



County of Los Angeles CHIEF EXECUTIVE OFFICE

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October 2, 2018

To: Supervisor Sheila Kuehl, Chair
Supervisor Hilda L. Solis
Supervisor Mark Ridley-Thomas
Supervisor Janice Hahn
Supervisor Kathryn Barger

From: Sachi A. Hamai
Chief Executive Officer

PROTECTING VULNERABLE COMMUNITIES FROM HATE CRIME STATUS REPORT (ITEM NO. 6, AGENDA OF JULY 17, 2018)

On July 17, 2018, the Board of Supervisors (Board) approved a motion by Supervisors Solis and Kuehl entitled "Protecting Vulnerable Communities from Hate Crime." The motion was developed in response to the California State Auditor's report on the implementation of hate crime laws in California, which concluded that while "reported hate crimes increased by more than 20 percent from 2014 to 2016, law enforcement has not been doing enough to identify, report, and respond to these crimes." One of the four agencies audited by the State, the Los Angeles Police Department, is in Los Angeles County.

Given the State audit findings, and in recognition that hate crimes are serious violations of State, federal and international law, the Board instructed the Chief Executive Office (CEO), with the Los Angeles County Commission on Human Relations (LACCHR) and the Workforce Development, Aging and Community Services (WDACS), to report back in 90 days on the following three actions:

1. The Office of the Inspector General, in consultation with the Los Angeles County Sheriff's Department (LASD), the Immigrant Affairs' Office, and County Counsel, to conduct a review of LASD hate crime policies, procedures, and training (including effective implicit bias reduction training and practices) to determine whether they are utilizing best practices and model policies on hate crime investigation and reporting, including those of past Countywide Criminal Justice Coordination Committee Task Forces, the State Peace Officers Standards and Training Commission, and the International Association of Chiefs of Police.
2. The CEO, LACCHR, WDACS, and the Department of Public Health, to include in the strategic planning process for the Office of Violence Prevention the need for hate violence prevention strategies and resources by working in partnership with the Department of Mental Health, Los Angeles County 211 (211 LA), the Teen Helpline, the Los Angeles Lesbian, Gay, Bisexual, and Transgender (LGBT) Center, the Los Angeles County Network Against Hate Crime, and the Hate Violence Prevention Partnership.

3. The CEO, LACCHR, and WDACS, to report back as part of the Supplemental Budget process on staffing and resources needed to provide LACCHR and WDACS the necessary support for a multi-year public outreach anti-hate campaign beginning in FY 2018-19.

Items 1 and 2 will be included in a separate report back on the 'kNOw HATE/Stronger Together' campaign in late October 2018. The response to item 3 is outlined below.

FUNDING NEEDS

In conjunction with this office, WDACS is working to finalize the staffing and resources needed for a multi-year public outreach anti-hate campaign. Accordingly, in the FY 2018-19 Supplemental Budget, the CEO recommends that \$500,000 be set aside in the Provisional Financing Uses (PFU) budget unit and funding will be moved into the WDACS operating budget as spending needs arise.

While the projected costs, implementation timeline, and funding needs are still under review, the following information reflects the areas the Department has identified to be included in the multi-year public outreach, anti-hate campaign:

Staffing

- Add 2.0 positions (1.0 Human Services Administrator I and 1.0 Senior Human Relations Consultant) to provide useful resources and follow-up services to hate crime and bias-motivated hostility victims, analyze data, and collaborate with community partners to increase leverage and expand existing resources.

Campaign Plan:

- Partner with public education and engagement campaign professionals to assist in the development and design of the 'kNOw HATE/Stronger Together' public education and network building campaign plan. This includes options and strategies, message testing, linking to existing campaigns and audiences, and necessary graphics for outreach via various means needed to set the tone, invite participation to take the campaign pledge, and report hate and take action.

Public Outreach Materials:

- Use ads, posters, and other graphics needed for public outreach and education that show that they are part of the 'kNOw HATE/Stronger Together' campaign, as well as other promotional products such as bumper stickers, magnets, and decals on bus stops, billboards, and internet social networking sites (Facebook, LinkedIn, Instagram, and Snapchat) to reach all age groups.

Campaign Promotion:

- Partner with communities and other agencies (governmental, schools, faith-based organizations, etc.) to expand campaign outreach into targeted communities and responsive services that would include:
 - Promotion of the campaign through their networks.
 - Use of their staff resources and support for community members who have experience with acts of hate in search of local support, counseling, assistance with seeking legal remedies, and other assistance. This will involve working with organizations such as the LGBT Center, Anti-Defamation League, Empowerment Congress, Racial Healing and Transformation Team, Los Angeles Chamber of Commerce, City of Los Angeles, and other government and nonprofit agencies.

Database Development:

- Develop a cell phone/text reporting mechanism and database. The implementation of this mechanism will allow WDACS to:
 - Produce an automated response with resources;
 - Receive reports of incidents of hostility and threats motivated by bias and prejudice;
 - Track responses and analyze data;
 - Make referrals when appropriate; and
 - Enable a potential collaboration with 211 LA to assist in phone calls.

If you have any questions regarding this report, please contact me or your staff may contact David Seidenfeld of my staff at (213) 974-1457 or at dseidenfeld@ceo.lacounty.gov.

SAH:JJ:MM
MM:DS:AY:cg

c: Executive Office, Board of Supervisors
County Counsel
Workforce Development, Aging and Community Services