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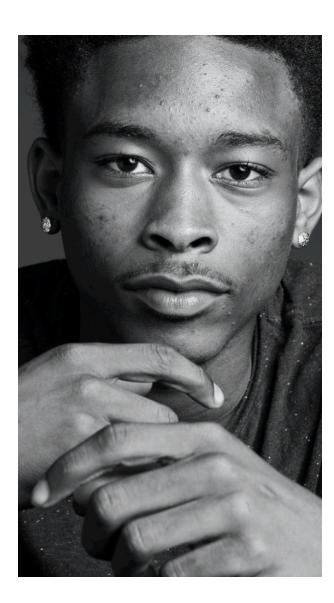
Civil and Human Rights Department Budget Committee Meeting

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 CHRD has authority over complaints involving:

Commerce Education Actual or Perceived Race Actual or Perceived Race Color Color Ethnicity Ethnicity Creed Creed Age Age National Orgin National Orgin Religion Religion Citizenshp Status Citizenshp Status Gender Gender Gender Identity Gender Identity •Gender Expression •Gender Expression Sexual Orientation Sexual Orientation Disability Disability Medical Condition Medical Condition •Genetic Information •Genetic Information Marital Status Marital Status Partnership Status Partnership Status • Employment Status • Employment Status •Income Status •Income Status Military Status Military Status Veteran Status Veteran Status

Employment	Housing
Ethnicity Citizenship Status Partnership Status Employment Status Income Status	 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, CHRD 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 CHRD will only provide referrals when superseded by state or federal law. When the CHRD 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

- CHRD receives and reviews citizen complaint
- CHRD General Manager sends a Letter of Concern including notice of Private Right of Action
- CHRD collects information on the incident(s) through interviews of any relevant witnesses
- CHRD 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
- CHRD 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 subpoen arelevant 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 CHRD 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 CHRD
- The CHRD will review the ruling under an abuse of discretion standard
 If CHRD 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