



Date: 6/22/20
Submitted in B&F Committee
Council File No. 20-0600
Item No. 1
Submitted by CHRC

Civil and Human Rights Department Budget Committee Meeting

June 22, 2020

Capri Maddox, General Manager

Background

- In February 2020, Mayor Eric Garcetti nominated attorney, Capri Maddox to lead the newly-established Civil and Human Rights Department (CHRD).
- CHRD is tasked with addressing the long-standing discrimination impacting underserved and minority communities which denies equal treatment in private commerce, education, employment, or housing.
- Recent extreme racial injustices and the COVID-19 crisis have exacerbated the need for the CHRD's work to begin immediately.



MISSION

CHRD strives to maintain and strengthen Los Angeles' diversity, equity, and accountability through oversight, outreach, legal remedies, and empowerment. CHRD envisions creating a racially equitable environment that levels the playing field and enhances opportunities for diverse communities.

PROGRAMS

Commission Oversight

- Civil and Human Rights Commission
- Commission on the Status of Women
- Human Relations Commission

Outreach and Community Engagement

- Faith-Based Unity Events
- Community Diversity Events
- Discrimination Awareness Training
- Hate Crime Prevention
- Complaint Process Education

Discrimination Enforcement

- Citizen Complaint
- Investigation
- Letter of Concern
- Mediation
- Notice of Violation
- Hearing Process
- Appeals Process
- Resolution

Office of Racial Equity and Empowerment

- Partnership with Community-Based Organizations
- Equity Lens
- Upward Mobility Programming
- Industry Diversity Metrics

COMPLAINT PROCESS

Ordinance 186084, Section 51.05 allows any person whose rights are violated as described in Section 51.03 to file a complaint.

The CHRDR has authority over complaints involving:

Commerce	Education	Employment	Housing
<ul style="list-style-type: none">•Actual or Perceived Race•Color•Ethnicity•Creed•Age•National Origin•Religion•Citizenship Status•Gender•Gender Identity•Gender Expression•Sexual Orientation•Disability•Medical Condition•Genetic Information•Marital Status•Partnership Status•Employment Status•Income Status•Military Status•Veteran Status	<ul style="list-style-type: none">•Actual or Perceived Race•Color•Ethnicity•Creed•Age•National Origin•Religion•Citizenship Status•Gender•Gender Identity•Gender Expression•Sexual Orientation•Disability•Medical Condition•Genetic Information•Marital Status•Partnership Status•Employment Status•Income Status•Military Status•Veteran Status	<ul style="list-style-type: none">•Ethnicity•Citizenship Status•Partnership Status•Employment Status•Income Status	<ul style="list-style-type: none">•Ethnicity•Age•Citizenship Status•Medical Condition•Employment Status•Military Status•Veteran Status

State law controls the enforcement of housing and employment violations for certain protected classes. For housing and employment violations involving these protected classes, CHRDR will refer violations to the appropriate agency, including the City Attorney, District Attorney, California Department of Fair Employment and Housing, Attorney General, or a legal aid group. The CHRDR will only provide referrals when superseded by state or federal law. When the CHRDR has authority, complainants have the option to go through an investigation and hearing process or proceed on their own in state court.

COMPLAINT PROCESS SUMMARY

Investigation Process

- CHRDR receives and reviews citizen complaint
- CHRDR General Manager sends a Letter of Concern including notice of Private Right of Action
- CHRDR collects information on the incident(s) through interviews of any relevant witnesses
- CHRDR may visit the site of the violation to inspect relevant records
- If the General Manager determines that a violation of the Civil and Human Rights Law has occurred, the General Manager shall issue a Notice of Violation to the person or company, setting forth any penalties or corrective actions

Mediation Process

- The Office of the City Attorney trains Pepperdine University Caruso School of Law's Straus Institute for Dispute Resolution volunteers to facilitate the mediation process
- CHRDR has the option of allowing parties to a discrimination complaint to settle or participate in voluntary mediation

Hearing Process

- Whenever a person or company receives a Notice of Violation, that person or company may seek an administrative hearing to challenge the General Manager's determination
- As part of the hearing process, both the General Manager and the person or company accused of discrimination may subpoena relevant witnesses and business records
- An independent Hearing Officer reviews the evidence and submits findings and determinations to the parties
- The Human Relations Commission may review the ruling (51.09)
- If CHRDR substantiates the violation, a notice of violation will be issued, and penalties or corrective action will be imposed (51.07)

Appeal Process

- The losing party at the hearing may appeal the decision to CHRDR
- The CHRDR will review the ruling under an abuse of discretion standard
If CHRDR substantiates the violation, the Notice of Violation will be issued, and penalties or corrective action will be imposed



Hate Crime Prevention



Collaborate with the City Council Districts and local community-based organizations on hate crime prevention events to raise awareness of bias and create inclusive neighborhoods

Law & Policy Fellows



Create a pipeline for students to become the next generation of leaders in law and public policy

Hiring Initiative



Coordinate a targeted outreach campaign to increase hiring opportunities for underserved communities

Peace Centers



Establish non-profit hosted Peace Centers to provide a safe space for youth and adults to engage in dialogue around issues of racial equity