a communityassessment should be conducted to inform the engagement strategy and plan for intergroup relationship-building. The goal was to have the community assessment data inform the subsequent communityoutreach and engagement plans.Initially, the assessment was to be carried out in four target communities, however, given the large

scope of this undertaking and the limited resources to carry it out,the initial community assessment phase of embRACE LA changed tosolely focus on Council District 9.

While City HRC staff hasrepeatedlydemonstrated a high level of competency in the area of community organizing and anaptitude in addressing community discord through facilitating dialogue and peace-building strategies,managing a comprehensive researched-based community assessment project was a new and challenging endeavor. To design and implement a community assessment tool, the City HRC staff reached out to several academic researchers that the commission had previously worked with to help draft the community assessment survey.

Dr. Brian Calfano, Professor of Political Science at the University of Cincinnati and long-time academic advisor to City HRC agreed to develop the online survey. He worked in concert with City HRC staff and the Working Group to both finalize the survey and manage the online responses. Additionally, Dr. Calfano compiled a preliminary findings report that he made available to the Working Group in December 2016. In addition Dr. Calfano worked to update and coordinate with Dr. Jessica Morales-Chicas from the Uno Group, who joined the project in the middle of January 2017 as the project's primary academic researcher. Professor Morales-Chicas was instrumental in completingthe final canvassing survey (both Spanish and English versions) and helped streamline the community canvassing efforts. Crucially, for the assessment phase, Dr. Morales-Chicas was able to manage the analysis component by consolidating both the online and paper surveys into one detailed data analysis report (see attachment A).

Online Survey Outreach

The shorter online survey was made available citywide via City Council newsletters and online City platforms. Some of the open-ended questions included in the first version of the online survey were also incorporatedin the community canvassing paper survey, which was later developed.The data collected and analyzed from these surveys provided a snapshot of attitudes and perceptions at the neighborhood levelconcerning race, racial disparities, and the role race plays in accessingCity resources. These responses will help shape anotherphase of embRACE LA—community engagement—and inform potential policy recommendations.

Council District Nine Outreach

Through connections and conversations, we established a working partnership with the Coalition for Responsible Community Development (CRCD) based in South LA. Working with project coordinators, a working partnership was established that engaged CRCD youth workers to participate in the embRACE LA survey campaign while earning hourly pay through CRCD. We developed a survey training manual and trained over 20 young people to help administer the door-to-door survey. Youth workers covered strategic geographic areas of the district and took part in community events, such as the Martin Luther King, Jr. Parade. Council District 9 staff supported this effort by providing training space, water and refreshments to the youth workers, and logistical support.

SURVEY RESULTS

In summary, the results of the pilot online survey of the 653 LA residents who completed the survey (N=653) and the pilot paper survey of Council District 9 with 463 respondents (N= 463) were consistent.

Below is a brief report that highlights several key findings of the preliminary analysis. The full report is featured in Attachment A.

Race/Background of LA Residents Survey: Race/Background of LA District 9
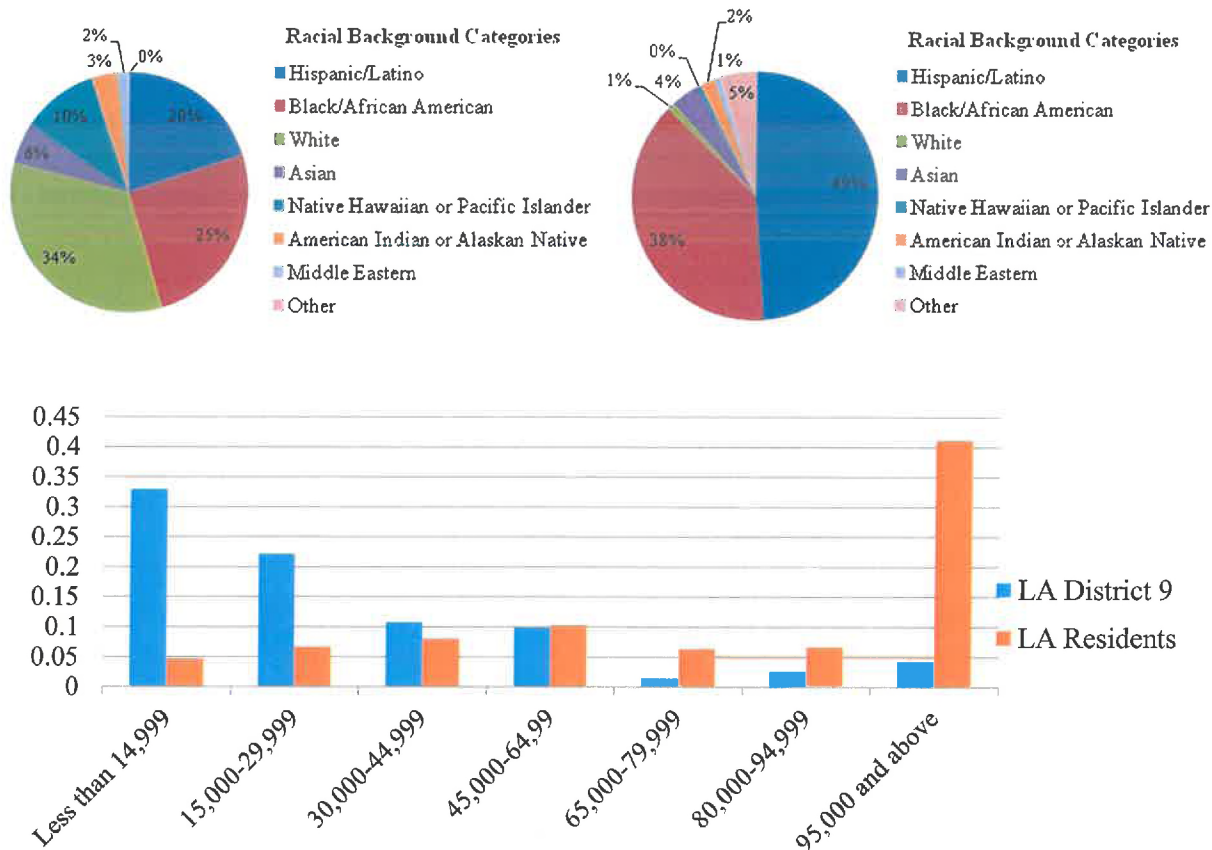
Talking and Thinking about Race:
Overall, the more educated Angelenos were, the more likely they were to engage in conversations (i.e., community dialogues) and think about race, racism, or cultural identity. A higher education level specifically predicted talking more about racism with friends and family. Alternatively, the older the participants were, the less likely they thought and talked about these concepts, even amongst friends and family.

Access to Resources:
Perceiving that one lived in a more culturally diverse neighborhood minimized the likelihood of perceiving differential treatment or lack of access to resources. However, regardless of perceived context, Blacks/African-Americans consistently perceived poorer resources in their community and differential access to resources based on race. Blacks/African-Americans also reported that their feelings and ideas significantly matched their racial group more than other ethnic groups. Results specifically from the pilot of Los Angeles residents showed that perceiving less access to community resources was also associated with more thinking about race. Lastly, Council District 9 residents ranked some of the basic necessities, such as fair housing and employment opportunities, as most important when compared to other factors (e.g., business development, social services, art opportunities, etc.).

Race Relations:

The results to the open-ended responses also showed that participants were concerned about being treated unfairly due to race, about racialized violence, and about police brutality due to one's race. These concerns may have been triggered by the history of race-related riots and violence in Los Angeles along with media footage covering these events nationally. While participants generally reported feeling like a target of racial concerns (e.g.,stereotypes, feeling unsafe, experiencing differential treatment), participants in the online survey specifically, also alluded to fear of being the perpetrator of racial concerns (e.g., *being called a racist*). This shift in narrative could be because respondents in the online survey consisted of predominately White participants, whereas the paper survey of council District 9 consistently predominately of Black/African-Americans and Latinos. The figure below demonstrates some of the themes that emerged from the online survey of LA residents when participants were asked "what's your biggest concern when dealing with race?" The larger the themes appear, the more frequently they were mentioned in the survey.

What's your biggest concern when dealing with race?

Solutions to Racial Tension

In general, participants either stated that their community did not provide solutions to racial tension or that they were unaware of what their community provided. For those that did list solutions, many revolved around improving police-community relations, engaging in community dialogue, and providing events or spaces to celebrate diversity. Participants also repeatedly mentioned that providing trainings on diversity and bias would greatly benefit Angelinos. Implicit bias training was also a key response when participants were asked specifically about how the LAPD could help with incorporating solutions. Participants mentioned that the LAPD could engage in more community policing, convene community meetings, and overall be more connected with the community.

City Leadership Intervention

Participants were asked "What can city leadership do to promote cooperation between racial groups?" The majority of participants suggested that city leadership could promote cooperation between races by providing opportunities for different racial groups to come together and learn about each other. The figure below demonstrates some of the ideas mentioned by participants such as events for unity, transparency, community dialogue, etc. The larger the themes appear in size, the more frequently they were mentioned in the survey.

What can city leadership do to promote cooperation between racial groups?

Lessons Learned

Despite these interesting findings, several limitationsof these studies need to be addressed. Foremost, although this was only a pilot, the sample size of each survey was small and a consisted of a non-probability sample.Additionally, the amount of respondents per ethnic group was not completely reflective of the US Census estimates for the Los Angeles city. Taking these limitations into account is important when attempting to generalize the results. All survey questions also consisted of only a single item. To reduce response bias and increase the accuracy of the results, a future study should provide more response choices and richer questions that capture the broader landscape of racial equity in Los Angeles. A future survey should also capture equity issues related to other marginalized identities such as gender, immigration status, and religion.Furthermore, it was learned that providing an online response format encouraged participants to respond more thoughtfully and thoroughly to the open-ended responses.

INTERDEPARTMENTAL COLLABORATION

The collaborating agencies interpret the intent and direction of the original and subsequent motionsto foster and promote racial and ethnic inclusion in the civic life of all Angelenos; promote mutual cultural understanding among residents; create awareness and reform strategies to comprehensively address institutional racial and ethnic bias through the City's service delivery system; activate cultural programming as a vehicle to spark citywide dialogue on the social construct of race, ethnicity, sexual orientation, and gender in the city.

This initiative proposes a new pathforward, one that engages Angelenos in the work of strengthening community connections and builds on the core competencies of all partner agencies in the Work Group. The City HRC has been instrumental in convening and facilitating community dialogues and forums aimed at amplifying community voices and developing action plans through civic engagement strategies and by being a conduit for institutional and community collaboration. DCA has been actively engaged in addressing equity and access through its arts and cultural programming.The LAPD, through its Community Relationships Divisionand throughout the department,has engaged the public in conversations about the future of policing through the Days of Dialogue platform, strengthening community-police relations, and actively addressing the issue of biased policing through public hearings and community town halls. In addition, the LAPD has made a commitment to engagesome of its patrol

personnel in embRACE LA community engagement programming and to be an active partner in supporting the initiative throughout all of its community divisions.

CITY HRC
As the lead agency, the City HRC has taken an active role in helping convene, organize and set strategic priorities for the embRACE LA collaborative process with City partners. From the onset and in the early phases of this project, City HRC helped establishregular meeting times, drafted meeting agendas, coordinated meeting logistics, andtook the lead on preparing reports and communications materials.

In the community engagement phase of embRACE LA the City HRC will leverage its long-standing relationships within the public safety, interfaith, and nonprofit organizations to facilitate and assist in coordinating community dialogues throughout the city. The City HRC is currently in conversations with the leadership of the County HRC to explore possible collaboration.

The City HRC has generated a list of possible community engagement events and iscollaborating with communitypartners to develop programming and engagement plans to promote facilitated public conversation about race, cultural identity, sexual orientation, and multiculturalism in the city. These efforts will further amplify and give voice to the rich tapestry of cultural diversity and connect Angelenos to one another in a safe and constructive manner.

CITY HRC OPPORTUNITIES
To facilitate discussion, creative methods of community dialogue should be applied that enable multiple perspectives to be heard. Some sample activities may include:

1. **Community In/Out Table Discussions:** Small-scale facilitated and guided discussions regarding the role of race in everyday life in LA, racial equity, conversation regarding bias and inclusion. This format focuses on reimagining public space for constructive dialogue, by creating inclusive strategies and setting a physical stage that promotes access and inclusion by focusing on the physical layout.
2. **Youth-led Reverse Panel Discussions:** Working with community partners, programming will invest in building capacity for young community stakeholders to stage and coordinate panel discussions that promote youth voices and concerns by reversing the traditional role of being educated to one of youth helping to educate decision makers and local stakeholders on the realities of racial inequities seen through the eyes of young people.
3. **Spoken Word/Poetry Slams:** Working with identified community arts partners via creative expression, programming will explore and address racial concerns through poetry and spoken word.
4. **Race Relays:** Guided and facilitated multimedia and theatrical production that aims to foster dialogue regarding race and racial equity in multiple settings.
5. **Community Story Circles:** Working with local theater partners to develop community connections that involve community storytelling circles and intimately involve local stakeholders in staging of theatrical productions led by community stakeholders.
6. **Audio Story Sharing Project**: Thisproject focuses on helping generate and produce audio files of stories from community members that outline personal accounts of the role of race and place. This story-telling project is similar to StoryCorps from National Public Radio that uses personal everyday stories to amplify particular issues. These audio stories are meant to be heard through different media platforms.

7. **Community Ambassador Project:** Culinary, cultural, and ethnic exchanges between community stakeholders from different community enclaves in the city will open up dialogue about the role of place in racial disparities.
8. **Yoga & Mindfulness:** Usingguided intentional reflection and physical practice of yoga to address race equity through the art of self-healing and restoration.
9. **Mediation/Restorative Justice:** Working with the City Attorney's office to identify race and racial equity in mediation between LAPD and community stakeholders through dispute resolution strategies.

DCA

The role of the Department of Cultural Affairs is to facilitate cultural programming and artistic excellence, utilizing best practices for municipal arts agencies, in compliance with the City's procurement process. DCA provides these services at low- or no cost to ensure public access to the arts for all residents and visitors. Through these programs, DCA engages in conversations about race, cultural identity, sexual orientation, gender, and multiculturalism with its five divisions: Marketing and Development, Community Arts, Grants Administration, Performing Arts, and Public Art.

To support embRACE LA, DCA proposes discrete programmatic enhancements that are strategic, measurable, time bound, and aligned with the intent of the motion(s). The proposed programming represents a programmatic strategy and design rooted in each of DCA's Divisions, ensuring implementation at every level of the agency.

This comprehensive programmatic strategy includes expanding the role of the City's Heritage Month Celebrations and the repositioning of the Department's City-run and community arts partnered art centers to engage in intentional dialogues about race and ethnicity—using the arts to foster community input that will help shape the development of a racial and ethnic equity policy for the city.

The programmatic strategy also includes building upon DCA's existing partnerships with over 263 nonprofit organizations whose organizational missions align with embRACE goals and programming.

While opening dialogue about these issues has been challenging, through collaboration with key institutional and community partners, safe and innovative platforms can be developed to create systemic change and community cohesion, and bring Los Angeles closer to its civic engagement and racial equity ideals. Further details can be found in Attachment B.

DCA OPPORTUNITIES

DCA can provide further community engagement and conversation through the existing and proposed new programs listed below:

1. **Heritage Month Celebrations:** Broaden the City's annual Heritage Month celebrations by embedding embRACE LA into the five official celebrations and work with HRC to structure public programs and moderated dialogues around race and ethnic equity.
2. **Personal Story Telling:** Add a section to DCA's website to include five embRACE LA Personal Stories from LA young people for each Heritage Month to provide opportunities for audiences to hear, absorb, relate to, and connect with others they might perceive as different from themselves.

3. **Bridge Gallery Exhibition:** TheLos Angeles Municipal Art Gallery can curate an embRACE LA exhibition, directly engaging City employees and visitors to City Hall in the highly visible Bridge Gallery.

4. **DCA's Big Read Program in LA:** DCA has selected Claudia Rankine's *"Citizen: An American Lyric"* (Citizen) for the tenth consecutive NEA Big Read Program in Los Angeles. "Citizen" can serve as a catalyst for awareness, transformation, and healing through the arts.

5. **Grants Programming:** DCA can invite its 263 grantees to propose specific embRACE LA programming that will add cultural events with a topic-related community conversation that includes a panel, discussion, or speaker.

6. **Large Scale Community Dialogue:** DCA can partner with Zócalo Public Square to facilitate a large-scale community dialogueto facilitate welcoming and thoughtful events for the general public to come together and discuss socio-political issues.

7. **Remap LA Two-Day Conference:** In partnership with CalArts, DCA can partner with ArtChangeUS REMAP, a curated high visibility national gathering rotating across the country, bringing together an exceptional mix of leading artists, activists, scholars, and cultural change makers to elevate the national conversation, shed light on innovative practice, expand networks, and create an ArtChangeUS environment of collaboration. The embedding of this project at the nexus of arts and social equity is the primary goal of the initiative.

8. **Connected by Story:** In partnership with LAPD, DCA can develop creative writing workshops for LAPD and local community members. Sharing stories allows empathy to be built, differences to dissipate, and similar truths to be recognized and realized.

9. **embRACE LA Initiatives at DCA Art Centers**: DCA can build upon FY16/17 initiatives including the *CURRENT: LA Water*Public Art Biennial across Los Angeles and the **SKIN** and **S/Election** exhibitions at the Los Angeles Municipal Art Gallery to develop additional programming that addresses embRACE LA goals.

10. **Youth Apprenticeship in Public Art**: Through public works projects funded by the LAPD Proposition Q Bond Program, Percent-for-Art funds may be available to activate the children's areas of new Community Police Stations, linking the creation of public artwork with professional teaching artists and young people.

11. **Los Angeles County Cultural Equity and Inclusion Initiative**: DCA will continue to participate in ongoing working groups with the Los Angeles County Arts Commission around its Cultural Equity and Inclusion initiative and identify potential overlapping strategies and promising practices for citywide consideration.

12. **Racial Equity and Inclusion Arts Policy and Fund for Los Angeles**: DCA will continue to participate in ongoing working groups within the city to create a racial equity and inclusion arts policy and fund.

LAPD OPPORTUNITIES
The LAPD has been a strong leader in fostering intergroup dialogue. LAPD asked for the motion to be amended and thus be included in the work of embRACE LA as a partner agency in the summer of 2015.

The Los Angeles Police Department entered into partnership with embRACE LA as a willing participant to expand on efforts already underway within many of its community police divisions,with the goal of strengthening relationships with community members throughout the city.The LAPD is aware that crime, arrest and incarceration rates are higher in communities of color and low-income neighborhoods. While most interactions with law enforcement in these communities are conducted in large part without incident, the potential for a negative contact is higher in certain neighborhoods. Addressing where those breakdowns may occur and strategies to solve them is a big reason why LAPD is a crucial partner in this initiative. It is important for LAPD to continue to find new ways and strategies that improve its commitment to providing the best possible customer service to all the people they come into contact with.

The embRACE LA platform gives the department another opportunity to address some of these gaps by exploring the role race may play in interaction with community stakeholders. It also provides the department an opportunity to be at the forefront of assessing any internal or institutional reforms to address racial bias within its ranks and continue to develop its community policing strategies that build trust and create safety for all.Through the department's commitment to expanding these community policing strategies and building and broadening innovative platforms, embRACE LA is a natural fit.

LAPD is not new to partnerships and collaboration. In fact, the department had been actively engaged in building these strategic partnerships for several decades now. Its collaborative work with City HRC dates back to the mid-90's when LAPD and City HRC jointly led a concerted effort to engage communities that historically had lacked positive working relationships with LAPD.Through a community collaborative model, still in place today, LAPD has made tremendous inroads in building and maintaining trust in communities most affected by violence. However, like much of community building, gaps remain and work at the institutional and community level still requires its attention. LAPD agrees to address the following:

- Explore reforms by promoting and supporting non-punitive methods by which to resolve conflicts in communities;
- Ensure that LAPD conducts extensive and ongoing trainings on racial bias in all divisions and units and ensure that hiring and policing practices include methods by which to root out bias;
- Assess LAPD's service provision model to determine how to best offer alternative models of community conflict and establish evidence-based policies to break the cycle of arrest and conviction;

COLLABORATIVE PROGRAMMATIC AGREEMENTS
In the 2017-2018 Budget, funding was identified to effectuate the embRACE LA initiative. Council District 13 and Council District 10 will collaborate to identify external partners to start pilot programs in CD 13 and CD 10 with intention to expand it Citywide.All embRACE LA partner departments commit to an implementation strategy that includes the following:

- **Marketing and Communications:** To amplify the work that the partners will be doing to implement this initiative, each partner will use existing channels to communicate the programing and work of this initiative to the public. This includes using social media and existing

communication teams to disseminate information to the public and the media to ensure that the programming is available to the widest audience.

- **Community Engagement**: It is recommended that community dialogues be held with members from diverse cultural, ethnic, and educational backgrounds. To facilitate discussion, creative methods of community dialogue should be applied that enable multiple perspectives to be heard and power between participants to be balanced.

- **Spaces of Healing:** Although any Angeleno could be affected by discrimination or feel a bias in services, the survey results suggest that Blacks/African Americans and Latinos are more predisposed to feel this way. Due to these findings and the negative effects of historical oppression, it is recommended that spaces of healing be provided. These events should be led by trained and well-respected members of the community who empathize with these experiences. Sample activities could be:
  o Storytelling forums
  o Healing circles
  o Empowerment workshops for marginalized groups
  o Public Art

Following this period of community engagement, City HRC, with the assistance of LAPD and DCA,will draft a report highlighting the various community engagement interventions, an impact evaluation report,along with detailed recommendations for the City to consider adjusting its systems and service delivery mechanisms to better serve the people of Los Angeles and achieve racial equity.

CONCLUSION
The Working Group firmly believes that through these preliminary interventions, the City can improve how wecan better serve the people of Los Angeles. As partners, we are committed to supporting each other's work and are committed to full collaboration in implementing the direction of the motion, from both the technical and programmatic perspectives. Working in collaboration with our external partners and under the leadership of Council District's 13 and 10, the City HRC will assist with the organizing and facilitating community dialogues, DCA will assist in the cultural and arts-based proposed programing, and LAPD will provide technical support and access to crucial personnel and take an active role in the community engagement component.

RECOMMENDATIONS
The embRACE LA Working Group recommends that Council adopt the following:
1. Approve the proposed Pilot programs and activities as outlined in this report.
2. Receive and file motion (O'Farrell- Wesson - Ryu- Harris-Dawson), Council File No. 15-0840, inasmuch as the proposed embRACE LA programs meet the goals and objectives of the motion.

FISCAL IMPACT
There is no fiscal impact as this report is for informational purposes only.

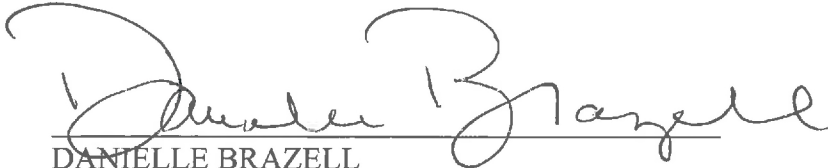Attachments

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Respectfully submitted by:

RUSHMORE D. CERVANTES
General Manager
Los Angeles Housing + Community Investment Department

DANIELLE BRAZELL
General Manager
Department of Cultural Affairs

CHARLIE BECK
Chief of Police
Los Angeles Police Department

Summary of embRACELA Survey Results
Jessica Morales-Chicas, Ph.D
Uno Strategy Group

Brian Calfano, Ph.D
University of Cincinnati

June 13, 2017

SUMMARY

This comprehensive report summarizes findings from two pilot surveys collected by the Los Angeles Housing and Community Investment Department (HCIDLA). These surveys are an outcome of the embRACELA community engagement plan and aim to inform on community members' opinions of race and racial equity in Los Angeles. These survey findings will also help shape future policy and programming recommendations for embRACELA, which will be delineated at the end of this report.

BACKGROUND

As a response to the negative effects of racism, bias, and prejudice that affect many community members, the City Council introduced a motion (CF 15-0840) with the intent to utilize various methods to engage Los Angeles with tools, resources, and programs to help combat these issues. The Human Relations Commission, with the assistance of the Cultural Affairs Department, the Los Angeles County Human Relations Commission, the Los Angeles Housing and Community Investment Department, and the Los Angeles Police Department were recruited to lead this initiative and report on the city of Los Angeles' views regarding race, ethnicity, sexual orientation, diversity, and multiculturalism. The current pilot studies are just one step to better understanding the racial equity landscape that today's Angelinos experience. The forthcoming results of these data also aim to help shape the development of programming and events (e.g., dialogue, activities, events, etc.) related to developing cultural sensitivity, mutual understanding, and equity.

The current report consists of findings from two pilot surveys created with the assistance of the Cultural Affairs Department, the Los Angeles County Human Relations Commission, the Los Angeles Housing and Community Investment Department, and the Los Angeles Police Department that were appointed by the City Council.

STUDY 1 - Pilot Survey of District 9 in Los Angeles (In-Person Survey)

Survey Recruitment Procedure

Pilot Survey Study 1 involved recruiting District 9 residents and community members in the city of Los Angeles. Given the focus on racial inequities, sampling District 9 was a strategic starting point given that it is the poorest District and consists of predominately lower-income and ethnic minorities. This District is also often under-resourced and a historically marginalized region of Los Angeles. Participants were recruited by door-to-door canvassing of residents in District 9 as well as through recruitment at local community events serving this region.

Participants and Descriptives

In total, 463 participants partook in this survey. **Figure A.1** below shows a diverse representation of various age groups represented the sample. The median number of years respondents lived in the city was between 20-29 years. **Figure A.2** shows the breakdown of gender identification with females being more represented in the sample. **Figure A.3** shows the breakdown of participants' sexual orientation with the majority of participants identifying as heterosexual. In addition, the racial breakdown of this sample is illustrated in **Figure A.4** and indicates that Black/African-Americans and Hispanic/Latinos were the highest represented racial groups in the sample. **Figure A.5** shows the frequency and distribution of respondents' income bracket and suggests that on average, participants were in a lower income bracket with median income falling between $15,000-29,999. **Figure A.6** also shows that the median education level completed was a high school degree and **Table A.1** indicates that most participants were employed. Almost half of the sample identified as *single* and the second most common category identified as *married* (see **Table A.2**). Additionally, about 49.7% of participants had children. Of the total sample, 27% choose to take the Spanish version of the survey and of these Spanish speaking participants, 72% indicated that they did not speak English at home. Aside from speaking Spanish, 6.9% of participants indicated speaking a language other than English (e.g., Vietnamese, Armenian, Korean, etc.) Lastly, **Table A.3** shows the frequency of each religion affiliation and indicates that the majority of participants practiced Catholicism or Christianity.

Figure A.1
Proportion in each Age Bracket
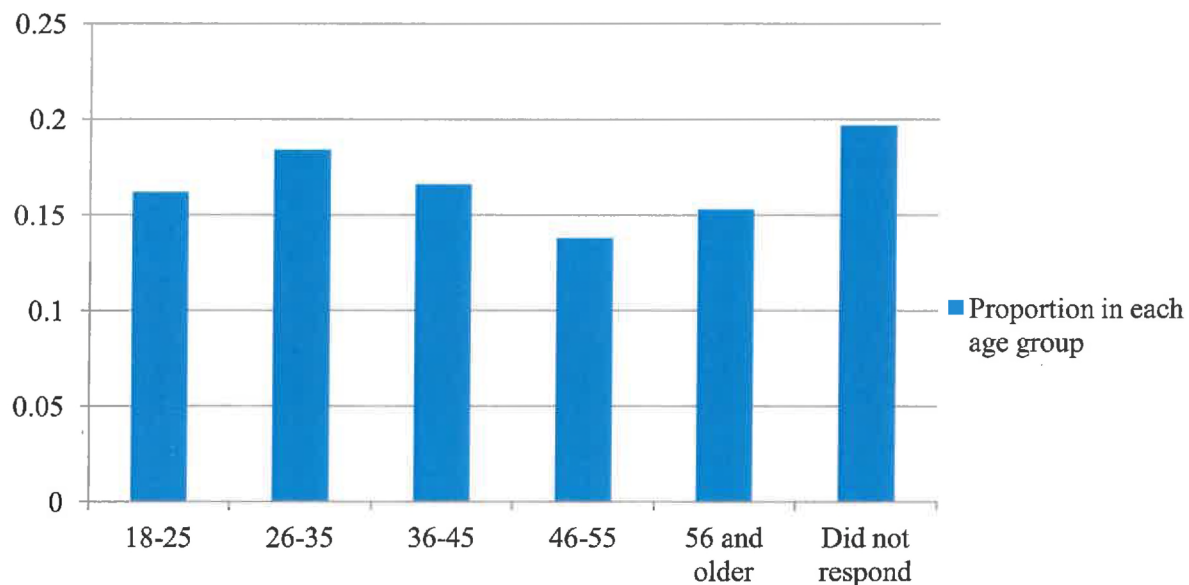
Figure A.2
Gender Identity Breakdown

Gender Identity Categories

- ■ Female
- ■ Male
- ■ Female transitioning to male
- ■ Male transitioning to female
- ■ Other
- ■ Prefer not to respond
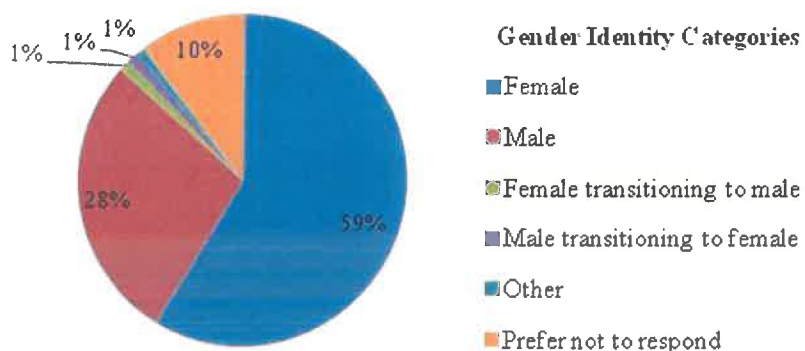
Figure A.3
Sexual Orientation Breakdown

Sexual Orientation

- ■ Heterosexual
- ■ Homosexual/Lesbian/Gay
- ■ Bisexual
- ■ Other
- ■ Declined to State
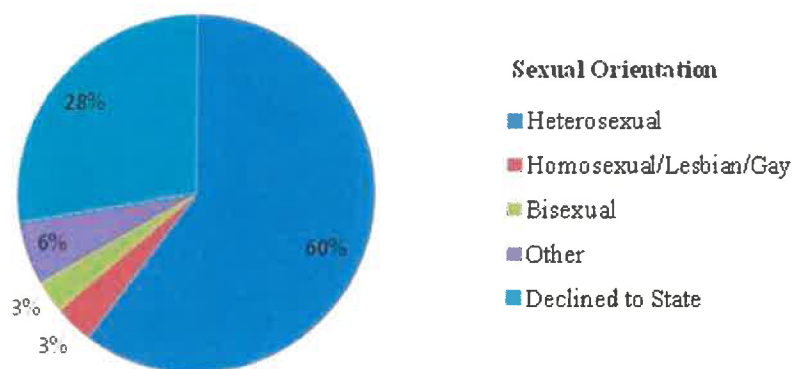
Figure A.4
Racial Background Breakdown

Racial Background Categories

- ■ Hispanic/Latino
- ■ Black/African American
- ■ White
- ■ Asian
- ■ Native Hawaiian or Pacific Islander
- ■ American Indian or Alaskan Native
- ■ Middle Eastern
- ■ Other
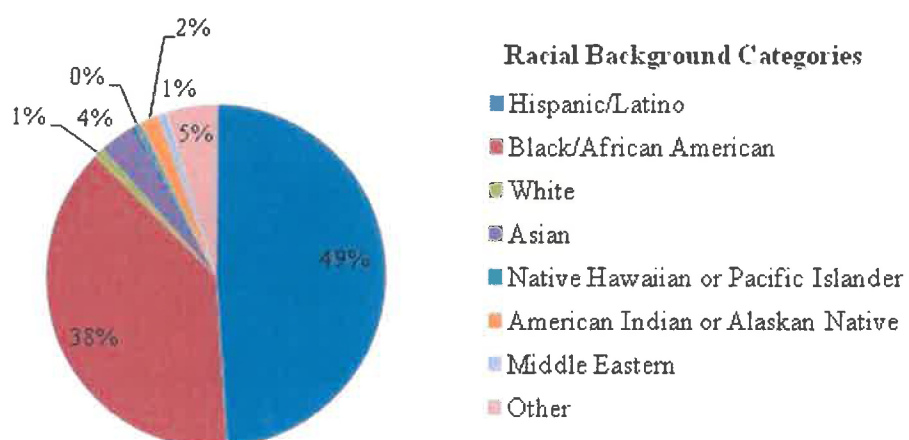
Figure A.5
Proportion Represented in each Income Bracket
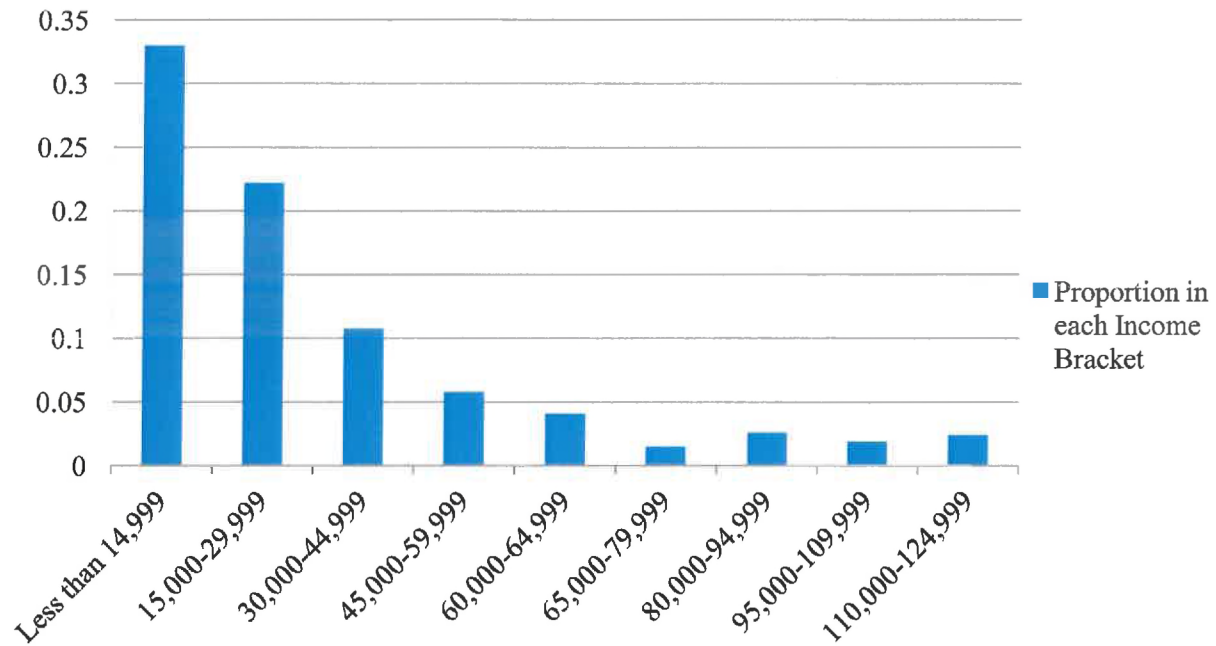
Figure A.6
Proportion Represented in each Education Level
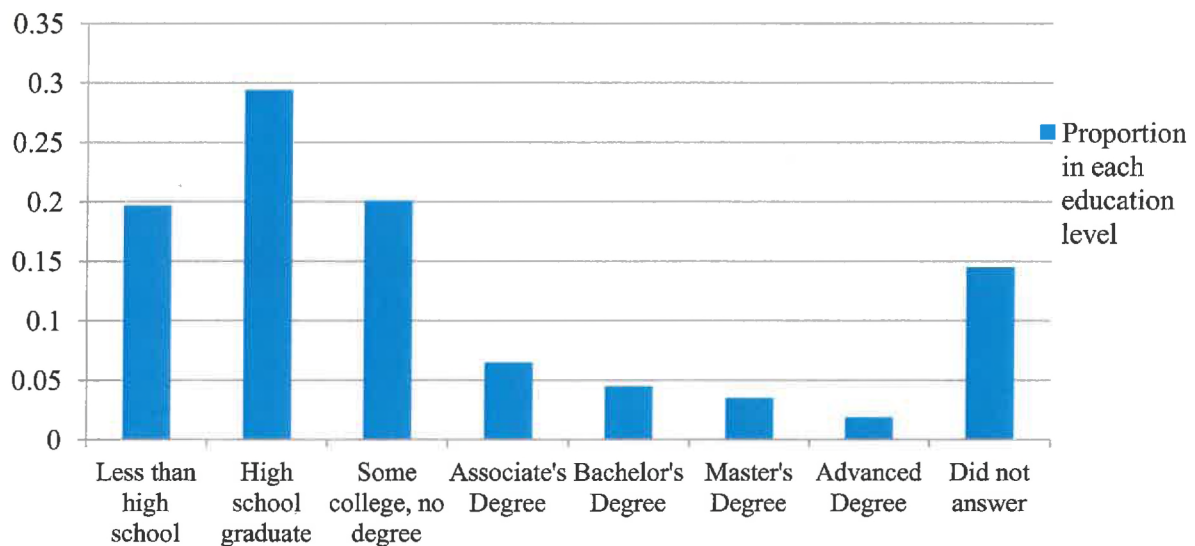
Table A.1

Relationship Status Frequency and Percentage

What is your marital status?	Frequency	Percent
Single	214	46.2
Married	122	26.3
Divorced	14	3.0
In a relationship, not married	43	9.3
Widowed	14	3.0
Other	10	2.2
Did not respond	46	9.9
Total	463	100.0

Table A.2

Frequency and Percentage of each Employment status

Employment Status	Frequency	Percent
Full-time	160	34.6
Part-time	72	15.6
Unemployed	83	17.9
Retired	35	7.6
Student	22	4.8
Self-Employed	19	4.1
Other	21	4.5
Declined to Answer	51	11.0
Total	463	100.0

Table A.3
Frequency and Percentage of each Religion Affiliation

Religion	Frequency	Percent
Buddhism	34	7.3
Islam	2	.4
Catholicism	126	27.2
Hinduism	2	.4
Judaism	2	.4
Baha'i	1	.2
Jainism	1	.2
Agnosticism	2	.4
Atheism	2	.4
Christianity	134	28.9
No Affiliation	33	7.1
Other	41	8.9
Did not respond	83	17.9
Total	463	100.0

Survey Measures

In addition to asking demographic questions described above (e.g., race, gender identity, sexual orientation, age, years lived in Los Angeles, religion, language, education, employment status, marital status, income, and whether they have children), several questions related to race and resource access were presented to participants that assessed racial attitudes, experiences, and equity. Some questions were presented on a *likert* scale while others were open-ended. For a full list of questions see **Appendix A.1**.

Study Analysis Plan

A series of statistical models were conducted by Dr. Morales-Chicas and Dr. Calfano. Binary logistic regression models were used to predict the probability that an observation fell into one of two categories (e.g., a dichotomous dependent variable rated on a *yes* or *no* scale), while holding other predictors in the model constant. Each of these models tested the statistical significance of .05 using one-tailed tests. Additionally, for statements on a likert scale (e.g., rated on a 5-point scale from *always* to *never*), linear regression was applied. Linear regression examines the mean change in the response variable (e.g., *frequency in thinking about race*) for a one-unit change in the predictor variables (e.g., *income*) while holding other predictors in the model constant. Each of these models tested the statistical significance of .05 using two-tailed tests, which tested the possibility of the relationship between two variables in both directions. Lastly, for rank-ordered data (e.g., *Please rank the following services from 1 to 10*), a non-parametric test call Friedman Test was used to assess if the population distributions of our rating variables were identical or statistically different. Regardless of the analysis method used, the following predictors were included as important control variables: Age, income, highest education level, Spanish speaking (yes/no), Black (yes/no), Hispanic/Latino (yes/no), White (yes/no). White (yes/no) and other ethnic categories were not included as a control variable in the District 9 pilot data due to the limited numerical representation of these groups in the sample, which could skew the results.

Also, note that if a control variable was not included in the model, we cannot be sure of the control's effect on the outcome response apart from chance.

Additionally, open-ended responses were also analyzed by first reading the responses carefully and noting the common themes that were mentioned. A set of coding categories were then created for each open-ended question. Using these categories, two coders independently coded each response. For some responses, two or three codes emerged and were noted separately. A third person verified if the two codes matched or were discrepant. Matching codes stayed the same, however, if the codes were discrepant the third person responded with the final code for each question. Sub-coding also occurred if new themes emerged.

Quantitative Results from District 9 Paper-Based Survey
The Results for Study 1 of District 9 are presented below by the type of question and the corresponding results. Tables of the findings are also presented as a reference in **Appendix A.2**. It is important to note that only results with statistically significant findings were included in this report.

What predicts talk about race?
- When respondents had a higher education level they were more likely to talk about race (see **Appendix A.2 - Table A.2_1**)

What predicts talk about racism?
- When respondents had a higher education level they were more likely to talk about racism (see **Appendix A.2 - Table A.2_2**)

What predicts how comfortable you are expressing your cultural identity in your neighborhood?
- Increasing education level was associated with an increased likelihood of feeling comfortable expressing cultural identity in their neighborhood (see **Appendix A.2 - Table A.2_3**)

Do you usually talk about racism with FRIENDS? (See **Appendix A.2, Table A.2_4**)
- Increasing age was associated with a decrease in the likelihood of talking to friends about racism
- Increasing education level was associated with a higher likelihood of talking to friends about racism

Do you usually talk about racism with FAMILY? (See **Appendix A.2 – Table A.2_5**)
- Increasing education level was associated with a decrease in the likelihood of talking to family about racism
- Females were more likely to talk about racism with family
- Spanish speakers were more likely to talk about racism with family

Have you experienced differential treatment in access to these services because of your race?
- Black/African Americans were more likely to perceive differential treatment in access to services because of their race (see **Appendix A.2 – Table A.2_6**)

Have you experienced differential treatment in access to these services because of your race?
- Participants who perceived to live in a culturally diverse neighborhood were *less* likely to report differential treatment in access to services because of their race (see **Appendix A.2 - Table A.2_7**)

Please rank the following services from 1 to 10, with 1 being the most important to you
- There was a statistically significant difference in the rankings of services.
- Participants ranked fair housing and employment opportunities as the highest ranking, following by accessible transportation and public safety as the second highest (see **Appendix – Table A.2_8**).

Qualitative Results from District 9 Paper-Based Survey
In addition to the quantitative results, the qualitative results for the open-ended responses in Study 1 of District 9 are presented below. The word cloud figures demonstrate themes that emerged from responses to each open-ended question. The larger the words appear, the more recurrent the theme was mentioned; in turn, the smaller the word, the less recurrent the theme.

What is your biggest concern about race relations?
- In total, of 40% did not provide an answer to this question and 5.2% said "none" (i.e., they perceived no concern). The remaining 54.8% responded to this open-ended question and 23 themes emerged. A full table indicating the frequency of each theme is provided in **Appendix A.3 – Table A.3_1**.
- **Figure A.7** below represents a word cloud of the themes (larger themes were most recurrent). The most common thematic response was *violence* with 13.2% of the sample mentioning they were concerned about things like race-related assaults, fights, riots, etc. This common concern may have been triggered by the history of race-related riots and violence in Los Angeles along with current media footage covering these types of events nationally.
- *Inequality in treatment (e.g., fairness, equality, bias)* was the second most recurrent with 9.5%, suggesting that these experiences are still a concern to this community. For example, a respondent said "my main concern is fair treatment & equal access to help for all."
- The next most evident theme *was Impact on children or next generation,* which was mentioned 4.3% of the time (e.g., one concern was: "My daughters having to grow in a world of discrimination"). Other common themes were *The President* (2.8%), *not getting along* (5.2%), etc.

[See next page for Figure A.7]

Figure A.7
What is your biggest concern about race relations?

White Supremacy   Feeling uncomfortable or unsafe
Lack of understanding   Lack of acceptance
Not getting along No Peace
Seeing Color
Racism   **Exclusionary language**
White people being racist
Hate **Inequality in treatment**
Impact on children
Violence
Economic Inequality   Lack of diversity
The President **None**   Housing Inequality
Political accountability
Discriminatory law enforcement   Bias from government

Have you experienced racial tension in your neighborhood?"

- The majority of participants did not respond to this question (78.1%) and 2.2% said _none_. The remaining 19.7% of the sample responded to this open-ended question and 13 themes emerged. A full table indicating the frequency of each theme is listed in **Appendix A.3 – Table A.3_2**.
- **Figure A.8** below represents a word cloud of these themes. The most recurrent thematic response was _inequality in treatment_ at 3.7% (e.g., one respondent said: "Because of my race I get treated different") and the second most recurrent theme was _violence_ at 3% (e.g., "There are racial fights in the streets because people don't understand each other"). Other common themes were _exclusionary language_ at 2.2% and _biased institutions of power_ at 1.1%.
- Despite, the low response rate for this question, these results suggest that racial tension is a prevalent issue in this community and it is exhibited in various forms.

Figure A.8
Have you experienced racial tension in your neighborhood?"

Housing Inequality
Biased law enforcement
Exclusionary language
Violence   Racial segregation
Biased institutions of power
Inequality in treatment
Not getting along   **Gangs**   White Supremacy
None   Made to feel uncomfortable or unsafe

- From the 19.7% of the sample that responded to the previous question, only 11 people answered this follow up question indicating how the issue was resolved. The low response rate could have been the result of asking two questions simultaneously, which could have biased participants to mostly answer one.
- A total of 6 themes emerged, which are illustrated below in the word cloud shown below in **Figure 9**. A full table indicating the frequency of each theme is also listed in **Appendix A.3 – Table A.3_3**.
- The most recurrent thematic response was that *nothing was done* and that there was *ineffective police involvement*.

Figure A.9
What was done to resolve this issue?

Have you experienced differential treatment in access to services because of your race?

- Similar to the previously mentioned questions, there was a low response rate with 88.6% of the survey participants omitting this open-ended question.
- Of those that did provide a response, a total of 14 themes emerged, which are shown in **Appendix A.3 – Table A.3_4**. Additionally, the word cloud below in **Figure A.10** also features these themes.
- The most recurrent thematic response was *inequality in treatment with no service type specified* (3.2%). In other words, participants responded that they did experience inequality in treatment due to race but did not list in what services. As an example, one participant said they were "treated like a second class citizen".
- A total of 1.5% of the sample also felt that they have experienced differential treatment in access to services specifically because of their *language barrier*. Other common themes were differential access to services in *stores* (1.3%) and in *access to police* (1.1%) because of their race. A couple participants also listed *welfare services, housing, job opportunities, transportation*, etc.

Figure A.10
Have you experienced differential treatment in access to services because of your race?

Neighborhood city services
Work Medical services
Government employees
Transportation Job opportunity
Yes, but no service specified
Language barrier Welfare services
Access to police Housing
Stores None

STUDY 2 - Pilot Survey of Los Angeles Residents (Online Survey)

Survey Recruitment Procedure
Pilot Survey Study 2 involved sampling residents from the whole city of Los Angeles. Participants in this survey partook in an online survey that was posted on various Los Angeles city-related websites.

Participants and Descriptives
In total, 720 people opened the online survey but only 653 participants actually partook in this online survey. **Figure B.1** below shows a diverse representation of various age groups represented the sample. The median number of years respondents lived in the city was between 30-40 years. **Figure B.2** shows the breakdown of gender identification with females being more represented in the sample. **Figure B.3** indicates that White participants were the largest racial group in this sample followed by Black/African-Americans then Hispanic/Latinos. The similar numeric representation between these three groups provides an advantage when trying to compare perceptions of racial inequities. **Figure B.4** shows the frequency and distribution of respondents' income brackets and suggests that on average participants were in a relatively high income bracket, with median income falling between $85,000-99,999. **Figure B.5** also shows that the median education level completed was a Bachelor's degree. **Table B.1** also provides a breakdown of employment status and suggests that most participants were employed. Of the total sample, 13.3% indicated that they spoke Spanish at home and an additional 5.6% spoke a language other than English (e.g., Vietnamese, Armenian, Korean, etc.) Lastly, **Table B.2** shows the frequency of each religion affiliation and indicates that the majority of participants practiced Catholicism or Christianity.

Figure B.1
Proportion Represented in each Age Bracket
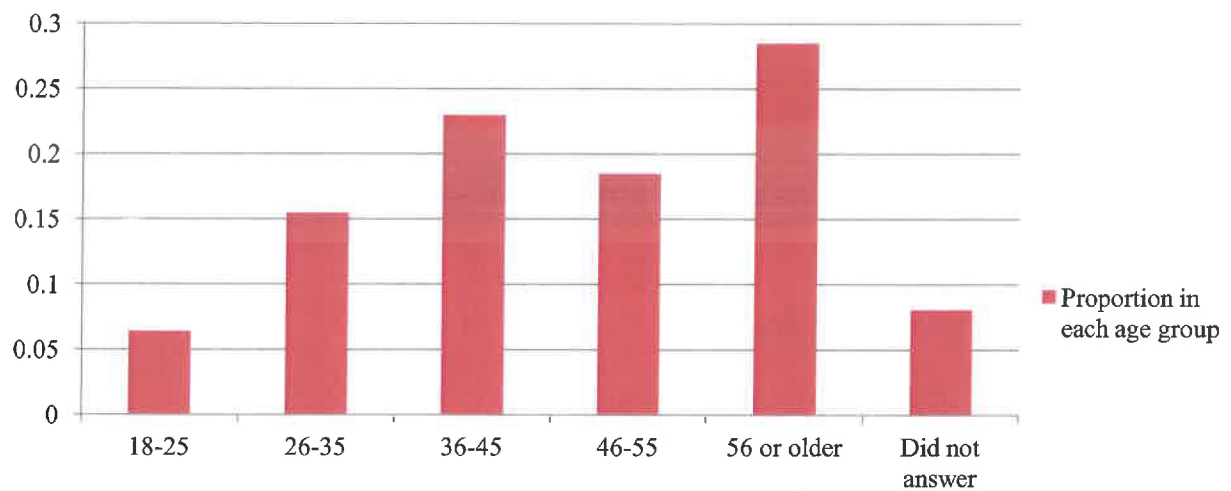
Figure B.2
Gender Identity Breakdown
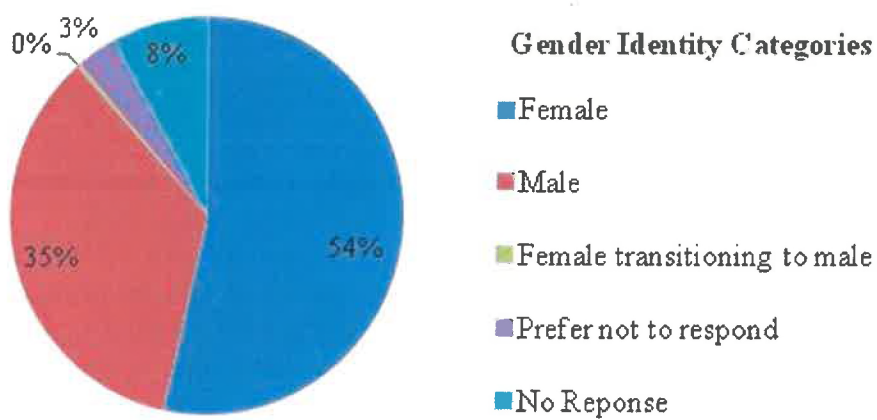
Figure B.3
Racial Background Breakdown

Racial Background Categories

- Hispanic/Latino
- Black/African American
- White
- Asian
- Native Hawaiian or Pacific Islander
- American Indian or Alaskan Native
- Middle Eastern
- Other
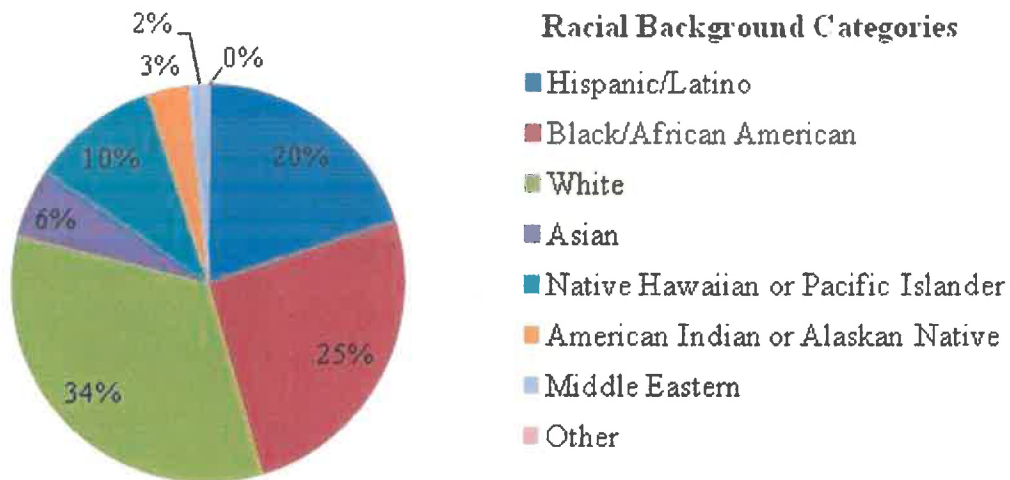
Figure B.4
Proportion in each Income Bracket

Figure B.5

Proportion in each Education Level
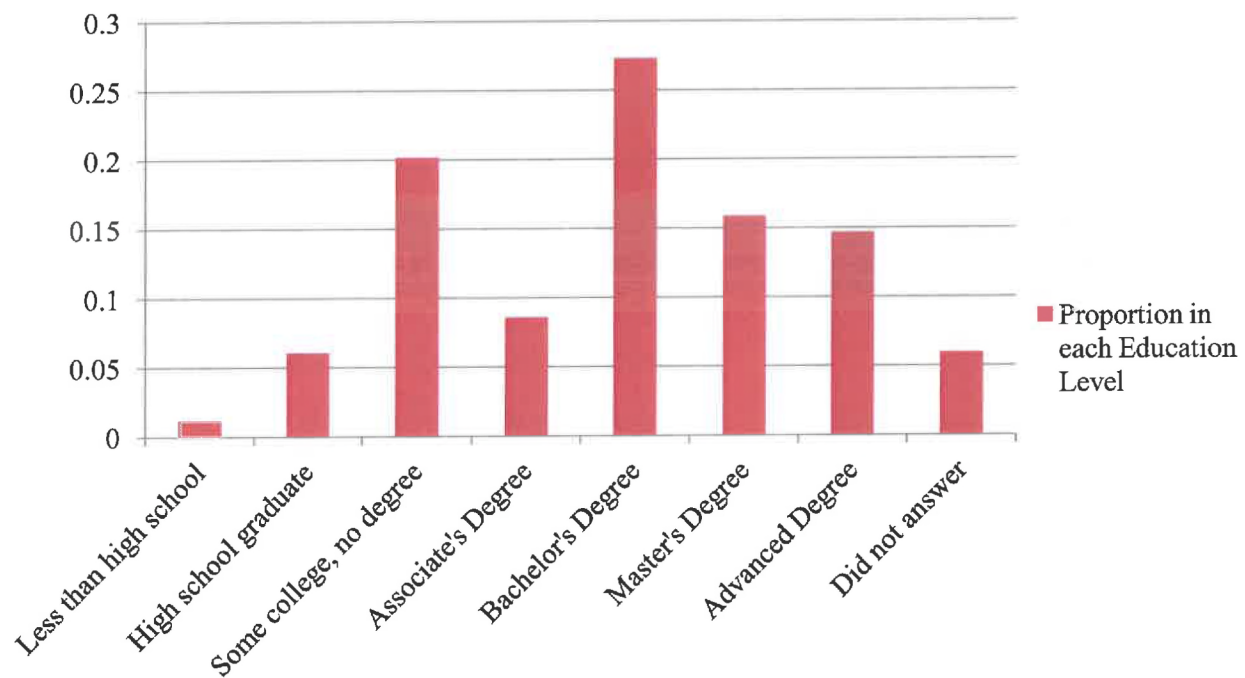
Table B.1

Frequency and Percentage of each Employment Status

Employment Status	Frequency	Percent
Full-time	357	.474
Part-time	40	.053
Unemployed	29	.039
Retired	95	.126
Student	27	.036
Self-Employed	85	.113
Other	20	.03
Total	653	

Table B.2

Frequency and Percentage of each Religion Affiliation

Religion	Frequency	Percent
Buddhism	10	.017
Islam	3	.005
Catholicism	130	.217
Hinduism	2	.003
Judaism	23	.039
Baha'i	2	.003
Jainism	0	0
Agnosticism	54	.090
Atheism	53	.089
Christianity	159	.266
Other	162	.271
Did not respond	55	.080
Total	653	

Survey Measures

Survey questions for this survey differed slightly from Study 1. In addition to the various demographic questions described above (e.g., race, age, gender, religion, language, education, employment status, and income), several questions about race and resource access were presented to participants. For a full list of these questions see **Appendix B.1**.
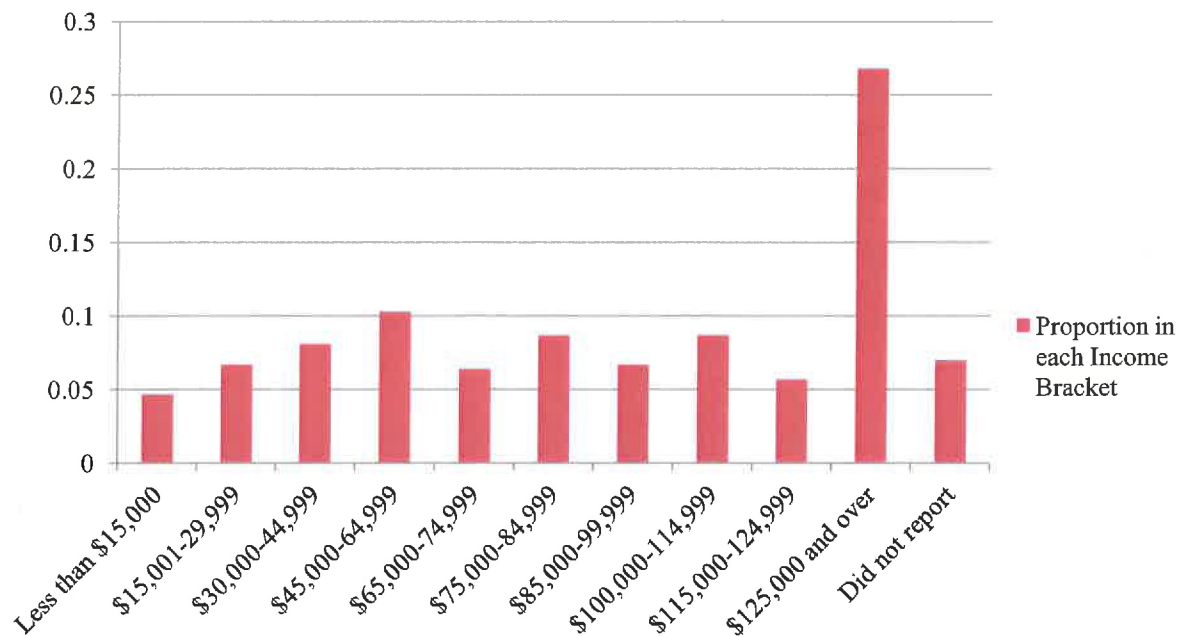
Study Analysis Plan

The same analyses in Study 1 were conducted for Study 2 (see Study 1 above for a full description). It is also important to note that the racial group *White* (yes/no) was added as a control variable in all models for Study 2 because there was now a higher numerical representation of this group in the sample.

Quantitative Results from Study 2 - Online-Based Survey

The results are presented below by the type of question and the corresponding finding. Tables of the findings are also presented as a reference in **Appendix B.2**. It is important to note that only results with statistically significant findings were included in this report.

How often do you think about race? (See **Appendix B.2 - Table B.2_1**)
- The older participants were the less they thought about race
- The higher level of education participants had the more they thought about race
- Black/African Americans were more likely to think about race
- Females also thought more about race
- An increase in perceiving *poor access to community resources* was associated with more thinking about race
- When *poor access to community resources* was taken out of the of the model and replaced with *excellent access to community resources*, the results showed that an increase in perceiving *excellent access to community resources* was also associated with *less* thinking about race (see See **Appendix B.2 - Table B.2_2**)

How often do you think about racism? (See **Appendix B.2 - Table B.2_3**)
- The older participants were the less they thought about racism
- Black/African Americans were more likely to think about racism
- Females also thought more about race
- An increase in perceiving poor access to community resources was associated with more thinking about race

Have you experienced differential treatment in access to resources because of your race? (See **Appendix B.2 - Table B.2_4**)
- Black/African Americans were more likely to perceive experiencing differential treatment in access to resources because of their race
- Increasing income was associated with not perceiving to experience differential treatment in access to resources because of race

Would you say that access to resources in your community is poor? (See **Appendix B.2 - Table B.2_5**)
- Black/African Americans were more likely to say that access to resources in their community was poor

Would you say that access to resources in your community is excellent? (See **Appendix B.2 Table B.2_6**)
- Increasing education level was associated with perceiving excellent access to resources in the community
- Black/African Americans were *less* likely to say that access to resources in their community was excellent

How closely do your feelings and ideas match those of your racial group? (See **Appendix B.2 Table B.2_7**)
- Black/African American were more likely to have feelings and ideas that matched their racial group
- Females were *less* likely to have feelings and ideas that matched their racial group
- People who spoke Spanish were *less* likely to have feelings and ideas that matched their racial group.

Qualitative Results from District 9 Paper-Based Survey

In addition to the quantitative results, the qualitative results for the online open-ended responses are presented below. The word cloud figures demonstrate themes that emerged from responses to each open-ended question. The larger the words appear, the more recurrent the theme was mentioned; in turn, the smaller the word, the less recurrent the theme. Participants in the online survey tended to write longer and richer responses.

What is your biggest concern when dealing with race?

- In total, 19.1% did not provide an answer and 3.4% said "none" (i.e., they perceived no big concern). The remaining 77.5% responded to this open-ended question and 36 themes emerged. A full table indicating the frequency of each theme is provided in **Appendix B.3 – Table B.3_1**.
- **Figure B.6** below represents a word cloud of the themes. The larger and most common thematic response was *inequality in treatment* with 33.1% of the sample mentioning they were concerned about experiencing unequal treatment due to race.
- **Figure B.6** also demonstrates that the next most common concern when dealing with race was *police brutality & discrimination* (6.7%). This theme may have been triggered by historical and recent events related to police brutality and discrimination that have been brought to light in the media.
- Other recent themes were *economic inequality* (6.4%), *seeing color* (5.1%) *stereotypes* (4%), *the impact on children* (4.1%), *violence* (3.5%), and many others that were less recurrent and are displayed in Figure B.6.
- Results also suggest that residents were concerned about both being the target of racial concerns (e.g., *feeling unsafe or fearful*) as well as perpetrator of racial concerns (e.g., *being called a racist*).

Figure B.6
What is your biggest concern when dealing with race?

When there is tension between racial groups, what solutions does your community provide?

- In total, 21.6% did not respond to this question, 27.5% said "nothing" (i.e., the community doesn't provide any solutions for racial tension), and 17.6% said they "don't know". This lack of knowledge of solutions and lack of perceived action suggests that Los Angeles communities should work toward visible and effective strategies when racial tension does arise.
- The remaining 33.3% responded to this open-ended question and 18 themes emerged. A full table indicating the frequency of each theme is provided in **Appendix B.3 – Table B.3_2**.
- **Figure B.7** below represents a word cloud of these themes. The most visible and most common thematic response was *community dialogue* with 12.12%. The second most recurrent theme *racial movements or protests* (5.2%), and the third was *a need to improve police involvement* (5.1%).
- **Figure B.7** also shows various other themes ranging from positive community intervention (e.g., *events of healing* or *celebrations of diversity*) to more negative solutions (e.g., *violence*).
- Overall, the results were varied with some participants suggesting that there was no conflict in their community (4.1%) to others mentioning effective and ineffective solutions in other communities. The variable response could be the result of the diverse communities represented in the sample.

Figure B.7
When there is tension between racial groups, what solutions does your community provide?

What services should the City of LA provide your racial group?

- In total, 24.7% did not respond, 6% stated that they "don't know", and 8.7% said "none needed". The remaining 60.6% responded to this open-ended question and a total of 24 themes emerged. A full table indicating the frequency of each theme is provided in **Appendix B.3 – Table B.3_3**.
- **Figure B.8** below represents a word cloud of these themes and demonstrates that the majority of respondents said that _services shouldn't be based on race_ (15.6%). This theme is not surprising given other related themes that emerged suggesting people wanted to be treated equal, regardless of race.
- The second most common response shown in **Figure B.8** was _community dialogue_ (9.2%), _community policing_ (6.3%), and _diversity education_ (6%). These results suggest that LA residents predominately want community engagement whether it be with police, with each other, or with city leaders. LA residents also value the importance of providing trainings on diversity.
- Other themes that emerged were: _Quality school_ (4.4%), _Housing equality_ (4.1%), _youth programs_ (3.7%), _city sanitation_ (2%), _language translation_ (2%), and many others displayed in **Figure B.8**. These themes suggest that leveling the playing field by providing equity in critical city services is necessary.

Figure B.8
When there is tension between racial groups, what solutions does your community provide?

What services should the LAPD provide your racial group?

- In total, 28.8% did not respond to this question, 8% said "nothing", and 4.4% stated that they "don't know". The remaining 41.2% responded to this open-ended question and a total of 25 themes emerged. A full table indicating the frequency of each theme is provided in **Appendix B.3 – Table B.3_4**.
- **Figure B.9** below represents a word cloud of these themes and illustrates that the majority of respondents said that they _want equal treatment between groups_ by the LADP (17.2%). For example, one participant said the LADP should do the "Same as they do for

all racial groups. Shouldn't be any different." Additionally, another participant said "Fair and equitable treatment."

- Participants also alluded to wanting *respect and empathy* from LADP (8.7%), *community policing, safety and protection* (7%), *community meetings with the LADP* (5.5%), and other shown in **Figure B.9**. These results illustrate the need for the LADP to be more engaged with the community and more importantly a community partner.

Figure B.9
What services should the LAPD provide your racial group?

What can city leadership do to promote cooperation between racial groups?

- The last open-ended question had a no response rate of 32.3% and 5.5% stated that they "don't know". The remaining 37.8% of participants that did respond showed a total of 34 themes in their responses. A full table indicating the frequency of each theme is provided in **Appendix B.3 – Table B.3_5**.
- **Figure B.10** below represents a word cloud of these themes and shows that most participants indicated that *events for unity* (8.4%) would promote cooperation between racial groups. Some specific ideas mentioned were: community events, volunteer events, and festivals.
- Other commonly listed themes were: *community dialogue* (8%), *diversity integration* (6%), *inclusion trainings* (3.9%), *diversity celebrations* (2.6%), etc. **Figure B.10** also illustrates the remaining themes.
- Overall, these results suggest that city leadership could promote cooperation between races by providing opportunities for different racial groups to come together and learn about each other.

Figure B.10
What can city leadership do to promote cooperation between racial groups?

Provide opportunities Coalition building
Nothing Inclusion trainings
Stop over spending on police Diversity celebrations
Social & economic equality Equitable housing Enforce laws
Diversity integration Don't make it about race
Transparency
Take responsibility Events for unity
Empathy Support police Diversity in administration Racial movements & protests
Community dialogue Acknowledge diversity
Recognize racism
Police training & accountability Invest in youth Engage community stakeholders
Promote personal responsibility
Events of healing Funding for programming
Create safe spaces Community presence
Equitable laws Treat all races equal
Reduce systemic inequality Ignore race protesters

GENERAL CONCLUSION OF RESULTS: STDUY 1 AND STUDY 2

Despite the different participants in each survey sample, the results were mostly consistent. Overall, the more educated Angelinos were the more likely they were to engage in conversations (i.e., talk) and think about race, racism, or cultural identity. A higher education level also specifically predicted talking more about racism with friends and family. Alternatively, the older participants were the less likely they thought and talked about these concepts, even amongst friends and family. When looking specifically at the sample that represented all Los Angeles residents, it was also clear that perceiving less access to community resources was associated with more thinking about race, which could suggest that experiencing inequities in resources could make Angelinos more likely to think about racial issues. In addition, in both studies Black/African-Americans consistently perceived poorer resources in their community and differential access to resources based on race. Also, when compared to other racial groups, Black/African-Americans perceived that their feelings and ideas significantly matched their racial group. However, perceiving to live in a more culturally diverse neighborhood served as a protective factor since Angelinos were less likely to perceive differential treatment to access to resources in this context. Lastly, based on how Angelinos in District 9 ranked services in their neighborhood, it is clear that residents drew the most importance to some of the basic necessities such as fair housing and employment opportunities. Subsequently, District 9 also thought accessible transportation and public safety were important services.

The results to the open-ended responses also showed similar themes across the two surveys. Overall, participants were concerned about being treated unfairly due to race, about racialized violence, and about police brutality due to one's race. While participants generally reported feeling like a target of racial concerns (e.g., stereotypes, feeling unsafe, experiencing, differential treatment), participants in the online survey specifically also alluded to fear of being

the perpetrator of racial concerns (e.g., *being called a racist*). This shift in theme could be because respondents in the online survey consisted of predominately White participants, whereas the paper survey of council District 9 consistently predominately of Black/African-Americans and Latinos. When participants were asked what solutions to racial tension that their community provides, many did not know of any or simply stated "none". For those that did list solutions, many revolved around improving police relations with the community, engaging in community dialogue, and providing events or spaces to celebrate diversity. Participants also repeatedly mentioned that providing trainings on diversity and bias would greatly benefit Angelinos. Implicit bias training was also a key response when participants were asked specifically about what the LAPD could do help to help. Moreover, respondents stated that the LAPD could engage in more community policing, provide community meetings, and overall be more connected with the community.

Lessons Learned

Despite these interesting findings, it is important to point out several limitations of the study sample and results. Foremost, the sample size of each survey was small and a consisted of a non-probability sample. Additionally, although this was a random sample of participants in Los Angeles, the amount of respondents per ethnic group was not completely reflective of the US Census estimates for Los Angeles city; taking this limitation into account is important when attempting to generalize the results. All survey questions also consisted of only a single item. To reduce response bias, future studies should provide more items to assess the same question as well as indicate more options in answer choices. Furthermore, it was learned that providing an online response format encouraged participants to respond more thoughtfully and thoroughly to the open-ended responses.

PROGRAMMING RECOMMENDATIONS

Based on the results of these two pilot surveys, multiple programming recommendations are delineated. Please see below for specific recommendations that are bullet-pointed.

- **Community Dialgoue**. Since education was an important predictor of talking and thinking about race, it is recommended that community dialogues are held with members from diverse educational backgrounds. One way to bring multiple perspectives to the conversation is to invite academic institutions and organizations who teach, research, and create programming surrounding race or racism into community conversation. To facilitate discussion creative methods of community dialogue should be applied where multiple perspectives can be heard and power between participants is balanced. Some sample activities could be:
  - Community In/Out Table
  - Reverse Panel
  - Spoken Word
  - Dinner and Dialogue Exchange
- **Spaces of Healing**. Although any Angelino could be affected by discrimination or feel a bias in services, these results suggest that Black/African-Americans are more predisposed to feel this way. As a result of these findings, and due to the negative effects of historical oppression, it is recommended that spaces of healing are provided. These events should

be led by trained and well-respected members of the community who empathize with these experiences. Some sample activities could be:
- o Storytelling Forums
- o Healing circles
- o Empowerment workshops for marginalized groups

- **Available Resource Workshops**. The results of these surveys also suggest that members of Los Angeles communities, especially those in District 9, feel that there are certain inequities in resource allocation and services. Therefore, developing workshops and info-sheets that inform on city services and special supports is important. Some example are:
  - o Affordable housing resources
  - o Job Resource Fairs
  - o Know your rights workshops

- **Youth and Young Adult Programming**. Since being of a younger age predicted more thinking and talking about race, it is important to organize some programming for youth and young adults who are already likely to talk about these concerns. Although youth were not surveyed, they are a central to shaping our future perspectives on diversity and also need to engage in these conversations. Some sample programming could involve any of the following:
  - o College student competition on developing a program to reduce inequities
  - o Youth poetry slam
  - o Youth reverse panel

Paper survey questions are presented below. Questions that appear italicized had an open-ended response format and are still being analyzed

1) **How often do you talk about race?**
   (1) Always **(2)** Sometimes **(4)** Often **(5)** Not always **(6)** Never

2) **How often do you talk about racism?**
   (1) Always **(2)** Sometimes **(4)** Often **(5)** Not always **(6)** Never

3) **Who do you usually talk about racism with?** (Please choose all that apply)
   (1) Friends **(2)** Family **(3)** Coworkers **(4)** Teachers **(5)** Clergy / Spiritual Teachers
   (6) Other (Please Specify): _____

4) **How often do you discuss racism with someone of a different racial identity than yourself?**
   (1) Always **(2)** Often **(3)** Sometimes **(4)** Never

5) **Do you feel comfortable in expressing your cultural identity in your neighborhood?**
   (1) Yes **(2)** No

6) **Do you believe you live in a culturally diverse neighborhood?**
   (1) Yes, my neighborhood has many and equal amounts of people with different cultural backgrounds living in it
   (2) Yes, my neighborhood has people with different cultural identities, but there is a cultural majority
   (3) No, my neighborhood consists only of people with the same cultural identity

7) **Have you experienced racial tension in your neighborhood?**
   (1) Yes **(2)** No
        a. *If YES, please describe what happened and what was done to resolve the racial tension.*

8) *What is your biggest concern about race relations?*

9) **Please rank the following services from 1 to 10, with 1 being the most important to you and 10 being the least important to you.**
   Options provided: Accessible Transportation, Fair Housing, Employment Opportunities, Business Development, Youth Programs, Family Source Centers, Art Opportunities, Voting Accessibility, Multilingual Services, Public Safety

10) *Please list any other services that should be prioritized in your neighborhood:*

11) **Have you experienced differential treatment in access to these services because of your race?**
   (1) Yes **(2)** No
        a. *If YES, please describe how you were treated and what was done to resolve it.*

Table A.2_1

What predicts thinking about race?	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	*t*	*p*
(Constant)	2.636	.387		6.807	.000
How old are you?	-.018	.060	-.018	-.298	.766
What was the last year/grade in school you completed?	.146	.062	.165	2.356	.019
Black/African American	.128	.272	.048	.471	.638
Hispanic/Latino	-.203	.331	-.077	-.615	.539
Female	.270	.168	.095	1.606	.109
Spanish Language	.335	.252	.127	1.330	.185
What is your annual household income?	.018	.047	.026	.391	.696

Note. a. Any Significant level (*p*) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.
b. The outcome variable was recoded so that higher values indicate *Always* and lower values indicate *Never*.
c. Black/African American, Hispanic/Latino, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected.

Table A.2_2

What predicts thinking about racism?	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	*t*	*p*
(Constant)	2.502	.396		6.321	.000
Age	-.052	.066	-.059	-.791	.430
Education	.218	.066	.257	3.303	.001
Black/African American	.274	.280	.106	.980	.328
Hispanic/Latino	-.266	.336	-.101	-.792	.429
Female	.266	.183	.099	1.455	.147
Spanish Language	.359	.258	.137	1.391	.166
Income	-.011	.047	-.017	-.228	.820

Note. a. Any Significant level (*p*) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.
b. The outcome variable was recoded so that higher values indicate *Always* and lower values indicate *Never*.
c. Black/African American, Hispanic/Latino, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected.

Table A.2_3

Do you feel comfortable in expressing your cultural identity in your neighborhood?	*B*	*Std. Error*	*p*	Exp(B)
Age	-.038	.138	.785	.963
Education	.506	.195	.010	1.659
Income	-.086	.125	.493	.918
Female	-.199	.394	.614	.820
Spanish Language	.569	.651	.382	1.766
Hispanic/Latino	-1.549	.821	.059	.212
Black/African American	-.960	.670	.152	.383
Constant	1.969	.844	.020	7.166

Note. a. Any Significant level (*p*) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.

b. The outcome variable was recoded so that 1 is *yes* and 0 is *no*.

c. Black/African American, Hispanic/Latino, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected.

Table A.2_4

Do you usually talk about racism with FRIENDS?	*B*	*Std. Error*	*p*	Exp(B)
Age	-.223	.098	.023	.800
Income	-.082	.081	.310	.921
Education	.465	.117	.000	1.592
Female	.027	.277	.923	1.027
Hispanic/Latino	.854	.550	.121	2.349
Black/African American	.247	.458	.590	1.280
Spanish Language	-.101	.417	.809	.904
Constant	-.610	.576	.290	.543

Note. a. Any Significant level (*p*) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.

b. The outcome variable was recoded so that 1 is *yes* and 0 is *no*.

c. Black/African American, Hispanic/Latino, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected.

Table A.2_5

Do you usually talk about racism with FAMILY?	*B*	*Std. Error*	*p*	Exp(B)
Age	-.007	.097	.945	.993
Income	-.148	.078	.057	.862
Education	.239	.105	.024	1.270
Female	-.884	.268	.001	.413
Hispanic/Latino	.630	.555	.256	1.878
Black/African American	.071	.442	.872	1.074
Spanish Language	-.984	.436	.024	.374
Constant	.638	.553	.249	1.892

Note. a. Any Significant level (*p*) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.

b. The outcome variable was recoded so that 1 is *yes* and 0 is *no*

c. Black/African American, Hispanic/Latino, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected.

Table A.2_6

Have you experienced differential treatment in access to these services because of your race?	*B*	*Std. Error*	*p*	Exp(B)
Age	.196	.121	.104	1.217
Income	-.141	.111	.205	.868
Education	.111	.135	.408	1.118
Female	-.321	.353	.362	.725
Hispanic/Latino	-1.274	.754	.091	.280
Black/African American	-1.304	.635	.040	.271
Spanish Language	.024	.523	.964	1.024
Constant	-.411	.763	.590	.663

Note. a. Any Significant level (*p*) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.

b. The outcome variable was recoded so that 1 is *yes* and 0 is *no*

c. Black/African American, Hispanic/Latino, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected.

Table A.2_7

Have you experienced differential treatment in access to these services because of your race?	B	Std. Error	p	Exp(B)
Age	.190	.123	.123	1.210
Income	-.135	.112	.226	.873
Education	.080	.137	.561	1.083
Female	-.232	.362	.521	.793
Hispanic/Latino	-1.189	.751	.113	.304
Black/African American	-1.230	.632	.052	.292
Spanish Language	.104	.528	.843	1.110
Cultural Neighborhood Diversity	-.909	.332	.006	.403
Constant	-.060	.772	.938	.942

Note. a. Any Significant level (p) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.
b. The outcome variable was recoded so that 1 is *yes* and 0 is *no*
c. Black/African American, Hispanic/Latino, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected
d. A new predictor Cultural Neighborhood Diversity was added to the model, which reflects the 1st answer choice to *do you believe you live in a culturally diverse neighborhood?*; 1=yes, 0=no

Table A.2_8

Service	Median Ranking	Mean Ranking
Accessible Transportation	4	4.42
Fair Housing	3	3.40
Employment Opportunities	3	3.90
Business Development	6	6.25
Youth Programs	5	4.66
Family Source Centers	6	5.78
Art Opportunities	7	6.93
Voting Accessibility	7	6.84
Multilingual Services	7	6.71
Public Safety	4	4.41

Note. Items were ranked from 1 *lowest* to 10 *highest*

Table A.2_1

What is your biggest concern about race relations?		
Theme	**Frequency**	**Percent**
No Response	186	40.0
Feeling uncomfortable, unsafe, or fearful	12	2.6
Ignorance, lack of understanding	17	3.7
Hate	4	.9
Impact on children or next generation (e.g., bias or relations)	20	4.3
Violence (e.g., assault, fights, riots)	61	13.2
Inequality in treatment (e.g., fairness, equality, bias)	44	9.5
Exclusionary language (e.g., bullying, name calling, slurs, stereotypes)	4	.9
Not getting along	24	5.2
Lack of diversity (e.g., segregation)	3	.6
Discrimination or bias **from** law enforcement	4	.9
White Supremacy	1	.2
Economic Inequality	4	.9
Housing Inequality (e.g., gentrification, housing fairness, etc.)	3	.6
Other (if code selected please also specify)	22	4.8
Seeing color (e.g., focusing on race or color)	4	.9
Concerns about the President	13	2.8
White people being prejudice or racist	1	.2
None	24	5.2
Bias from institution of power (e.g., government)	1	.2
Lack of acceptance	3	.6
Lack of political accountability	4	.9
General racism	3	.6
Peace or lack of peace	3	.6

Table A.2_2

Have you experienced racial tension in your neighborhood?		
Theme	**Frequency**	**Percent**
No Response	363	78.1
Exclusionary language (e.g., bullying, name calling, slurs, stereotypes)	10	2.2
Inequality in treatment (e.g., fairness, equality, bias)	17	3.7
Violence (e.g., assault, fights, riots)	14	3.0
Made to feel uncomfortable or unsafe	3	.6
Biased law enforcement	5	1.1
Not getting along	5	1.1
Racial segregation	2	.4
Biased institutions of power (e.g., government offices, the President, etc.)	7	1.5
White Supremacy	1	.2
Housing Inequality (e.g., gentrification, housing fairness, etc.)	5	1.1
Other	22	4.7
None	10	2.2
Gangs	5	1.1

Table A.2_3

What was done to resolve the issue?		
Theme	**Frequency**	**Percent**
No Response	454	97.6
Nothing was done	4	.9
Exclusionary language (e.g., bullying, name calling, slurs, stereotypes)	1	.2
Moved residence	1	.2
Ineffective police involvement	3	.6
Effective police involvement	1	.2
Tried to make peace	1	.2

Table A.2_4

Have you experienced differential treatment in access to services because of your race?		
Theme	**Frequency**	**Percent**
No Response	412	88.6
Inequality in treatment (no service type specified)	15	3.2
Access to police	5	1.1
Housing	4	.9
Transportation	1	.2
Welfare services	2	.4
Stores	6	1.3
Work	2	.4
Other	3	.4
Government employees	3	.6
Neighborhood city services (e.g., lights, sanitation, etc.)	3	.6
None	3	.6
Job opportunity	2	.4
Language barrier	7	1.5
Medical services	3	.6

Survey questions for the <u>**online**</u> survey are listed below. Questions that appear italicized had an open-ended response format. Open-ended responses are still being analyzed.

1) How closely do your feelings and ideas match those of your racial group?
Very closely (1) Closely (2) Somewhat closely (3) Not at all (4)

2) Would you say that access to resources in your community is?
Excellent (1) Fair (2) Poor (3)

3) Have you experienced differential treatment in access to resources because of your race?
Yes (1) No (2)

4) How often do you think about race?
Always (1) Often (2) Sometimes (3) Never (4)

5) How often do you think about racism?
Always (1) Often (2) Sometimes (3) Never (4)

6) *What is your biggest concern when dealing with race?*

7) *When there is tension between racial groups, what solutions does your community provide?*

8) *What services should the City of LA provide your racial group?*

9) *What services should the LAPD provide your racial group?*

10) *What can city leadership do to promote cooperation between racial groups?*

11) *Do you have additional questions, comments, concerns, and/or suggestions addressing race relations in the City of Los Angeles?*
Yes (1) No (2)

Table B.2_1

How often do you think about race?	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	p
(Constant)	2.657	.164		16.206	.000
Age	-.121	.029	-.181	-4.128	.000
Educational Level	.069	.024	.128	2.891	.004
Income	-.004	.013	-.014	-.313	.754
Black/African American	.220	.093	.117	2.367	.018
Latino/Hispanic	.029	.114	.014	.257	.798
Non-Hispanic White	-.144	.087	-.083	-1.664	.097
Female	.185	.072	.107	2.555	.011
Spanish Language	-.049	.121	-.021	-.404	.686
Community Access to Resources Poor	.278	.080	.141	3.485	.001

Note. a. Any Significant level (*p*) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.
b. The outcome variable was recoded so that higher values indicate *Always* and lower values indicate *Never*.
c. Black/African American, Hispanic/Latino, White, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected
d. Community Access to Resources Poor was added as a predictor

Table B.2_2

How often do you think about race?	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	p
(Constant)	2.754	.163		16.891	.000
Age	-.125	.029	-.188	-4.252	.000
Educational Level	.073	.024	.136	3.039	.002
Income	-.003	.013	-.010	-.231	.818
Black/African American	.222	.094	.119	2.376	.018
Latino/Hispanic	.058	.115	.028	.503	.615
Non-Hispanic White	-.152	.087	-.087	-1.748	.081
Female	.181	.073	.105	2.483	.013
Spanish Language	-.052	.122	-.023	-.429	.668
Community Access to Resources Excellent	-.181	.082	-.090	-2.202	.028

Table B.2_3

How often do you think about racism?	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	*t*	*p*
(Constant)	2.828	.151		18.717	.000
Age	-.078	.027	-.127	-2.901	.004
Educational Level	.005	.022	.010	.230	.818
Income	-.008	.012	-.029	-.656	.512
Black/African American	.296	.086	.171	3.458	.001
Latino/Hispanic	.077	.105	.041	.735	.462
Non-Hispanic White	-.102	.080	-.063	-1.275	.203
Female	.258	.067	.161	3.864	.000
Spanish Language	-.014	.112	-.007	-.127	.899
Community Access to Resources Poor	.228	.074	.125	3.106	.002

Note. a. Any Significant level (*p*) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.

b. The outcome variable was recoded so that higher values indicate *Always* and lower values indicate *Never*.

c. Black/African American, Hispanic/Latino, White, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected

d. Community Access to Resources Poor was added as a predictor

Table B.2_4

Have you experienced differential treatment in access to resources because of your race?	*B*	*St. Error*	*p*	Exp(B)
Age	-.111	.078	.157	.895
Education Level	.090	.064	.156	1.094
Black/African American	1.309	.245	.000	3.701
Latino/Hispanic	.257	.295	.384	1.293
Non-Hispanic White	-.412	.229	.072	.662
Female	-.324	.193	.094	.723
Spanish Language	.162	.311	.603	1.176
Income	-.082	.034	.015	.921
Constant	.101	.424	.812	1.106

Note. a. Any Significant level (*p*) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.

b. The outcome variable was recoded so that 1 is *yes* and 0 is *no*

c. Black/African American, Hispanic/Latino, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected.

Table B.2_5

Would you say that access to resources in your community is poor?	*B*	*St. Error*	*p*	Exp(B)
Age	-.101	.086	.238	.904
Education Level	-.007	.069	.915	.993
Black/African American	.526	.259	.043	1.692
Latino/Hispanic	.376	.314	.230	1.457
Non-Hispanic White	-.361	.261	.167	.697
Female	-.033	.212	.875	.967
Spanish Language	.238	.328	.467	1.269
Income	-.012	.037	.753	.988
Constant	-.883	.460	.055	.414

Note. a. Any Significant level (*p*) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.

b. The outcome variable was recoded so that 1 is *yes* and 0 is *no*.

c. Black/African American, Hispanic/Latino, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected.

Table B.2_6

Would you say that access to resources in your community is excellent?	B	St. Error	p	Exp(B)
Age	.016	.087	.851	1.017
Education Level	.157	.072	.030	1.170
Black/African American	-.673	.296	.023	.510
Latino/Hispanic	.468	.336	.164	1.597
Non-Hispanic White	.426	.250	.088	1.532
Female	.098	.213	.644	1.103
Spanish Language	-.704	.374	.060	.495
Income	.058	.038	.121	1.060
Constant	-2.525	.519	.000	.080

Note. a. Any Significant level (p) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.

b. The outcome variable was recoded so that 1 is *yes* and 0 is *no*

c. Black/African American, Hispanic/Latino, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected.

Table B.2_7

How closely do your feelings and ideas match those of your racial group?	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	p
(Constant)	2.802	.189		14.800	.000
Age	-.020	.034	-.027	-.575	.566
Education Level	.009	.029	.016	.323	.747
Black/African American	.377	.106	.187	3.548	.000
Latino/Hispanic	.215	.134	.097	1.607	.109
Non-Hispanic White	-.184	.100	-.096	-1.836	.067
Female	-.207	.085	-.111	-2.437	.015
Spanish Language	-.319	.141	-.130	-2.259	.024
Income	-.006	.015	-.019	-.379	.705

Note. a. Any Significant level (p) less than .05 indicates statistical significant and suggests that this finding has a 95% greater or chance of being true.

b. The outcome variable was recoded so that higher values indicate *Very Closely* and lower values indicate *Not at all*.

c. Black/African American, Hispanic/Latino, Female (Male as reference category), and Spanish were dummy coded as 1 for yes/selected and 0 for no/not-selected.

Table B.3_1

What is your biggest concern when dealing with race?	Frequency	Percent
No response	125	19.1
Feeling unsafe or fearful	20	3.1
Ignorance (e.g., lack of understanding)	35	5.4
Hate	8	1.2
Impact on children	27	4.1
Violence (e.g., assault, fights, riots)	23	3.5
Inequality in treatment (e.g., fairness, equality, bias)	216	33.1
Stereotypes (e.g., bullying, name calling, slurs, stereotypes)	26	4.0
Not getting along	9	1.4
Segregation (e.g., lack of diversity)	11	1.7
Police brutality & discrimination	44	6.7
White Supremacy	9	1.4
Economic inequality	42	6.4
Housing Inequality (e.g., gentrification, housing fairness, etc.)	16	2.5
Other (if code selected please also specify)	27	4.1
Racial Movements and Protests	10	1.5
Reverse Racism	14	2.1
Unfairly blaming police	9	1.4
Seeing color is a problem (e.g., focusing on race or color); need to be colorblind	33	5.1
People of Color taking over	17	2.6
Being called a racist or being perceived as prejudice	24	3.7
Political correctness (e.g., offending someone)	19	2.9
Concerns about the President	6	.9
White people being prejudice or racist	8	1.2
There are no problems with race	7	1.1
Overreacting about race/racial issues	18	2.8
Media's misinterpretation of the problem	17	2.6
Denial that racism exists	21	3.2
None	22	3.4
Racial bias, unequal treatment, or mistreatment from government	6	.9
Lack of progress about racial issues	7	.1
Racial bias in education	21	3.2
My own White Privilege	10	1.5
Illegal immigration	3	.4
Institutionalized racism	8	1.2
Using race as an excuse	6	.9

Table B.3_2

When there is tension between racial groups, what solutions does your community provide?		
Theme	Frequency	Percent
No Response	141	21.6
Nothing	180	27.5
Don't know	117	17.6
Coalition Building (e.g., creating organizations or groups)	5	.8
Violence (e.g., assault, fights, riots)	8	1.2
Community Dialogue (e.g., town halls, meetings, forums, discussions)	80	12.2
Racial Movements and Protests	34	5.2
Events of healing (e.g., meditation, healing circles, safe spaces)	2	.3
Unfair advantages to certain groups	19	2.9
Celebrations of diversity or groups	3	.4
Religion (e.g., prayer, religious gatherings, religious groups)	9	1.3
Civic Engagement (e.g., voting, lobbying)	3	.4
Work together as a community	10	1.5
School Events	4	0.6
Conflict mediation	8	1.2
Other	28	4.3
There is no conflict, it's peaceful	27	4.1
Housing segregation or gentrification	1	.1
Need to improve police involvement	33	5.1
Band-aid solutions	5	.8

Table B.3_3

What services should the City of LA provide your racial group?		
Theme	Frequency	Percent
No Response	161	24.7
None needed	57	8.7
Community policing and police services	41	6.3
Diversity education (e.g., sensitivity training, classes on equity)	39	6.0
Access & training for jobs	25	3.8
Services shouldn't be based on race	102	15.6
Diversity in leadership	5	.8
Youth programs	24	3.7
Community Dialogue (e.g., town halls, meetings, forums)	60	9.2
Economic opportunity & training (e.g., debt management, financial literacy)	12	1.8
Housing equality (e.g., reduce gentrification, housing fairness, etc.)	27	4.1
Healthcare access and quality (including mental health)	14	2.1
Funding for programming or community events	13	2.0

Table B.3_3 Continued

Education of services	18	2.8
Cultural celebrations	9	1.4
Language translation	13	2.0
Quality schooling	29	4.4
City sanitation (e.g., clean streets, garbage, etc)	13	2.0
Other	49	7.5
Don't know	39	6.0
Immigration help	5	.8
Recognition	8	1.2
Less reverse discrimination	12	1.8
Legal services	2	.3
Lessen food insecurities	4	.6

Table B.3_4

What services should the LADP provide to your racial group?		
Theme	Frequency	Percent
No Response	175	26.8
Safety and protection	46	7.0
Community policing (e.g., walking the community)	50	7.7
Respect & empathy	57	8.7
Satisfied with services	34	5.2
Faster response times	10	1.5
Don't base services on race	29	4.4
Nothing/none	52	8.0
Equal treatment between groups	112	17.2
LAPD bias training	39	6.0
Special courses (e.g., self-defense courses)	4	.6
Community meetings with the LADP (e.g., events, dialogue, etc).	36	5.5
Education or knowledge of services	13	2.0
Training on mentally ill	6	.9
Language translation	7	1.1
Gang intervention	5	.8
Less force (e.g., rubber bullets)	17	2.6
Cultural competence/knowledge of community served	15	2.3
Other	26	4.0
Don't know	29	4.4
Diversify police	7	1.1
More patrols	7	1.1
Community policing	23	3.5
We don't need police	2	.3
Body cams	1	.1
Don't kill us	8	1.2

Table B.3_5

Theme	Frequency	Percent
No Response	211	32.3
Nothing	25	5.3
Equitable laws	20	3.1
Coalition Building (e.g., creating organizations or groups)	9	1.4
Funding for programming	14	2.1
Community Dialogue (e.g., town halls, meetings, forums, discussions)	57	8.7
Racial Movements & Protests	9	1.4
Events of healing (e.g., meditation, healing circles, safe spaces)	4	.6
Police accountability and training	29	4.4
Transparency	17	2.6
Diversity celebrations	23	3.5
Events for unity	55	8.4
Diversity in administration	10	1.5
Community Presence	40	6.1
Diversity Integration	40	6.1
Equitable housing	7	1.1
Other	51	7.8
Take responsibility	11	1.6
Provide opportunities	6	0.8
Social and economic equality	15	2.3
Create safe spaces	2	.3
Support police	7	.1
Don't make it about race	18	2.7
Enforce laws	4	.6
Reduce systemic inequality	11	1.6
Stop overspending on police	4	.6
Empathy	8	1.2
Inclusion trainings	26	3.9
Engage community stakeholders	6	.9
Invest in youth	8	1.2
Ignore race protesters	6	.9
Recognize racism	3	.5
Treat all races equal	36	5.5
Don't know	39	6.0
Acknowledge diversity	6	.9
Promote personal responsibility	4	.6

Attachment B

City of Los Angeles Department of Cultural Affairs
embRACE LA Multi-Year Programmatic Strategy and Design

The City of Los Angeles Department of Cultural Affairs (DCA) interprets the intent and direction of the original motion (CF 15-10840) and subsequent motions (CF 15-0840-S1) to foster and promote racial/ethnic inclusion in the civic life of all Angelenos; promote mutual cultural understanding among residents; create awareness and reform strategies to comprehensively address institutional racial and ethnic bias through the City's service delivery system; achieve racial/ethnic equity for all residents; and activate cultural programming as a vehicle to spark citywide dialogue on the social construct of race, ethnicity, sexual orientation, and gender in the City of Los Angeles.

In response to this direction, DCA has proposed several discrete programmatic enhancements that are strategic, measurable, time bound, and aligned with the intent of the motion(s). The proposal below represents a programmatic strategy and design rooted in each of DCA's Divisions, ensuring implementation of these motions across, and at every level, of the agency.

This comprehensive programmatic strategy includes expanding the role of the City's Heritage Month Celebrations and the repositioning of both the Department's City-run and community arts partnered art centers to engage in intentional dialogues about race and ethnicity – using the arts to foster community input that will help shape the development of a racial/ethnic equity policy for the City.

DCA aims to align existing resources wherever possible to support the embRACE LA initiative, and will require additional funding to fulfill the full programmatic offerings detailed below.

I. DCA Marketing and Development Division Programming

a. Broaden the City's annual Heritage Month celebrations by embedding embRACE LA into the five official celebrations:

1. Latino Heritage Month: Mid-September to Mid-October
2. American Indian Heritage Month: November
3. African American Heritage Month: February
4. Asian Pacific American Heritage Month: May
5. Lesbian, Gay, Bisexual, and Transgender Heritage Month: June

Broaden the City's annual Heritage Month Celebrations by embedding embRACE LA into the five official celebrations and work with HRC to structure public programs and moderated dialogues around race and ethnic equity. Linking embRACE LA to the Heritage Month Celebrations will increase the visibility of embRACE LA and attract a wider audience to these celebrations.

b. **Develop Heritage Month embRACE LA Events in DCA's Heritage Month Calendars and Cultural Guides**

DCA includes 400 plus events in the Heritage Month Calendars and Cultural Guides and also makes the information available through the Heritage Month and embRACE LA sections on DCA's website at culturela.org. DCA's Marketing and Development Division will ensure that embRACE LA event listings, special performances, round-table discussions, exhibitions, and community events are highlighted on culturela.org.

c. **Utilize DCA's Annual *Festival Guide* to Highlight embRACE LA events**

DCA will include 250 + events in DCA's *Festival Guide* and list them in the Festivals and embRACE LA sections on DCA's website at culturela.org.

d. **Initiate embRACE LA Internal Round Table Discussions about Race During Each Heritage Month**

Internal moderated dialogues around race and ethnic equity can occur during each of the five Heritage Month celebrations to help the City family develop a competency to discuss race/ethnicity. The initial prototype dialogue took place during the 2017 African American Heritage Month at City Hall.

Phase 2 of this Programmatic Strategy includes additional embRACE LA community dialogues and roundtables, developed in collaboration with the HRC and the Heritage Month Committee Chairs, which could be held throughout the city to embed the conversations at the community level. These community conversations would help to identify the core issues around the process of achieving racial/ethnic equity so that an attendant racial/ethnic equity policy can be developed.

e. **Five embRACE LA Personal Stories from LA Young People Posted on DCA's Website for each Heritage Month**

Personal videos can be highlighted on DCA's website at culturela.org and on DCA's social media channels and the website video capability is built out. Such a targeted and strategic embRACE LA digital (web and social media) component will allow DCA to get ahead of the social commentary rather than allow the conversation to take place without a City voice.

The testimonials will provide opportunities for audiences to hear, relate to, and connect with others they might perceive as different from themselves. The initial focus will be to present stories from young people since they talk about race in a different manner; likewise, they should be invited to the dialogues can hear and include their ideas.

II. Community Arts Division Programming

a. **Bridge Gallery Exhibition: Los Angeles Municipal Art Gallery will curate an embRACE LA exhibition, directly engaging city employees and visitors at City Hall**

The highly visible Bridge Gallery (linking City Hall East with City Hall) will feature an interactive exhibition addressing the embRACE LA initiative, curated by Isabelle Lutterodt, Director of DCA's Municipal Art Gallery at Barnsdall Art Park.

b. **DCA's Big Read Program in LA for 2018 – "Citizen" Selection – September 2017 to June, 2018**

DCA has selected Claudia Rankine's *"Citizen: An American Lyric"* (Citizen) for the tenth consecutive DCA Big Read Program in Los Angeles sponsored by the National Endowment for the Arts. DCA, along with its partner organizations, unanimously approved this selection based on the relevance of its content for residents and the visual impact of the book. "Citizen" will serve as a catalyst for awareness, transformation, and healing through the arts. The program will be an important component of the embRACE LA initiative, centering the conversation on social tensions, providing poetic insight into racial inequity, and allowing the City to face its history and unite its residents in constructive discourse.

The program will promote activities in neighborhoods across the city to galvanize cross-community participation, generate inclusive cultural values, and build trust through participatory activities and artistic self-expression. In-school and after-school programs will run from September, 2017 through June, 2018. Extensive public programming will take place between March and June, 2018.

- **Kick-Off**: Mayor Eric Garcetti and the Los Angeles City Council, along with key partners, will recognize the 10th Annual DCA Big Read Program in Los Angeles at City Hall. Hit+Run, specializing in live screen printing, will host a free pop-up workshop for attendees to create their own limited edition t-shirts.

- **LA Public Library (LAPL)**: A series of public reading groups will be held for teens and adults in at least 25 LAPL branches throughout the City. Each branch will host activities curated for their local audience.

- **School Programs**: Participation by six middle and high schools have been confirmed to date. Students will read "Citizen" with the guidance of an artist-in-residence and create poetry and art. Discussion topics include: LGBTQ issues, gang violence, sexual harassment, bullying, and stereotypes. Student artwork will be showcased at the LA Times Festival of Books in April 2018.

- **Murals and Museums:** The Social and Public Art Resource Center (SPARC), dedicated to the preservation and creation of public art, will host talks and art making at mural sites throughout the City in neighborhoods affected by cultural tensions. An online map listing of events will be created to attract greater audiences to events. The Underground Museum, dedicated to proliferating voices of diversity, will host a family day. The Grammy Museum will invite high school students to learn about songwriting, poetry, and lyrics in the history of music.

- **Poetry Performed: LA's Poet Laureate and Youth Poet Laureate**, along with the literary organization, Get Lit, and the community media lab for youth, KAOS Network, will lead poetry workshops centered on "Citizen." Students will share their work at the Grand Park Downtown Bookfest, a major literary festival. In addition, high-school students will stage an on-campus dramatic reading of "Citizen" for their peers.

- **Creative Writing Workshops**: Tia Chucha's Cultural Center and Bookstore, dedicated to presenting local authors and poets, will lead creative writing workshops based on "Citizen" and related texts by LA authors.

- **After School Classes**: DCA's Neighborhood Arts Centers will align afterschool and weekend classes in dance, painting, and spoken word with themes in "Citizen." The Sony Pictures Media Arts Program, a free digital animation program for middle-school students operating in five low-income neighborhoods, will create short animated films based on the text. Films will be screened at DCA's Barnsdall Gallery Theatre.

- **Panel Discussion**: A panel exploring the art and politics of place will be led by Dr. Annette M. Kim, Director of the Spatial Lab Analysis (SLAB), University of Southern California (USC). Libros Schmibros Lending Library, serving residents in a predominantly Latino community, will act as a co-organizer. The panel will be hosted at LA's Central Library as part of the Library Foundation of Los Angeles' ALOUD Series.

- **Film Screenings**: Student films examining the LA Uprising from USC's "Race, Arts, and Placemaking" graduate course will be shown at DCA's Barnsdall Gallery Theatre. The LA Harbor International Film Festival, located at DCA's historic Warner Grand Theatre, will also screen films by local artists responding to "Citizen."

- **Art Talk and Exhibition**: The Center for the Study of Political Graphics will present an exhibition on community police relations in the Gallery at the Social and Public Art Resource Center, a historic building that once served as a jail. A gallery discussion with content specialists will link the images in the exhibition with those in "Citizen."

- **Culminating Presentation and Keynote**: Deaton Auditorium at the Los Angeles Police Department headquarters will host a community dialogue, led by Claudia Rankine (invited). The event will include art making by Self Help Graphics and Art, a leading visual arts center with a history of arts activism. A multimedia component will highlight student artwork inspired by "Citizen" to address the relationship between visual politics and poetry.

III. DCA Grants Administration Division Programming

a. **Invite DCA's 263 grantees to propose embRACE LA programming.**

DCA contracts with 263 cultural organizations for high-quality cultural services citywide. The embRACE LA working group will invite and select proposals from current cultural organization grantees for specific embRACE LA programming that will add cultural events with a topic-related community conversation that includes a panel, discussion, or speaker. Each organization will designate, market, and produce one specific event as an embRACE LA program.

b. **Partner with ZÓCALO Public Square to facilitate large-scale community dialogue**

DCA will explore collaborative opportunities with ZÓCALO Public Square to produce one-large scale community forum related to the embRACE LA initiative. The mission of Zócalo Public Square is to connect people to ideas and to each other by examining vital questions in an accessible and broad-minded spirit. This convening will facilitate welcoming and thoughtful events for the general public to come together and discuss socio-political issues. Zócalo also publishes idea-based journalism tied to community events to extend community learning.

IV. DCA Performing Arts Division Programming

a. **Remap LA Two-Day Conference – October/November 2017**

In partnership with CALARTS, ArtChangeUS REMAP is a curated high visibility national gathering rotating across the country, bringing together an exceptional mix of leading artists, activists, scholars, and cultural change makers to elevate the national conversation, shed light on innovative practice, expand networks, and create an ArtChangeUS environment of collaboration. The embedding of this project at the nexus of arts and social equity is the primary goal of the initiative.

- Reframe the arts conversation to understand and respond to the cultural assets of demographic change;
- Catalyze and make visible relevant, innovative artistic work and forward thinking arts practices; and

- Create opportunities for artists, organizers, and thinkers to connect across sectors in order to introduce new perspectives and collaborative possibilities.

b. **Connected by Story: Creative Writing Workshops for LAPD and Local Community Members [Up to 10 Sworn LAPD Officers and Up to 10 Community Members for Each Precinct in 4 Pilot Precincts]**

Perspective creates change. When we share our stories, empathy is built, differences dissipate, and we find similar truths. *Connected by Story* offers participants an opportunity to voice curiosities, challenges, and concerns; and by doing so, connects diverse members of the community to find common ground.

Connected by Story connects participants through story, both their own and others, by shifting perspectives and reversing roles. It uses poetry as a platform to ignite conversations about race, ethnicity, sexual orientation, gender, and multiculturalism. The workshops will be a series of five, one-hour classes using poetry to focus on identifying, connecting, processing, and sharing.

Get Lit: Words Ignite will host a series of concurrent workshops: one for LAPD Sworn Personnel and one for members of the community to address today's charged social landscape. These workshops will focus on creative writing/storytelling as a vehicle to heal our communities and create trusting partnerships between the public and the police.

Connected by Story workshops will end in a culminating final show that builds empathy, shares stories and connects police and public through diverse perspectives and building community through story.

c. **DCA Produced Special embRACE LA Initiatives at DCA Art Centers**

DCA can build upon FY16/17 initiatives including *CURRENT:LA Water* Public Art Biennial across Los Angeles and the SKIN and S/Election exhibitions at DCA's Los Angeles Municipal Art Gallery to develop additional programming that addresses embRACE LA goals. The next FY18/19 *CURRENT: LA* Public Art Biennial will focus on food and transportation with programming around issues involving access.

V. DCA Public Art Division Programming

a. Youth Apprenticeship in Public Art

Through public works projects funded by the LAPD Proposition Q Bond Program, Percent-for-Art funds may be available for funding this initiative that will respond to the LAPD's expressed desire to activate the children's areas of new Community Police Stations:

- West Valley Station in partnership with Canoga Park Youth Arts Center
- Topanga Station in partnership with the Sun Valley Youth Arts Center
- Harbor Station in partnership with the Watts Towers Arts Center
- Olympic (Mid-City) Station in partnership with the William Grant Still Arts Center

The initiative links the creation of public artwork with professional teaching artists and young people served by DCA's Community Arts Centers that could incorporate **embRACE LA** subject matter.

VI. DCA Department Wide Programming

a. Los Angeles County Cultural Equity and Inclusion Initiative

DCA will continue to participate in ongoing working groups with the Los Angeles County Arts Commission around its Cultural Equity and Inclusion initiative and identify potential overlapping strategies and promising practices for citywide consideration.

b. Racial Equity and Inclusion Arts Policy and Fund for Los Angeles

DCA will continue to participate in ongoing working groups within the City of Los Angeles to create a racial equity and inclusion arts policy and fund.

c. **Participate in the Government Alliance on Race and Equity (GARE) in the Arts Working Group**

DCA will continue to participate in a working group with a national cohort to develop a White Paper on initiatives, processes, policies, and best practices around racial/cultural equity policies, plans, and practices.

CONCLUSION

This programmatic framework is a strategic and balanced approach to fulfilling the spirit of the motions. The design of the program reflects a citywide, multidisciplinary approach, commensurate with the size, scale, and complexities of our region. It demonstrates a deep commitment by the Department to deploy the service delivery tools and resources within the agency's mission while being fully embedded within the fabric of the Department.

While this programmatic scope reflects DCA's deep commitment to the spirit of the motions, much more must be done to address racial equity and inclusion through the arts in our city. Bold new policies, plans, and resources are needed to achieve racial equity for our City's 4 million residents.

Cultural equity is the foundation of the City's last Cultural Master Plan officially adopted by the Los Angeles City Council in 1992 as well as every framework developed since. The goals in all cultural plans remain the same: access, equity, and excellence for all Angelenos.

DCA remains fervently committed to deploying arts, culture, and creativity as vehicles to achieve racial equity and inclusion for everyone in Los Angeles.