

IMMIGRANT AFFAIRS, CIVIL RIGHTS, AND EQUITY COMMITTEE REPORT relative to establishing the Office of Racial Equity (ORE) with a key role to advance racial equity through policy and programs.

Recommendations for Council action:

1. INSTRUCT the Civil, Human Rights, and Equity Department (CHRED) to report to Council on the following:
 - a. On the framework of the ORE under the purview of the CHRED, an action plan for the incorporation of the following five functions identified in the original Motion:
 - i. Policy Analysis and Research
 - ii. Data Monitoring, Tracking, and Evaluations
 - iii. Civic Engagement
 - iv. Technical Assistance and Training
 - v. Community Racial Equity Advisory Committee
 - b. Review racial equity programs in other cities, and with the assistance of the Personnel Department, the Bureau of Contract Administration, the Chief Legislative Analyst (CLA), City Administrative Officer (CAO), and any other necessary City department, report to Council on the feasibility of implementing components of other cities' racial equity programs into an internal City racial equity strategy giving consideration to what may be incorporated in the near term versus the longer term. Consideration may be focused on City employee hiring and promotion; contracting; staff training in diversity, inclusion, and racial bias; and the impact of implicit bias on the policy-making and budget process with respect to City programs and services, while also taking into account the impact of racial inequities on other underrepresented groups such as people with disabilities, members of the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual (LGBTQIA) community, women, and transgender and non-binary individuals.
2. INSTRUCT the CAO, with the assistance of the CHRED, to report with a budget and staffing plan for the ORE.
3. REQUEST proprietary departments such as the Los Angeles Department of Water and Power, Los Angeles World Airport, Port of Los Angeles, Housing Authority of the City of

Los Angeles, and the Los Angeles Homeless Services Authority, to adopt similar racial equity plans consistent with those adopted by the City Council.

Fiscal Impact Statement: The CLA reports that there is no impact on the General Fund as a result of the recommendations in the subject CLA report, dated April 8, 2021.

Community Impact Statement: None submitted.

SUMMARY:

At a regular meeting held on April 15, 2021, the Immigrant Affairs, Civil Rights, and Equity Committee considered a CLA report relative to establishing the ORE with a key role to advance racial equity through policy and programs. After providing an opportunity for public comment, the Committee recommended adopting the recommendations in the CLA report, dated April 8, 2021. This matter is now submitted to the Council for consideration.

Respectfully submitted,

IMMIGRANT AFFAIRS, CIVIL RIGHTS, AND EQUITY COMMITTEE

MEMBER	VOTE
DE LEÓN:	YES
PRICE:	YES
O'FARRELL:	YES
CEDILLO:	YES
RAMAN:	YES

LC 04/15/21