

BUDGET & FINANCE

MOTION

As we move forward an initiative for the City of Los Angeles (L.A.) to proactively address and transform the harm that has resulted from racial inequities produced by past, present, and future policies, practices, and programs, it is important to put into context that Los Angeles sits on land inhabited by people many years before it was established.

In so doing, we use this moment to recognize and acknowledge the Yaavitam, the first people of this ancestral and unceded territory of Yaangna that we now know as Downtown Los Angeles. We honor their elders, past and present, and the Yaavitam descendants who are part of the Gabrieleño Tongva and the Fernandeano Tataviam Nations. The City of Los Angeles acknowledges the Tongva peoples as the traditional land caretakers of Tovaangar (Los Angeles basin, So. Channel Islands and San Fernando Valley). We pay our respects to Honuukvetam (Ancestors), 'Ahihirom (Elders), and 'eyoohiinkem (our relatives/relations) past, present and emerging as we advance this motion to establish racial equity as a core priority for the City.

The City of Los Angeles is one of the most diverse and vibrant cities in the world. A majority of L.A.'s residents are People of Color (POC). Our diversity is our city's greatest strength, yet to ignore the divisions in our city would be a disservice to all Angelenos. For example, compared to White Angelenos, POC experience inequities in housing, education, poverty, policing, employment, and civic engagement. In most instances, these inequities remain when controlling for other factors including socioeconomic status. According to Race Counts, racial disparities are rampant in the City of Los Angeles:

- Blacks/African Americans have the lowest median household income (\$32,256).
- American Indians/Alaska Natives have the highest percentage of denied mortgage applications (27.3%).
- Latinx have the highest contaminant score due to exposure to toxic releases (6229.5).
- Asian Pacific Islanders have the least amount of income left after housing costs as renters (\$601).
- 41% of Black/African American Transgender people report experiencing homelessness at some point in their lives, more than 5 times the national average.

The racial inequities that exist in Los Angeles are not accidental – they are the result of various historic, systemic, and socioeconomic factors, including biased and discriminatory government decisions, policies, and practices. Racial profiling is defined as, "any police-initiated action that relies on the race, ethnicity, or national origin, rather than the behavior of an individual or information that leads the police to a particular individual who has been identified as being, or having been, engaged in criminal activity," as defined by Risse, Mathias; Richard Zechauser "Racial Profiling". Philosophy and Public Affairs. " In 1987, the Los Angeles Police Department (LAPD) launched Operation Hammer to aggressively eradicate gang violence in Los Angeles, targeting South L.A. in particular. By 1990, over 50,000 individuals were arrested in raids, primarily Black men and women. Of these arrests, few resulted in felony arrests or charges filed, increasing criticism of the operation and underscoring the legacy of racial profiling in Los Angeles.

There is also a legacy of discriminatory policies and practices in Los Angeles' land use and housing development practices. Historically, there has been a resistance to citywide inclusionary housing measures in new residential developments, further shrinking the availability of affordable housing units. Such resistance has disproportionately impacted low-income communities and POC. As a result, thousands of affordable housing units have been lost, displacing significant numbers of low-income residents and POC.

Throughout its history, many of L.A.'s decisions have excluded certain communities and populations and resulted in an inequitable distribution of opportunity, housing, and even justice. These inequities have been perpetuated by the systems and structures established and maintained by government. If government played a role in creating and maintaining the racial inequities that L.A. sees today, it should play a role in eliminating them.

City government can play a productive role in addressing racial barriers and this has been evident in various policies already. The month of October in the City of Los Angeles was declared embRACELA month. With the help of Community Coalition, dinners were held with the purpose of unifying Angelenos

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and empowering communities through citywide conversations about race and racism in Los Angeles. Another example is the Los Angeles Clean Up Green Up Ordinance introduced in 2012 by residents and environmental justice organizations, provided the resources, regulations, and processes to address and mitigate current and future toxic contaminants from industry, freeways, and other land uses disproportionately impacting communities of color in Boyle Heights, Pacoima, Sun Valley, and Wilmington.

In addition to the productive role city government can and has played in addressing racial disparities, L.A. is in a crucial moment where demographic shifts, changes in neighborhoods, current and upcoming development projects, and future policies can exacerbate racial inequities even further, intensifying the urgency for the City to step in now. Within its jurisdiction, L.A. can make a positive impact towards racial equity when it comes to employment, economic development, housing, environmental health, community resources, law enforcement, land use, and civic participation.

If Los Angeles is to live up to its civic ideals, it must move to become a model city that addresses racial inequity in a constructive and proactive way. A key factor in improving the lives of all Angelenos is the establishment of racial equity as a core principle within all aspects of City government including services, programs, policies, and allocation of budget resources. Guided by the principle of racial equity, City government would work to form strong and sustainable partnerships and relationships with residents and communities that have been most impacted by racial inequities. L.A. would benefit from a dedicated office that works to create a Los Angeles where structural barriers are eliminated, opportunity and resources are fairly and justly distributed, and where all Angelenos are included, empowered, and fully participate civically. Currently, various City offices and departments are incorporating measures and initiatives to address racial inequities in their respective areas; however, no centralized hub exists to coordinate these efforts, monitor progress, and maximize racial equity impacts for Los Angeles as a whole.

WE THEREFORE MOVE, that the City Council INSTRUCT the Chief Legislative Analyst (C.L.A.) and the City Administrative Officer (C.A.O.) to report back on establishing an Office of Racial Equity (O.R.E.) that would have the mission of ensuring that the City plays a proactive role in advancing racial equity through policy and programs.

WE FURTHER MOVE, that as part of the report, the C.L.A./C.A.O. include a review of offices of equity and related offices in other jurisdictions to inform the scope of work and structure for the proposed O.R.E. and consult community partners leading racial equity work in L.A. through the embRACE LA initiative.


WE FURTHER MOVE, that the C.L.A./C.A.O. report include an analysis of the staffing and budget required for the O.R.E. to have at a minimum, five functions:


1. **Policy analysis and research:** Assess the racial equity impact of existing and/or proposed policies and/or practices applicable to any City or departmental decision, including the development and application of a Racial Equity Impact Tool and an Equitable Budgeting Tool.
2. **Data Monitoring, Tracking, and Evaluation:** Work with City staff to establish and publicly share key racial equity indicators that it would regularly monitor and track via a racial equity dashboard and an annual racial equity report.
3. **Civic engagement:** Improve the civic engagement of populations and communities that have historically low rates of participation. Specifically, collaborate with residents, elected officials, City departments, and City commissions to improve the standards and implement policies and practices that make public participation opportunities more accessible. Coordinate and facilitate trainings for residents in their communities to build their civic capacity, civic knowledge, and sense of political empowerment.
4. **Technical assistance and training:** Support the training of LA City staff on racial equity, such training would provide an overview of key racial equity concepts including, but not limited to, the history of inequality and discrimination, systemic racism, implicit bias, the role of local government in racial equity and the current state of racial equity in Los Angeles. Furthermore, provide technical

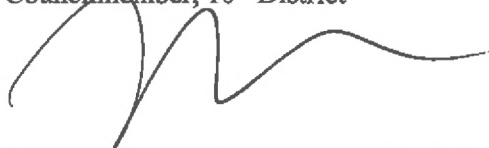
assistance to support the development and implementation of a racial equity action plan for L.A. The racial equity action plan would include a racial equity vision, theory of change, set of strategies and actions to accomplish the vision, and performance indicators to track progress.

5. **Community Racial Equity Advisory Committee:** Staff and coordinate a Community Advisory Committee (Committee) that would serve to inform and advise the work of the ORE, as well as hold it accountable to communities most impacted by racial inequities. The Committee would review the racial equity action plan, racial equity impact assessments, and data presented in the racial equity dashboard. Members of the Committee would consist of community residents most impacted by racial inequities.

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