

A G E N D A

REGULAR MEETING ORANGE COUNTY HUMAN RELATIONS COMMISSION

Thursday, September 13, 2018, 11:00 A.M.



COMMISSION ROOM, FIRST FLOOR
333 W. Santa Ana Blvd.
Santa Ana, California

RABBI RICK STEINBERG
Chair

DR. CHIARINA PIAZZA
Vice Chair

BEKELE DEMISSIE
Commissioner

KIM TOAN DO
Commissioner

MIKE HAMEL
Commissioner

JANY LEE
Commissioner

DR. KERRY REYNOLDS
Commissioner

MICHAEL REYNOLDS
Commissioner

DON SEDGWICK
Commissioner

MICHELE STEGGELL
Commissioner

Executive Director
Norma Lopez

Clerk of the Commission
Robin Stieler

The Orange County Human Relations Commission. This agenda contains a brief general description of each item to be considered. The Commission encourages your participation. If you wish to speak during Open Forum, please complete a Speaker Form and deposit it in the Speaker Form Return box located next to the Clerk. Except as otherwise provided by law, no action shall be taken on any item not appearing in the agenda. Speaker Forms are available in the container located on the far left wall of the Hearing Room. When addressing the Commission, please state your name for the record prior to providing your comments.

****In compliance with the Americans with Disabilities Act, those requiring accommodation for this meeting should notify the Clerk of the Board's Office 72 hours prior to the meeting at (714) 834-2206****

All supporting documentation is available for public review online at:
http://www.occommunityservices.org/oc_human_relations_commission and in the office of the Clerk of the Board of Supervisors located in the Hall of Administration Building, 333 W. Santa Ana Blvd., 10 Civic Center Plaza, Room 465, Santa Ana, California 92701 during regular business hours,
8:00 a.m. - 5:00 p.m., Monday through Friday.

11:00 A.M.

A G E N D A

1. Call the Meeting to Order
2. Overview of Monthly Summary of Commission Activities

OPEN FORUM

At this time members of the public may address the Commission on any matter within the jurisdiction of the Commission. The Commission or Chair may limit the length of time each individual may have to address the Commission.

ACTION ITEMS: (Items 3 - 5)

3. Review and approve redline draft of Commission bylaws
4. Discuss and approve Commissioner visits to City Councils in Orange County
5. Review and approve Commission Officers nomination process

HEARING/SPEAKER/PRESENTATION: (Item 6)

6. Resilience OC: Organization Overview and Truth Act Bill by Ana Ramirez Zarate

INFORMATION ITEMS: (Items 7 - 8)

7. Executive Director's Report:
 - a. Marketing Plan draft review
 - b. Save the Date: 2017 Hate Crimes Report update and launch
 - c. Ad-Hoc Committee updates: Goodwill Program
8. Update from OC Chiefs and Sheriff

ANNOUNCEMENTS FROM COMMISSIONERS

AGENDA BUILDING

Commissioners to suggest agenda items and/or topics for upcoming meetings.

ADJOURNED

NEXT MEETING:

October 11, 2018 Regular Meeting, 11:00 a.m.



Orange County Human Relations Commission
1801 E. Edinger Ave. Suite: 115, Santa Ana, CA | P: 714-480-6570

Commissioners

Rabbi Rick Steinberg, Chair
Dr. Chiarina Piazza, Vice Chair
Bekele Demissie
Don Sedgwick
Jany Lee
Dr. Kerry Reynolds
Kim Toan Do
Michael Reynolds
Michele Steggell
Chief Mike Hamel

DATE: Thursday, September 13, 2018

LOCATION: 333 W. Santa Ana Blvd., Santa Ana, 92701 (Commission Room – First Floor)

NEW TIME: 11:00 AM – 1:00 PM

AGENDA

- | | |
|---|-----------------|
| 1. Call the Meeting to Order | Rabbi Steinberg |
| 2. Overview of Monthly Summary of Commission Activities | Jany Lee |

OPEN FORUM: *Members of the Public may address the Commission on human relations issues*

ACTION ITEMS

- | | |
|--|-----------------|
| 3. Review & approve redline draft of Commission Bylaws | Rabbi Steinberg |
| 4. Discuss and approve commissioner visits to City Councils in Orange County | Bekele Demissie |
| 5. Review & Approve Commission Officers Nomination Process | Rabbi Steinberg |

SPEAKER PRESENTATION

- | | |
|--|--------------------|
| 6. Resilience OC: Organization Overview & Truth Act Bill | Ana Ramirez Zarate |
|--|--------------------|

INFORMATIONAL ITEMS

- | | |
|---|-------------------|
| 7. Executive Director's Report | Norma López |
| a. Marketing Plan Draft Review | |
| b. SAVE THE DATE: 2017 Hate Crimes Report Update & Launch | |
| c. Ad-Hoc Committee Updates: Goodwill Program | |
| 8. Update from OC Chiefs and Sheriff | Chief Mike Hamel |
| 9. Announcements from Commissioners | All Commissioners |
| 10. Adjourn Commission Meeting | Rabbi Steinberg |

MISSION: *Seek out the causes of tension and conflict, discrimination and intolerance, and eliminate those causes.*



Orange County Human Relations Commission

MISSION: Seek out the causes of tension and conflict, discrimination and intolerance, and eliminate those causes

MONTHLY SUMMARY OF ACTIVITIES: AUGUST 2018

FY 18 - 19 Commission Activities Matrix			
CONTRACT ACTIVITY	Goal	To-Date	% Reach
A. Monthly HRC meetings	12	1	8%
B. HRC Annual Report	1	0	0%
C. Police-Community Reconciliation cases	20	3	15%
D. Community-Police Meetings	4	1	25%
E. Chief's Advisory Boards & Sherriff's Interfaith Council	8	2	25%
F. Community Outreach & Relationship Building meetings	40	9	23%
G. Police/Diverse Community Dialogues	2	0	0%
H. Hate Crime Report & Network Meeting	1	1	100%
I. Support to hate crime victims	8	3	38%
J. Outreach efforts (speeches, presentations, etc.)	10	1	10%
K. Community training on intergroup relations topics	4	1	25%
L. Annual Awards program	1	0	0%
M. Participate in community-based/outreach symposiums	2	0	0%

Police-Community Relations

- **Santa Ana PD:** Commission staff began the first series of police-community dialogues for the SAPD at the PAAL center in Santa Ana. A total of 45 residents attended first meeting.
- **Police Community Reconciliation Program:** Commission staff assessed and referred 1 PCRCP cases for Fountain Valley.

Intergroup Relations & Relationship Building

- **Community Support, Outreach & Presentations:**
 - Commission staff attended the Tustin PD National Night out event and hosted a table with information on Commission programs and work.
 - Commission attended a Huntington Beach Community event to observe and offer Commission resources to those present.
 - Commission staff facilitated two assessment session to address concerns in both Jewish and Muslim communities to determine next steps in bringing groups together for in-depth dialogue.
- **Hate Free OC Campaign:**
 - Commission staff participated in CAHRO monthly conference call to plan for upcoming conference in November.
- **Commission Director One-on-Ones:**
 - Commission Director met with 3 OC residents interested in Commission program and work.
 - On 8/30, Commission Director met with County of Orange - Community Svcs Director to discuss Commission contract.

Capacity Building & Training

- **Implicit Bias:** Commission Director conducted an Implicit Bias workshop for 10 people at a recent Basic Mediation training.



Orange County Human Relations Commission

MISSION: *Seek out the causes of tension and conflict, discrimination and intolerance, and eliminate those causes*

MEMO

TO: All Commissioners
FROM: Norma J. López, Commission Executive Director
RE: OC Human Relations Commission Bylaws Suggested Revisions

ISSUE:

Human Relations Commission Bylaws revisions to be approved for submission to Chairman Do consideration.

BACKGROUND:

Chairman Do has interest in working alongside the Human Relations Commission to review and revise the Commission's scope of work and Bylaws. At the July meeting, the Commission approved the creation of an ad-hoc committee comprised of Chairman Steinberg and Commissioner Kerry Reynolds to review and bring forth suggested revisions for Commission approval prior to submitting them to Chairman Do for consideration.

DISCUSSION:

Commission will review, consider and approve the following suggested changes:

1. **Article IV – Purpose:** Strike out the words “attempt to eliminate” and replace with “fight against”
2. **Article V – Goals:** streamline words used throughout the Bylaws – replacing “handicap” with disability and “sex” with gender
3. **Article VI – Duties & Functions:** Strike out “to investigate when appropriate, make findings and report those findings.” This is not a role that the Commission nor Staff execute at any time.
4. **Article VII – Membership:** Edit sentence to ensure consistent attendance to Commission meetings and ensure quorum “*Any Commissioner who fails to attend three consecutive scheduled meetings or over half of the regular meetings in a fiscal year with or without prior notification to the Chair or Director, shall automatically vacate the position of Commissioner.*”
5. **Article VIII – Officers:** Strike out “Executive Committee and Nominating Committee” from the sentence since the new Bylaws do not establish or mandate these committees any longer.
6. **Article IX – Staff:** Strike out letter “C” since the Executive Director no longer is responsible for posting agendas or keeping Commission meetings minutes. This is a role that the Clerk of the Board now fulfills.
7. **Article IX – Staff:** New letter “C” – Add “and supervision of Commission staff” at the end of the sentence since there are more than one staff member supporting the Commission and the Executive Director continues to supervise current Commission staff.
8. **Article XI – Meetings:** Letter “A” replace “one regular meeting a month” to “10 meetings in a fiscal year.” In researching other Commissions in California and throughout the country, many go dark in the summer to accommodate vacations and in December to accommodate holiday schedules. Additionally, it is recommended to strike out the final sentence in this Article, which would allow for

the Commission to set a more convenient meeting time and location that would potentially address the Commission's current quorum issues.

9. **Article XII – Quorum, Voting & Commission Actions:** Letter "C.3" add the word "solicited" before funds to clarify that, if and when the Commission receives monetary donations, it is within their purview to approve the expenditures of the funds received. Also, on letter "E" at the end of the sentence add "unless approved through the Commission's marketing plan." This will bring clarity that the Board of Supervisors approved marketing plan gives the Commission the authority to solicit donations for approved Commission activities/events.
10. **End of document:** Add in footnotes the most recent Bylaw changes that was approved by Board of Supervisors on 10/31/17.

RECOMMENDED ACTION:

Approve the suggested changes to the Human Relations Commission Bylaws for submission to Chairman Do.

BYLAWS
OF THE
ORANGE COUNTY HUMAN RELATIONS COMMISSION

Article I – Name

The commission shall be the Orange County Human Relations Commission, referred to hereafter in this document as the “Commission.”

Article II – Authority

The Commission was created by the Orange County Board of Supervisors, referred to hereafter in this document as the “Board,” by Resolution No. 71-196 on February 24, 1971.

Article III – Organizational Structure

The Commission is programmatically responsible to the Board of Supervisors.

Article IV – Purpose

The purpose of the Commission shall be to seek out the causes of tension and conflict, discrimination and intolerance, based on race, religion, national origin, ethnicity, disability, age, gender, sexual orientation, socio-economic status, or marital status, and ~~attempt to eliminate~~ **fight against** those causes.

Commented [NL1]: Fight connotes a vigorously endeavor to campaign against discrimination & intolerance. Additionally, this statement is our outward message to community. I believe it should be easy enough to understand and translate in any given language.

Article V – Goals

The following are goals of the Commission:

- A. Promote equal justice before the law.
- B. Promote equal socio-economic and political opportunity including equity in health, housing, education and employment.
- C. Promote the protection of the dignity and integrity of every individual.
- D. Promote education of all members of the Orange County Community relating to basic human rights and responsibilities.
- E. Promote the elimination of prejudice and discrimination among people based on race, religion, national origin, ethnicity, ~~disability handicap~~, age, ~~sex gender~~, sexual preference, socio-economic status, and marital status.

Commented [NL2]: County oversight of changes that were made in Art. IV & VII, B. – keeps document consistent.

Article VI – Duties and Functions

- A. Receive and hear specific complaints and problems of discrimination; to discuss each matter with the appropriate public or private agency for their action; ~~to investigate when appropriate, make findings and report those findings.~~
- B. Engage in research and education for the purpose of lessening and eliminating prejudice and its effects.
- C. Coordinate and promote educational programs, which will foster understanding among various groups within Orange County; and work for the development of constructive community educational programs to prevent future problems.
- D. Recommend to the Board those County projects and service priorities which will serve to prevent or alleviate social problems in Orange County.
- E. Provide assistance and referral services to individuals and groups, which will facilitate understanding and participation in the decision-making process of Orange County institutions.

- F. Consult and cooperate with Federal, State, County, City and other public and private bodies to improve human relations.
- G. Prepare quarterly reports of Commission events and Commission position taken on issues, and ensure that Commission events are included on the County Event List.
- H. Prepare and submit an annual marketing plan to the Board of Supervisors, which shall be approved by a majority vote of the Board of Supervisors.

Article VII – Membership

- A. The Commission shall be comprised of eleven members hereafter in this document referred to as “Commissioners.”
- B. Commissioners shall be broadly representative of different racial, ethnic, religious, socio-economic, disability, age, gender, sexual orientation, or marital status groups in Orange County.
- C. Five Commissioners shall be appointed by the Board with each Supervisor nominating one Commissioner from inside or outside of the District that the Supervisor represents. No person living outside of the Supervisor’s district shall be nominated for appointment to the Commission without the written consent of the Supervisor representing the district where the nominee resides. One Commissioner shall be appointed by the Board at large. Five Commissioners shall be appointed by cities in a process coordinated by the City County Coordinating Committee and the Clerk of the Board, with the objective of having one appointee from the cities in each of the five supervisorial districts.
- D. The members of the Commission shall serve a term of two years, beginning from the date of appointment. Each member shall continue to serve in such capacity until the members’ successor has been appointed.
- E. Commissioners must meet the following selection guidelines:
 - 1. Be a resident of, and registered to vote in, Orange County
 - 2. Demonstrate an understanding of human relations.
 - 3. Support the purpose and goals of the Commission as delineated in Articles IV and V.
 - 4. Be able to serve as a member of a working committee of the Commission.
- F. Any Commissioner who fails to attend three consecutive ~~regular scheduled~~ meetings or over half of the regular meetings in a fiscal year with or without prior notification to the Chair or the Director ~~and a valid reason~~, shall automatically vacate the position of Commissioner.
- G. Commissioners may have their membership terminated without cause by the respective appointing authority. A vacancy thereby created shall be filled in the same manner as the original appointment.

Commented [NL3]: As we all know, this has become a major barrier for our Commission’s ability to do business. As it stands now, anybody can miss more than 6 meetings without replacement if they notify their absences with valid reason. Due to this, we have had difficulty meeting quorum.

As it stands now, if anybody is absent with a valid excuse and there is no quorum (meeting cancelled), that person has “technically” not missed a meeting and there are no consequences.

Article VIII – Officers

- A. The Commission shall elect, by majority vote, a Chair and Vice-Chair each year. The Chair and Vice-Chair shall serve one year terms, limited to two consecutive terms.
- B. The Chair shall:
 - 1. Preside over all regular and special meetings.
 - 2. Act as an ex officio member on all committees.
 - 3. Establish committees and coordinate the appointment of members thereto, ~~except the Executive Committee and Nominating Committee.~~

Commented [NL4]: Current Bylaws do not establish an Executive Committee nor a Nominating Committee. However, it does task the Commission Chair to establish ad-hoc committees as necessary.

4. Represent the Commission, or designate a representative to public functions.

C. The Vice-Chair shall assume the duties of the Chair when the Chair is absent or unable to perform the duties of the Chair.

Article IX – Staff

A. Commission staff shall include a position of Executive Director, who may be an employee of a non-profit organization contracted to provide support to the Commission. Prior to the performance of duties on behalf of the Commission, the individual identified to fill the position of Executive Director shall be approved by a majority vote of the Board of Supervisors. The position of Executive Director is terminable at will by a majority vote of the Board of Supervisors.

B. The Executive Director will be recruited and identified for Board approval pursuant to a process, which is mutually agreed to by Commission and the Orange County Community Resources Department, or if contracted out, to be recruited and identified for Board Approval in conjunction with the Orange County Community Resources Department with the input of the Commission utilizing job posting resources that will enable the position to be advertised to the widest range of qualified applicants. Compensation for the position of Executive Director shall be set within a pre-determined salary range. If the Executive Director position is not an employee of a non-profit organization contracted to provide support to the Commission, recruitment for the position shall be appropriately advertised on the Orange County jobs website, interviewed, and selected in accordance with the Orange county Merit System Selection rules and Appeals Procedure available in the Orange County Human Resource Service Department.

~~C. The Executive Director shall be an individual that has knowledge of, and agrees to follow, the Brown Act and Parliamentary Procedure.~~

~~D.C.~~ The Executive Director shall be responsible to the Commission for Program duties and supervision of Commission staff.

Commented [NL5]: The Executive Director no longer is responsible for agenda posting nor minute taking at Commission meetings – the Clerk of the Board has this covered. We could also edit the sentence to only state, “The Executive Director shall be an individual that agrees to follow the Brown Act and Parliamentary Procedure.”

Article X – Clerk of the Board (“Clerk”)

A. Attendance at Meetings
The Clerk, or a representative designated by the Clerk, shall attend each meeting of the Commission and maintain a record of all proceedings and directions of the Commission. Agenda items or groups of items will be called by the Clerk.

B. Preparation and Distribution of Agenda
The Clerk will prepare, post and distribute all agendas of the Commission meetings. The agenda shall consist of a brief general description of each item to be considered by the Commission, pursuant to the Ralph M. Brown Act, Government Code section 54950 et seq.

The Clerk will also prepare, post and distribute all supplemental agendas when there has been an item added, continued, deleted, and/or modified since the distribution of the initial meeting agenda.

The regular Commission meeting agenda will be distributed and made available to the public on the Friday preceding the Thursday regular meeting.

Commented [NL6]: This was removed from the last Bylaws but it’s a responsibility that I still hold. I think it should be clear that we have more than one person supporting the Commission.

Article XI – Meetings

A. The Commission shall hold ~~10 meetings in a fiscal year, one regular meeting a month.~~ Meeting of the Commission shall be held in accordance with the Ralph M. Brown Act, Government Code

Commented [NL7]: I researched other Commissions in State and County and many have 2 dark months (July and December). The July meeting would be in the middle of Summer to accommodate summer vacations, responsibilities, etc. and December tends to be a busy holiday season for many.

Section 54950, et seq., as amended and held at a location within Orange County, California that satisfies the access requirements of the American with Disabilities Act. ~~If the room is available at the time the meeting is scheduled, regular meetings shall be held in the Planning Commission Hearing Room at the County Hall of Administration during regular business hours.~~

Commented [NL8]: This was one of the changes approved in Oct 2017, which changed our meeting location and time. Eliminating the sentence would allow for the Commission to set a different location and time for its meetings – potentially addressing our current quorum issues.

- B. A special meeting of the Commission may be called by the Chair, the Executive Committee or by a quorum of the Commission. Notice of special meetings shall be delivered to members personally, by mail or electronically, and must be received no later than twenty-four hours in advance of the meeting. Written notice of such meetings must be provided to any person who has previously requested notice.
- C. Written notice of regular Commission meetings will be mailed out to any person who previously requested notice one week prior to the meeting. In all other cases, notice shall be given 72 hours prior to the meeting. Regular meetings shall be held at the regular time and date.

Article XII – Quorum, Voting, and Commission Actions

- A. A majority of existing Commissioners shall constitute a quorum.
- B. Each Commissioner shall have one vote.
- C. All Commission actions and recommendations shall be by motion, duly seconded, and carried by an affirmative vote of a majority of members present. Such actions and recommendations shall include, but not be limited to the following:
 - 1. Approval of a program undertaken on the Commission’s behalf;
 - 2. Approval of a solicitation of funds for a Commission program prior to the initiation of the solicitation.
 - 3. Approval of expenditure of ~~solicited funds~~ on a Commission program.
- C. Commission staff shall not be used to assist in planning non-Commission events or activities during their contracted working hours.
- E. The Commission shall have no authority to accept gifts or donations on behalf of the County ~~unless approved through the Commission’s marketing plan.~~

Commented [NL9]: Adding “solicited” only clarifies that, if Commission does get monetary donations, it is within their purview to approve the expenditures of the funds received.

Commented [NL10]: Again...this is just for clarity that the Board of Supervisors approved marketing plan gives the Commission the authority to fundraise for specific program/event needs.

Article XIII – Committees

- A. The Chairperson of the Commission may establish ad hoc committees to accomplish time-limited tasks that support the goals of the Commission. .
- B. When appropriate, committees may call on other knowledgeable individuals who are not Commission members to act as consultants to the committees. Said individuals shall be subject to the conflict of interest statutes, regulations and ordinances.

Article XIV – Advocacy

- A. The Commission website shall be hosted on the Orange County Community Resources domain.
- B. Statements, press releases, and reports must be approved by a quorum of the Commission. Consistent with the Commission’s purpose, and to promote open discussion, understanding, and the free exchange of ideas, any member of the Commission may file and have published a minority report in which any other member may join. Such a minority report shall be published

concurrently as a part of the document containing the majority report. Commission statements and press releases, which have not been approved by the Board of Supervisors, shall indicate that they do not represent official County position.

- C. All Commission communications shall be on Commission letterhead.
- D. Commission recommendations on legislation must be approved by the majority vote of a quorum of the Commission and submitted to the County Executive Office legislative planning committee for recommendation to the Board of Supervisors. The Commission shall not take positions on legislation without approval of the Board of Supervisors.
- E. Neither the Commission nor any of its Commissioners shall promote, directly or indirectly, any political party, political candidate or political activity using the name, emblem, or any other identifier of the Commission.

Article XV – Bylaws

- A. Adoption of Bylaws: These Bylaws shall become effective upon approval of the Board of Supervisors.
- B. Amendments to Bylaws: These Bylaws may be amended by an affirmative vote of the majority of those members present at any regular meeting provided the amendments have been submitted to the membership in writing at least one month prior to the meeting. All amendments must be approved by the Board of Supervisors.

Article XVI – Lifespan

The Commission shall have a permanent lifespan, subject to dissolution by a majority vote of the Board.

- Adopted by Board Resolution Number 71-196 on 2/24/1971
- Amended by Board Resolution Number 82-1868 on 12/14/1982
- Amended by Board Resolution Number 85-1648 on 11/19/1985
- Amended by Board Resolution Number 15-099-15-106 on 9/22/2015

Amended by Board of Supervisors on 10/31/2017

Commented [NL11]: Although these are the most recent Bylaws, the fact that they were amended last October is not reflected here. This is only to correct that fact.

OCCR would need to provide the Board Resolution Number for 10/31/17.



Orange County Human Relations Commission

MISSION: Seek out the causes of tension and conflict, discrimination and intolerance, and eliminate those causes

MEMO

TO: All Commissioners
FROM: Norma J. López, Commission Executive Director
RE: Commissioner Visits to City Councils

ISSUE:

Should the Commission embark on City Council visits for the FY 18-19?

BACKGROUND:

At the July Commission Meeting, Commissioner Demissie suggested that Commissioners should visit City Councils to share the upcoming Hate Crimes Report and Commission Annual Report. This would promote and highlight the Commission's work in the County.

DISCUSSION:

Currently, the OC Human Relations Council engages in city council visits throughout the year to share their nonprofits annual report and present City councils with certificates for utilizing Council services. In order to differentiate ourselves from the Council, Commissioners will need to specifically share information on Hate Crimes report and Commission activities.

The process for City Council visits would be as follows:

1. A Commissioner will be assigned to review and track the Commissioners visits.
2. Commissioner will have a standing agenda item to check-in with Commissioners on sign-ups and document scheduled/completed presentation dates.
3. All Commissioners must participate.
4. Each Commissioners must conduct at least 3 City Council visits in the fiscal year.

RECOMMENDED ACTION:

Approve the City Council visits project and process.



Orange County Human Relations Commission

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ANNUAL CITY COUNCIL VISITS – DISTRIBUTION OF ANNUAL HATE CRIMES REPORT

CITY	PRESENTER	REC'V PACKET	PRESENT DATE	COMPLETED?
Aliso Viejo				
Anaheim				
Brea				
Buena Park				
Costa Mesa				
Cypress				
Dana Point				
Fountain Valley				
Fullerton				
Garden Grove				
Huntington Beach				
Irvine				
La Habra				
La Palma				
Laguna Beach				
Laguna Hills				
Laguna Niguel				
Laguna Woods				
Lake Forest				
Los Alamitos				
Mission Viejo				
Newport Beach				
Orange				
Placentia				
Rancho Santa Margarita				
San Clemente				
San Juan Capistrano				
Santa Ana				
Seal Beach				
Stanton				
Tustin				
Villa Park				
Westminster				
Yorba Linda				
Unincorporated				



Orange County Human Relations Commission

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MEMO

TO: All Commissioners
FROM: Norma J. López, Commission Executive Director
RE: Nomination Committee to elected new Commission Officers

ISSUE:

Approve the Nominating Committee process

BACKGROUND:

As per the bylaws, the Commission goes through a nominating process to elect a Chair and Vice-Chair to serve for one-year term. In the recent past, election of Commission officers has happened in the month of June to allow officers to be instated at the beginning of the fiscal year.

DISCUSSION:

The following nominating process for Commission officers maintains fidelity to the Commission Bylaws and Brown Act.

1. At the August Commission meeting, the Chair recommends three members for the Nominating Committee.
2. Commission then approves the Chair recommendations or alternative members.
3. The Nominating Committee meets one time before the Commission's September meeting.
4. Any Commissioners who are interested in serving or would like to nominate someone for consideration are asked to send this information to the Commission Executive Director before the end of August.
5. The Commission Director will provide this list to the Nominating Committee for consideration.
6. At the September Commission meeting, the Nominating Committee present their selected nominees and open the floor for additional nominations.
7. The Commission will take a vote on each officer and nominee with highest number of votes will be the new officers starting October 2018.

RECOMMENDED ACTION:

Approve the Nominating Committee members and process.

OC Human Relations Commission Marketing Plan: FY 18 - 19

Categories of Marketing, Sponsorship or Donation Opportunities	Commission Actions	OC Human Relations Commission Needs/Requests	Status
Community Initiated: Interested parties with offers to support OC Human Relations Commission programs, events or activities. Examples of possible programs or events: Human Relations Speaker Series, Goodwill Program, Living Room Dialogues, etc;.			
<ul style="list-style-type: none"> • Corporate programs for community benefit 	<ol style="list-style-type: none"> 1. Apply through the company's program 2. If agreement required, seek OCCR approval 3. Process donation/acknowledgement 4. Document outcomes 	<ul style="list-style-type: none"> • Funds • Event Supplies • Food for events • Promotional products 	
<ul style="list-style-type: none"> • Local Businesses or Community Groups offering donations 	<ol style="list-style-type: none"> 1. Respond to offers 2. Document according to marketing plan criteria 3. Seek OCCR approval for any agreements 4. Process donation/acknowledgement 5. Document outcomes 	<ul style="list-style-type: none"> • Funds • Event Supplies • Food for events • Promotional products 	
<ul style="list-style-type: none"> • Individual donors/bequests 	<ol style="list-style-type: none"> 1. Respond to offer 2. Process donation/acknowledgement 3. Document outcomes 	<ul style="list-style-type: none"> • In kind donations 	
OCHR Commission Initiated: OCHR Commissioners or staff will do limited outreach for potential sponsors and donors through correspondence, meetings, and other direct contact for Commission-approved events, activities or programs.			
<ul style="list-style-type: none"> • Community or Business donor/sponsor • Individual donor/supporter 	<ol style="list-style-type: none"> 1. Initiate contacts 2. Evaluate offers 3. Seek OCCR approval for agreements 4. Process donations/acknowledgement 5. Document outcomes 	<ul style="list-style-type: none"> • Funds • Event supplies • Food for events • Promotional products 	

Distribution of non-threatening racist fliers in a public place:
Hate Incident

Attempted murder or murder because of someone's race, gender, sexual orientation, nationality, religion, etc:
Hate Crime

Anti-gay or lesbian placards at a parade or a funeral:
Hate Incident

A criminal threat of violence against an individual or a group:
Hate Crime

Writing a letter to the editor ridiculing people with disabilities:
Hate Incident

Yelling racial slurs at someone:
Hate Incident

Assaulting someone because of their perceived sexual orientation:
Hate Crime

Burning a cross on an individual's lawn:
Hate Crime



In Partnership:

Orange County Human Relations Commission

2017 Hate Crimes Report

Mission: Seek out the causes of tension and conflict, discrimination and intolerance, and attempt to eliminate those causes.

What's the Difference?

A Message from the Commission

We believe that ALL people should live free from harassment, discrimination and violence based on race, religion, sexual orientation, ethnicity, gender, disability or any other arbitrary aspect of their being. Over the last 47 years, OC Human Relations Commission has helped people who have faced prejudice, intolerance and discrimination and sought to educate all residents about bigotry.

In publishing this 28th annual report on Hate Crime, a picture emerges in which life in our community is experienced differently by some such as:

- A car or a park bench being defaced with swastikas;
- An African American man on the sidewalk assaulted while being called a “n---r”;
- A Muslim woman who was followed while taking her morning walk, her hijab torn from her head as she was struck with a metal water bottle. She has bruising and as a result of the assault, she has removed her hijab out of fear for her safety;
- An Asian family who found multiple derogatory/racist remarks against Asians on the driveway of their home;
- And a Latino man assaulted at a park who was verbally assaulted as he was punched in the head and kicked in his side and ribs.

Hate crimes cause more lasting trauma than similar but non-bias motivated crimes because not only is it an attack on a person physically, it is also an attack on someone’s very identity. The underlying intent of a hate crime is to intimidate and subordinate both the victim and the entire community to which they belong. The underlying message is that because they are different - they don’t belong. It is imperative that we learn of these occurrences when our society falls so far short of equality for all and that we document when people resort to criminal behavior as an expression of their hate. We must take action to look out for our neighbors, who, because of their differences, are singled out and attacked in an effort to drive them from our communities.

As you look at the 2017 hate crime numbers gathered through our work with local police and community organizations, remember that each incident is about an individual or family for whom the promise of our community was denied based on their race, religion, sexual orientation or other aspect of their being.

For the Commission, I am,



Rabbi Rick Steinberg, Chair
Orange County Human Relations Commission



2017-2018 Distinguished BRIDGES School Newport Harbor High School, honored for their tireless efforts in promoting unity on campus.

What Are Hate Crimes and Hate Incidents and How Can YOU Stop Them?

What is a Hate Crime?

In California, **hate crime** is defined as: a criminal act committed, in whole or in part, because of one or more of the following actual or perceived characteristics of the victim: Disability, Gender, Nationality, Race or Ethnicity, Religion, Sexual Orientation, or association with a person or group of persons with one or more of the preceding actual or perceived characteristics.

Examples of hate crimes are:

- Painting racist, homophobic, and/or religious graffiti on private property.
- Burning a cross on an individual's lawn.
- An assault.
- A criminal threat of violence against an individual or a group.
- Attempted murder or murder.

What is a Hate Incident?

According to the Attorney General's office, the definition of a **hate incident** is behavior that is motivated by hate or bias towards a person's actual or perceived disability, gender, nationality, race or ethnicity, religion or sexual orientation but is not criminal in nature. Typically, these behaviors are protected by the First Amendment right to freedom of expression.

If this type of behavior escalates to threats being made or carried out against a person or property, or becomes an incitement to commit violence, it would be classified as a hate crime.

Examples of a hate incident are:

- Distribution of non-threatening racist flyers in a public place.
- Anti-gay or lesbian placards at a parade or a funeral.
- Writing a letter to the editor ridiculing people with disabilities.
- Painting racist graffiti on a freeway overpass.

A hate crime or incident may have occurred if any of the following were present:

- There was evidence that the victim was targeted because of their race, gender, sexual orientation, nationality, religion, etc.
- The perpetrator wrote or spoke in a manner that indicated bias.
- The date of the incident or crime coincides with a date that is of significance to the victim's religion, nationality, ethnicity, etc.

What Should I do if I'm Victimized?

- 1** Call the police or sheriff's department immediately and make a report.
- 2** Obtain medical attention, if needed. Be sure to keep all medical documentation.
- 3** Leave all evidence in place. Do not touch, remove and/or clean up anything.
- 4** Document what happened by taking photographs of the evidence, writing down exactly what was said, particularly any words that indicate bias, motivation, and other information that may be valuable.
- 5** Get the name(s), address(es) and phone number(s) of other victims and witnesses.
- 6** If possible, write down a description of the perpetrator and the perpetrator's vehicle.
- 7** Report the occurrence to OC Human Relations at **(714) 480-6570** or submit a hate crime report online at: www.ochumanrelations.org/hatecrime/

What can YOU do to Stop Hate?

- Learn to recognize hate crimes and incidents.
- Report suspected hate crimes and incidents to your local police department and OC Human Relations.
- Maintain a respectful, inclusive climate in your school, community, neighborhood, work, and/or business.
- Create diverse teams to encourage people to work together on common goals.
- Model respect and inclusion towards others, especially when you are around children.
- Offer support and assist victims to let them know they are not alone.
- Speak out against acts of prejudice, discrimination, and hate in your community.

To report a hate crime, please call 714-480-6570.

For more information, visit us at www.ochumanrelations.org/hatecrime

Don Han, Hate Crimes Program Coordinator ~ don@ochumanrelations.org

Analysis: Hate Crimes Continue to Increase in 2017

Methodology

The 2017 Hate Crimes Report provides a statistical snapshot of reported hate crimes intended to inform efforts to combat bias-motivated activity. This type of data collection and analysis provides community organizations, policy-makers and practitioners insight into the urgent issues and greatest needs for education, prevention, intervention, victim assistance and advocacy.

The Orange County Human Relations Commission receives reports from law enforcement, school districts and universities, community-based organizations, and directly from victims. We carefully eliminate any duplicates, such as a hate crime submitted by both a law enforcement agency and a victim. Every case counted in this report has been reviewed to ensure it meets the criteria of the legal definition of hate crime in the California penal code. Those that do not meet that standard are not counted as hate crimes. Nevertheless, we encourage law enforcement and community organizations to report hate incidents because they can be early indicators of intergroup tension and conflict.

Orange County's Diversity¹

Orange County is home to 3,181,371 people, per recent census estimates.

These are some general facts that demonstrate the diverse make-up of our County:

- The largest race/ethnic groups represented in Orange County are: Whites (41%), Latinos (34.3%), and Asian (19.9%). The remaining 4.8% of the population is distributed across African Americans, Native Americans, Hawaiians, other races and those of multiple races.
- 31% of Orange County's population is foreign born – approximately 51% of those foreign born are U.S. citizens.
- 46% of the County's residents speak a language other than English at home.
- There are over 80 faiths practiced in Orange County

Hate Crimes Increased in 2017

Orange County experienced 56 reported hate crimes and 94 hate incidents in 2017. This is a continuation of year-by-year increases since 2015, when Orange County experienced 44 hate crimes and 43 hate incidents. Orange County's increase in reported hate crime numbers parallel a national increase in reported hate groups. According to the Southern Poverty Law Center (SPLC), there were 917 such groups active in 2017, a rise from 829 in 2015.

Types of Criminal Offenses Reported as Hate Crimes in 2017

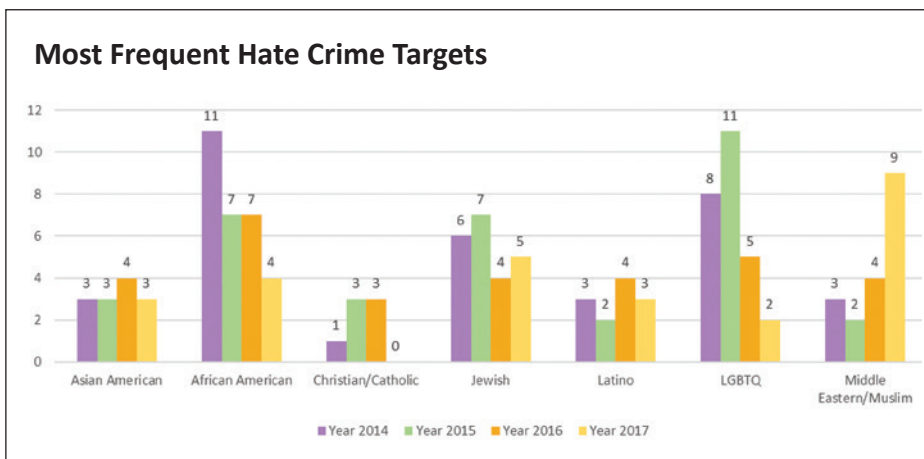
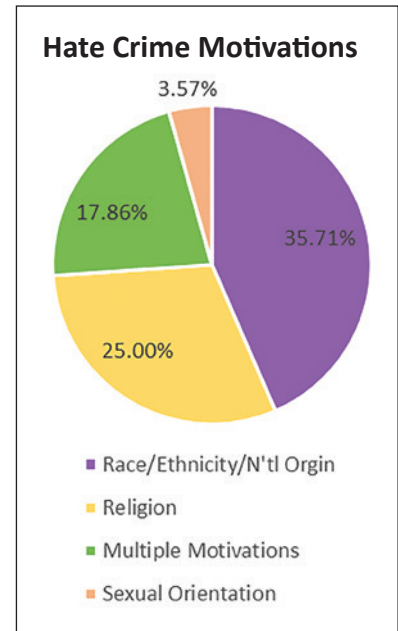
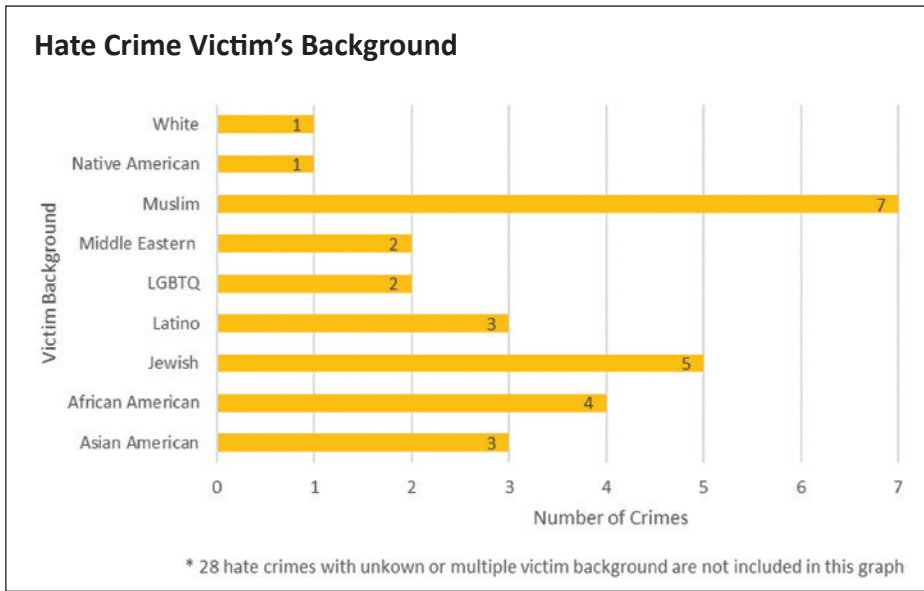
The most commonly reported hate-based criminal offense was vandalism (34%) followed by simple assaults (13%), criminal threats (9%), and aggravated assaults (7%). These four offenses comprised 63% of all reported hate crimes. 61% of the vandalism-related crimes involved graffiti prominently displaying a swastika. The overall rate of violence-related hate crimes (30%), in which victims were attacked or threatened with physical harm, continued to be the second highest for the last three years.

Targets of Hate Crimes (See graphs page 5)

Hate crimes were most frequently motivated by the target's race, ethnicity and/or national origin (36% of the total); hate crime motivated by religious intolerance (25%) and hate crimes with multiple types of motivation (18%) were the next in frequency.

- In 2017, 13% of the county's reported hate crimes targeted Muslims, the most frequent victims. When the percentage of Muslim and Middle Eastern targets is combined, they equal 16% of the reported hate crimes (9 victims). This is more than double the number of the past few years and appears to be part of a national trend that also shows an increase of hate crimes targeting Muslim and people who appear to be Middle Eastern.
- Members of the Jewish community were the second most frequently targeted group, being 9% of the county's total hate crime victims. Most of the hate crimes against the Jewish community were vandalism that displayed the swastika symbol.
- In comparison to 2016, the number of African American victims fell from 7 to 4 in 2017.
- The number of LGBT victims also continued to drop, from 11 in 2015, to 5 in 2016, to 2 reported hate crimes in 2017.
- The number of Latino victims dropped from 4 in 2016 to 3 in 2017.
- Hate Crimes targeting the Asian community also dropped from 4 in 2016 to 3 in 2017.
- Native American and White community members were each targeted once.

Hate crimes occurred most frequently in public areas such as parks, shopping centers, streets, etc. (40%), followed by neighborhood residences (23%). Schools, disturbingly, were the most common location for hate incidents to occur, at (23%) of reported hate incidents. The second most frequent locations for hate incidents were in public areas (17%).



community is welcomed. When a Latina teen is told to “go home,” all Latinos are meant to feel like they don’t belong in Orange County. If one Jewish school is tagged with swastikas, all people of the Jewish faith are being told they’re under threat. When diversity is not respected, no one is safe from discrimination or hate. Together, we can create an inclusive place for all of us to live, go to school, work and play.

Hate Incidents

Reports of Hate Incidents have increased dramatically in the last two years (2016 & 2017). In 2017, there were 94 Hate Incidents reported in Orange County. This is a second year of a concerning increase - from 43 Hate Incidents reported in 2015, to 72 in 2016.

Examples of Hate Incidents include:

- A high school coach bullied a student with anti-Latino rhetoric.
- A Muslim community organization continued to receive harassing and threatening phone calls that featured xenophobic and Islamophobic language.
- An African American man was approached and called the N-word while walking on a bike path at the beach.

The Impact of Hate Crimes and Incidents:

- The *American Psychological Association* recognizes that “this kind of attack takes place on two levels; not only is it an attack on one’s physical self, but it is also an attack on one’s very identity.”²

When hate activity occurs, it’s not only an act against one individual, but a message that no one from that

Short Term Impact of Hate Crimes and Incidents

Damaging psycho-emotional effects on victims may include but are not limited to: ²

- A sense of anger, which is a very common response to being the victim of a hate crime. It arises from a deep sense of personal hurt and betrayal. Victims experience feelings of powerlessness, isolation, sadness, and suspicion.
- Persistent fear as a response to victimization. Victims fear for their own safety and for their family’s safety.
- Fear can take on paranoid qualities and drastically disrupt the lives of some victims. One of the most common reactions is a sense of injustice, and a corresponding loss of faith in law enforcement and the whole criminal justice system, which is often perceived to be disinterested and insensitive.
- Most victims report changes in their lifestyle such as where they walk, how they answer the phone, reaction to strangers, increase suspicion of co-workers, and other such changes.

Hate Crimes Analysis continues on page 6

Orange County Human Relations Commission

Preventing and Responding to Hate Crimes in partnership with OC Human Relations Council

The Commission partners with OC Human Relations Council to address, prevent and respond to human relations needs in the county, via the following programs:

1 Hate Crime Response and Education

- Assist and support victims of hate crime and, in collaboration with law enforcement agencies, document hate crimes and incidents.
- Educate law enforcement agencies and community members about hate crimes and incidents.

2 Promote Positive Police/Community Relations

- Offer Police-Community Reconciliation Program to mediate resident disputes and complaints with law enforcement.
- Work with law enforcement agencies to enhance and build positive relationships with OC residents and students through dialogues.

3 Diverse Community Outreach and Relationship Building

- Establish relations with diverse communities within the County of Orange to understand their issues and concerns, and communicate those to the Commission and public.

4 Utilize Advanced Human Relations Tools to Accomplish the Commission's mission

- Organize Listening Sessions for the Commission to hear from diverse communities and facilitate Community Forums to build understanding about important human relations issues.



Tustin Police Department received the Community Policing Award for participating in a Police and Youth Dialogue to build understanding amongst youth and police.

5 Create Safe Inclusive Schools

- Partner with schools to provide comprehensive BRIDGES school intergroup relations and violence prevention programs and conduct two human relations student symposiums annually.

6 Mediate Conflicts

- Partner with the OC Courts to provide comprehensive mediation services in the courts and community.

OC Human Relations Commission and Council have a goal of developing and implementing proactive human relations programs to help eliminate hate in Orange County. This takes form in teaching inclusion and acceptance to youth, building trust between the community and law enforcement, and producing reports, like this one, to educate the community.

Hate Crimes Analysis continued from page 5

Underreporting of Hate Crimes and Incidents:

Hate crimes and incidents are underreported, often for valid reasons as outlined below. Because of this, we are certain the numbers contained in this report represent only a fraction of the hate crimes and incidents occurring in the county. According to the U.S. Justice Department National Crime Victim Survey, hate crimes and incidents potentially occur 24-28 times more often than reported.

Common Reasons for Underreporting:

- Victims of hate are often traumatized after the incident and feel that reporting to law enforcement will further victimize and traumatize them.

- People are often fearful the perpetrator will return and harass them further if they make a report.
- People often have little faith the perpetrators will be caught and successfully prosecuted.
- Hate crimes and especially incidents are often normalized in target communities.
- Immigration status, linguistic or cultural barriers, and lack of knowledge about the criminal justice system also contribute to underreporting.

- 1 *Orange County 2017 Community Indicators Report.* http://www.ochhealthiertogether.org/content/sites/ochca/Local_Reports/OC_Community_Indicators_2017.pdf
- 2 *Psychological Effects of Hate Crime-Individual Experience and Impact on Community-Latvian Centre for Human Rights 2008.*

#HATEFREEOC

#HateFreeOC is a public education and awareness campaign designed to cultivate a hate-free environment, bring diverse communities together, and promote a safe, peaceful, respectful, and inclusive community for ALL

Over the past year the campaign gained traction as follows:

230 Facebook Followers **83** Instagram Followers **20** Twitter Followers

1,115,236 Impressions **1,215** Engagements **7,180** Link Clicks

Orange County residents to live, work, go to school and do business. The campaign was launched across Facebook, Twitter and Instagram to coordinate with the release of the 2016 Hate Crimes Report.

#HateFreeOC was intended to engage Orange County youth between the ages of 14 –24 in a conversation focused on taking a stand against hate while identifying **what** hate is, **who** is targeted, **why** they're targeted and **how** to stop hate in its tracks.

OC District Attorney Summary of Hate Cases for 2017

Each year, the Orange County District Attorney's Office ("OCDA") is responsible for reviewing possible hate crimes to determine whether any criminal charges, hate crime or otherwise, should be filed. These cases are submitted to the OCDA by local law enforcement agencies after investigation by the agency and the identification of a possible suspect. All prosecutors are instructed to proactively look for hate crime elements in submitted cases and alert the Special Prosecutions Unit, where specially assigned deputy district attorneys review these cases. The filing decision is guided by the state of the evidence and the standard of whether criminal charges can be proven beyond a reasonable doubt.

In 2017, the OCDA received 17 such cases for consideration and filed charges in 15 of them. Eight of the filed cases included hate crime charges. The cases referred for filing consideration included crimes motivated by bias against race and sexual orientation. In all but one of the filed cases, the charged defendant was convicted of or still faces hate crime charges. There is no "standard" sentence for a hate crime, as each case is reviewed on its own merits for a variety of factors including victim input. In 2017, convicted hate crime defendants received sentences ranging from probation to state prison.

Like any other type of case, hate crimes are occasionally filed and resolved in different calendar years. Although a case may not resolve in the same year it was filed, a look at a given calendar year's statistics may show trends of increased awareness and reporting from citizens in the community. In each of the last three years (2015-2017), the OCDA has seen an increase in the number of hate crimes reported to police agencies that were subsequently reviewed by prosecutors for filing of potential hate crime charges. A look at multi-year data helps to demonstrate the increased awareness and recognition of hate incidents by both the public who report these occurrences, and by the law enforcement agencies referring potential hate cases for prosecution.

The OCDA looks forward to continued successful prosecutions in 2018, with the help of Orange County's law enforcement agencies, outreach groups, and community members.



Reporting Agencies

Organizations: Anti-Defamation League, Corbin Family Resource Center, Council on American Islamic Relations, Orange County District Attorney's Office, The LGBT Center OC, Waymakers, OC Human Relations, and Orange County Human Relations Commission.

Educational Institutions: California State University at Fullerton, Cypress School District, Fullerton School District, Laguna Beach Unified School District, Los Alamitos Unified School District, Newport Mesa Unified School District, Oceanview School District, Santa Ana Unified School District, and Tustin Unified School District.

City Police Departments: Anaheim, Brea; Buena Park, Costa Mesa, Cypress, Fountain Valley, Fullerton, Garden Grove, Huntington Beach, Irvine, La Habra, La Palma, Laguna Beach, Los Alamitos, Newport Beach, Orange, Santa Ana, Tustin and Westminster.

Orange County Sheriff's Department Representing: Aliso Viejo, Dana Point, Laguna Hills, Laguna Niguel, Laguna Woods, Lake Forest, Mission Viejo, Rancho Santa Margarita, San Clemente, San Juan Capistrano, Stanton, Villa Park, Yorba Linda, Unincorporated Areas of Orange County.

Media: online and print media such as the OC Register, OC Weekly magazine, Fullerton Observer, LA Times, and Voice of OC.

OC Human Relations Commission respects confidentiality while suggesting appropriate actions and connecting victims to the resources they need. Reporting hate crimes and hate incidents ensures that these instances of hate are not normalized and helps to create a community standard that discourages hate and bigotry. We encourage reporting of hate crimes and incidents to give a voice to those victims and recognize the rights of all individuals to live their lives with dignity, free of discrimination, violence, and harassment. Staff is available to deliver workshops or trainings for organizations and community groups about hate crime education, collection, and awareness.

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This report was produced by Orange County Human Relations Commission in collaboration with OC Human Relations staff and volunteers

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 Carla Alfonso Alison Edwards
 Jennifer Torres Dave Southern
 Irma Zamora

Victim Assistance—help is available in the form of:

- Support in communicating with the police, the court, and other authorities
- Translation services for non-English speakers
- Information resources and referrals
- Crisis intervention and counseling
- Orientation to the criminal justice system
- Emergency financial assistance

Other organizations that support and defend victims of hate crimes

- American Civil Liberties Union (ACLU)(213) 977-9500
- Anti-Defamation League (ADL)...(949) 679-3737
- Asian American Center for Advancing Justice.....(213) 977-7500
- CA Conference for Equality and Justice(562) 435-8184
- CA Dept. of Fair Employment and Housing (DFEH)(800) 884-1684
- Council on American-Islamic Relations (CAIR).....(714) 776-1847
- Dayle McIntosh Center(714) 621-3300
- Japanese-American Citizens League(213) 626-4471
- Los Amigos of Orange County (meets 7:30am on Wednesdays @ Jagerhaus Restaurant, Anaheim)
- NAACP of Orange County(714) 543-3637
- OC Asian & Pacific Islander Community Alliance (OCAPICA)(714) 636-9095
- Office of Victims Services
 CA Attorney General’s Office ...(877) 433-9069
- Orange County District Attorney ..(714) 834-3600
- Parents, Families, & Friends of Lesbians and Gays (PFLAG)(714) 997-8047
- Sikh Council California(877) 225-7454
- The LGBT Center of Orange County(714) 953-5428
- Waymakers(949) 250-0488



OC Human Relations

Building community by fostering respect, resolving conflict and pursuing equality

Serving Orange County Since 1971

“We believe ALL people should live free of violence and discrimination”

1801 E. Edinger, Santa Ana, CA 92705
 www.ochumanrelations.org

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