

IMMIGRANT AFFAIRS, CIVIL RIGHTS, AND EQUITY COMMITTEE REPORT and ORDINANCE FIRST CONSIDERATION relative to establishing the Civil, Human Rights and Equity Department (CHRED), and include the Board of Commissioners on the Status of Women and Board of Human Relations Commissioners, and establishing the Civil and Human Rights Community Engagement Fund, and clarify provisions of the law; and, establishing the Office of Racial Equity (ORE).

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. PRESENT and ADOPT the accompanying ORDINANCE dated March 16, 2021, amending Chapter 32 of Division 22 of the Los Angeles Administrative Code (LAAC) to establish the CHRED and include the Board of Commissioners on the Status of Women and Board of Human Relations Commissioners in Chapter 32; adding a new Chapter 191 to Division 5 of the Administrative Code to establish the Civil and Human Rights Community Engagement Fund and; amending Sections 51.02 and 51.03 and other sections of the Los Angeles Municipal Code to clarify provisions of the Civil and Human Rights Law and make its terminology consistent with Chapter 32 of the Administrative Code, in accordance with this ordinance.
2. 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.

3. INSTRUCT the CAO, with the assistance of the CHRED, to report with a budget and staffing plan for the ORE.
4. REQUEST the 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: None submitted by the City Attorney. 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 City Attorney report and draft Ordinance relative to establishing a Civil, Human Rights and Equity Department (CHRED), including the Board of Commissioners on the Status of Women and Board of Human Relations Commissioners, and establishing the Civil and Human Rights Community Engagement Fund, and clarify provisions of the law; and, a CLA report relative to the establishment of the Office of Racial Equity (ORE). After providing an opportunity for public comment, the Committee recommended to adopt the recommendations on the CLA report and adopt the draft Ordinance dated March 16, 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