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County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

FESIA A. DAVENPORT
Chief Executive Officer

July 29, 2021

To: Supervisor Hilda L. Solis, Chair
Supervisor Holly J. Mitchell
Supervisor Sheila Kuehl
Supervisor Janice Hahn
Supervisor Kathryn Barger

From: Fesia A. Davenport
Chief Executive Officer

Board of Supervisors
HILDA L. SOLIS
First District

HOLLY J. MITCHELL
Second District

SHEILA KUEHL
Third District

JANICE HAHN
Fourth District

KATHRYN BARGER
Fifth District

REPORT BACK ON THE LOS ANGELES CITY/COUNTY NATIVE AMERICAN INDIAN COMMISSION'S EXECUTIVE ASSISTANT POSITION (ITEM NO. 61-A, AGENDA OF JUNE 22, 2021)

On May 18, 2021, the Chief Executive Office (CEO) received the attached correspondence from the Los Angeles City/County Native American Indian Commission (LANAIC) to request a classification and compensation review of the LANAIC's Executive Assistant, Native American Indian Commission item.

Subsequently, on June 22, 2021, the Board of Supervisors (Board) directed the CEO, in consultation with the Workforce Development, Aging and Community Services Department (WDACS) to provide a report back for the LANAIC's May 18, 2021 request.

This is a report back detailing the findings of the review and next steps.

Background

The May 18, 2021 correspondence provided by LANAIC stated the following:

1. The Executive Assistant, NAIC (Item No. 0945) classification specification is outdated and does not capture the current duties performed by the incumbent.
2. The current classification title and salary for this position are not commensurate with the level of responsibility assigned to the incumbent.
3. The position is performing duties at the Executive Director level and is distinguished as such in meetings with high-level officials in partner agencies, government entities, and tribal councils.

Each Supervisor
July 29, 2021
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WDACs provided my office with a summary of the duties of the subject position and current organizational structure of LANAIC. Staff reviewed the information as well as the ordinances which define each commission's origin, composition, and structure within the County.

All the information was taken into consideration and a comprehensive review was conducted by the CEO's Classification and Compensation staff including a review of several peer County commissions/agencies and organizational structures. I agree that the responsibilities of the subject position have increased, most notably, in the areas of policy and program analysis, strategic planning, community outreach, and grant management.

Recommendation:

The current position of Executive Assistant, Native American Indian Commission is allocated to a 100A (Min: \$6,306.00, Max: \$8,497.00). The CEO recommends the following actions:

- Create a new unclassified position titled Executive Director, Native American Indian Commission (UC) at the salary range of R10 (Min: \$9,098.82, Control Point: \$11,749.49, Max: \$14,150.53);
- Reclassify the Executive Assistant, Native American Commission position to the newly created Executive Director, Native American Commission (UC);
- Amend the County Code to reflect the updated title of Executive Director, Native American Indian Commission (UC) to replace the "Assistant" title; and
- Delete the obsolete Executive Assistant, NAIC classification.

The recommended classification and salary allocation will be included as part of a general reclassification Board Letter containing several countywide classification actions for your consideration. These will appear on the October 5, 2021 Board Meeting agenda.

Should you have any questions concerning this matter, please contact me or Ann Havens, Senior Manager, CEO, at (213) 974-9960 or ahavens@ceo.lacounty.gov.

FAD:JMN:AC:AYH
EC:VT:mmg

Attachment

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller



LOS ANGELES CITY/COUNTY NATIVE AMERICAN INDIAN COMMISSION

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CHRISSIE CASTRO
Navajo

Vice Chairperson
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Tiguan Nation

MARK VILLANSEÑOR
Fernandeño Tataviam

RENE WILLIAMS
Colville Tribes

Executive Director
ALEXANDRA VALDES
Tlingit/Athabaskan

May 18, 2021

Fesia A. Davenport
Chief Executive Officer
Kenneth Hahn Hall of Administration
500 W. Temple Street
Suite #713
Los Angeles, CA 90012

Re: Reclassification of Executive Assistant, N.A.I. (0945) to Executive Director (UC)

Dear CEO Davenport,

My name is Chrissie Castro and I am the Chairwoman of the Los Angeles City/County Native American Indian Commission (LANAIC). I am writing on behalf of the LANAIC. We respectfully request that you support the LANAIC's request for the reclassification of the Executive Assistant ("EA"), N.A.I (0945) item to an Executive Director ("ED") (Unclassified - "UC") item.

This June will mark 45 years since the County of Los Angeles and LA City established the LANAIC to address inequities impacting the County's American Indian and Alaska Native (AIAN) population, at the behest of AIAN community.

Throughout much of this time the LANAIC has had one dedicated staff person, the EA, who has uplifted and advocated for the concerns of the largest AIAN population of any county in the U.S. It is of note that the LANAIC is the only body within the LA City and County of Los Angeles governments charged with the responsibility of protecting and fulfilling the basic needs and human rights of the AIAN community.

The classification and compensation discrepancy of the EA item and items with similar duties and responsibilities presents an equity issue that needs to be resolved as the County has committed to "the elimination of structural racism and bias in the County."¹

The submission of the reclassification paperwork to the Chief Executive Office is forthcoming from the Department of Workforce Development,

¹ <https://ceo.lacounty.gov/antiracism>

Aging and Community Services ("WDACS") - Human Resources Division ("HRD"). We have been informed by WDACS' HRD that the CEO is accepting reclassification requests through May 25, 2021 and that CEO approved reclassifications will be included as a motion in a Board meeting agenda for early August 2021.

The LANAIC is seeking a reclassification of this item for the following reasons:

1. The actual duties of the Executive Assistant (EA), NAI (0945) item are the same in scope and responsibility of Executive Director (UC) items, while the EA compensation is not equitable. Similarities in the actual job duties of the LANAIC EA class specifications with those of the recently created ED for the Youth Commission and ED for the Probation Oversight Commission (see attached Comparison of Duties (EA NAIC 0945)) noticeably contrast with the compensation and classification of these items. While the LANAIC EA is expected to fulfill the same or similar duties of the aforementioned ED positions the item is not compensated at the same level. In fact, the starting pay and top step pay of the EA is nearly half of that of the ED of the Probation Oversight Commission (See attached Comparison of Duties (EA NAIC 0945)).

It should be noted that we are unaware of a salary range adjustment (apart from cost-of-living adjustments) for the NAIC position, and we are requesting that we be informed of any made since the creation of this item.

2. To our knowledge the job duties statement has not been updated since 1976, and since then, the role has expanded in scope and responsibility (See attached Comparison of Duties (EA NAIC 0945)).

Since 1994, the executive position for LANAIC has also been responsible for the administration of the federal Community Services Block Grant Native American Set-Aside funds (CSAIBG). The LANAIC EA class specifications does not include any mention the CSAIBG program or the of the responsibilities associated with the LANAIC's Self Governance Board (SGB), a Brown Act body established in the early 1990s in order to administer CSAIBG funds and any future funding received by the SGB. Today the SGB oversees over \$750,000 in CSAIBG funding and the EA is responsible for directing all activities of the CSAIBG program and any future funding including planning, implementation, administration, and evaluation.

As a federal program overseen by the state Community Services and Development department, the CSAIBG grant program has strict reporting requirements that have grown in quantity and complexity in recent years. This demands higher level knowledge, skills and abilities for the development and submission of annual reports, Organizational Standards reports and biannual community needs assessment and Community Action Plans for the County's AIAN population.

Since the early 1990s, with LA County's participation in the CSAIBG program administration, the LANAIC executive staff position is also responsible for

staffing the SGB, a Brown Act compliant body, in addition to the related but legally separate and distinct Native American Indian Commission. The SGB meets monthly and thus requires the LANAIC executive item to staff twice as many Brown Act bodies as other Commission executive positions in the county.

Moreover, the SGB requires regular community elections for mandated community representatives per legal CSAIBG requirements, which entail an additional responsibility and skill that few if any other commission executive staff are required to carry out.

Additionally, the item requires that the EA act as the external face of the the LANAIC and SGB in both the City and the County and as such is regularly leading or co-leading various interdepartmental or intradepartmental partnerships at once which is not noted in the job duty statement. It is an Executive Management position that requires regular interfacing with County Board Offices, County Departmental leadership, LA City Mayor's Office, City Council Offices and leadership at other external organizations and agencies as well as liaising with local tribal governments and the AIAN community on behalf of City and County governments. As such the current EA leads and/or serves on wide scale and timely County, City and Community initiatives including:

- LA County Anti-Racism, Diversity & Inclusion (ARDI) Leadership Committee and Stakeholder Engagement Steering Committee
- LA County COVID-19 Vaccine Workgroup and Equity Subcommittee
- LA City Civic Memory Project Land Acknowledgment Subcommittee
- LA Native COVID Response Working Group

3. The LANAIC EA item does not reflect additional, higher level, and more complex responsibilities due to LANAIC being a joint LA City/LA County body. Very few if any LA county commissions are jointly of LA City government as well as of the County government.

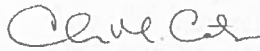
Not only does the LANAIC Executive need to support appointees of LA City government, along with those involving the LA County Board of Supervisors; the LANAIC executive staff position must also learn and manage adherence to the policies, procedures, and practices of LA City, in addition to those of LA County.

Moreover, the LANAIC Executive must navigate the complexities of the political relationships among and between LA City and LA County government officials.

Over the past year, the Board of Supervisors has taken great strides to prioritize Anti-Racism, Diversity & Inclusion (ARDI) efforts in the County to root out systemic racism. We are hopeful that the County will note the incongruence in compensation and classification of the LANAIC's Executive Assistant position with items assigned to other County commission's that fulfill the same or similar functions and take the necessary steps to correct this. It is critical that the County ensure this item is properly classified to reflect the true nature of its duties and responsibilities.

We thank you for your time and consideration.

Sincerely,

A handwritten signature in cursive script, appearing to read "Chrissie Castro".

Chrissie Castro
Chairwoman



County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
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<http://ceo.lacounty.gov>

FESIA A. DAVENPORT
Chief Executive Officer

September 30, 2021

To: Supervisor Hilda L. Solis, Chair
Supervisor Holly J. Mitchell
Supervisor Sheila Kuehl
Supervisor Janice Hahn
Supervisor Kathryn Barger

From: Fesia A. Davenport
Chief Executive Officer

Board of Supervisors
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First District

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Fifth District

ESTABLISHING THE LOS ANGELES COUNTY AGING DEPARTMENT AND THE ECONOMIC AND WORKFORCE DEVELOPMENT DEPARTMENT (ITEM NOS. 11 AND 22, AGENDA OF APRIL 20, 2021)

This is a follow-up to the report of March 8, 2021, submitted by the Chief Executive Office (CEO) to the Board of Supervisors (Board) in response to multiple motions between 2019 and 2020, that directed the development of a plan to optimize economic and workforce development services, services for aging and disabled adults, and to ultimately establish two new County departments focused solely on Economic/Workforce Development (EWD) and Aging.¹

The CEO's report² outlined a three-phase implementation plan to establish the two departments, as well as the optimization and enhancement of the services provided by each. As described, Phase One of the proposed implementation plan will add economic development services to the Workforce Development, Aging and Community Services Department (WDACS) and establishes distinct programmatic branches within the existing WDACS organizational structure – EWD and Aging. The report further indicated that an interim shared service of WDACS administrative staff will be temporarily maintained to provide service to both branches. Finally, the report recommended appointment of a Supervising Administrator (SA) to manage the implementation strategy.

On April 20, 2021, the Board adopted two related motions that directed the CEO, in consultation with WDACS, Department of Consumer and Business Affairs (DCBA), Los Angeles County Development Authority (LACDA), and any other relevant departments,

¹The names of departments are under consideration.

²http://file.lacounty.gov/SDSInter/bos/bc/1103715_ReportontheEstablishmentoftheAgingDepartmentandtheEconomicandWorkforceDevelopmentDepartment_03-08-21.pdf

to implement the phased plan and begin working towards establishing a new department of EWD and a separate department of Aging, with a target start date of October 2021.

The motions further directed appointment of the SA by July 1, 2021, to begin immediate work and to report back with an implementation plan 60 days following appointment. The attached report is submitted by the SA and provides a framework for implementation and the *Road to Re-Alignment*.

IMPLEMENTATION OF PHASE ONE

On June 16, 2021, the CEO appointed the SA and assigned two full-time, high-level staff, as well as several additional staff, to be part of the SA's Implementation Team and assist with the required tasks necessary for carrying out the implementation plan. The Implementation Team immediately began work on engaging all relevant departmental partners, such as the Departments of Human Resources (DHR), Internal Services (ISD), Auditor-Controller (A-C), and County Counsel to develop and assess all necessary milestones in Phase One of the Implementation Plan. The Implementation Team formed an Executive Group with leadership from WDACS, DCBA, and LACDA and is also working closely with the CEO's Classification and Compensation, Benefits, and Budget divisions, County Counsel, the A-C, and DHR to accomplish the transfer of positions, people, programs, and funding, while ensuring continued delivery of services.

Phase One focuses on establishing two branches within WDACS that will serve as precursors to the new departments. This will entail transferring programs from CEO's Economic Development Division, DCBA's Office of Small Business, and LACDA's Economic Development Unit into WDACS to form the EWD Branch. It also involves assessing how to best realign the existing Aging/Adult Services and Community Services into a new branch.

Another essential element of Phase One is the recruitment and hiring of executive leadership for each of the two branches. This recruitment is being led by DHR's Executive Recruitment team and is underway, with job bulletins posted on July 21, 2021, and a target of appointing Executive Directors for each branch by October 2021.

Working with a communications team from WDACS and DHR, the Implementation Team has developed communications plans for both staff and leadership of the transferring County entities, and an external audience of clients and business partners. These plans will help promote transparency and will keep stakeholders apprised of the process, gauge feedback and input, and assure clients of continued service delivery.

NEXT STEPS AND TIMELINE

The immediate next steps will be to work closely with CEO's budget team to: 1) transfer funding and establish the overall budget for the Phase One realigned WDACS structure; 2) work with the Executive Group to seamlessly transfer identified units, positions, staff, and

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Page 3

programs; and 3) provide the Board with candidates for its consideration to serve as the two Executive Directors to oversee the two branches. The SA will provide another report in November 2021 with final details of the Phase One shared administrative structure that will include the plans for the formal separation of WDACS into two standalone departments by October 2022.

The Implementation Team is on track to complete the following milestones in the phased implementation plan:

- Executive Director candidates presented to the Board for consideration by October 2021;
- DCBA and CEO economic development services transferred in the Supplemental Budget process on October 5, 2021;
- DCBA and CEO economic development programmatic staff commence work in the new WDACS environment on October 18, 2021;
- LACDA's economic development services to be transferred January 2022;
- Formal standalone departments of Economic & Workforce Development and Aging and Disabled Adult Services established by October 2022; and
- Full optimization of both new departments between Fiscal Years 2022-23 and 2025-26 or sooner.

Attached is a report providing further details on the work required to complete Phase One of the plan to establish the new departments.

Should you have any questions concerning this matter, please contact me or Epifanio Peinado, Supervising Administrator, at (562) 652-6633 or epinado@wdacs.lacounty.gov.

FAD:JMN:EP
AEC:DSK:acn

Attachment

- c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Consumer and Business Affairs
Human Resources
Public Social Services
Workforce Development, Aging and Community Services
Los Angeles County Development Authority

Implementation Plan: A Phased Approach to Establish the Departments of Economic & Workforce Development and Aging

Initial 60-Day Report from the
Supervising Administrator and Implementation Team

September 2021



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INTRODUCTION – *The Road to Re-Alignment*

On March 8, 2021, the Chief Executive Office (CEO) submitted a [report](#)¹ to the Board of Supervisors (Board) in response to motions between 2019 and 2020 that directed the development of a plan to optimize economic development and workforce development services, as well as services to older adults and disabled individuals. The report was also responsive to the Board's direction to ultimately establish two new County departments with a focus on these two sets of services, many of which are currently carried out by the Department of Workforce Development, Aging and Community Services (WDACS), as well as several specialized economic-focused services in other departments.

The March 8, 2021 report outlined a three-phase implementation plan to establish an Economic and Workforce Development Department² and an Aging Department³, as well as the optimization and enhancement of the services provided by each. Phase One of the plan (October 2021 - October 2022) involves creating distinct programmatic branches within the existing WDACS organizational structure; this will include an economic and workforce development branch, and an aging branch, with administrative support provided from shared, existing WDACS staff. The report also recommended appointment of a Supervising Administrator (SA) to oversee Phase One of implementation and prepare for the establishment of both new departments in Phase Two.

Following submission of the March report, the Board approved two motions on April 20, 2021, that directed implementation of the phased plan to establish an [Economic and Workforce Development Department](#)⁴ and an [Aging Department](#)⁵, with appointment of an SA by July 1, 2021, to begin immediate work and to report back with an implementation plan within 60 days after appointment. This 60-day report will focus on the implementation of Phase One of the plan. Reports that follow will provide further detail on Phases Two and Three of the implementation plan.

IMPLEMENTATION OF PHASE ONE

Overview

Preparation for implementation of Phase One of the plan to establish the two new departments is well under way and has two major elements. The first element involves working with all necessary partners and subject matter experts (SMEs) to transfer identified positions, staff, programs, and funding to the existing WDACS structure while ensuring appropriate administrative support for the two separate branches: 1) economic and workforce development; and 2) aging and community services, to include integration of services for adults with disabilities. The transfers of positions, staff, programs and

¹ http://file.lacounty.gov/SDSInter/bos/bc/1103715_ReportontheEstablishmentoftheAgingDepartmentandtheEconomicandWorkforceDevelopmentDepartment_03-08-21.pdf

² & ³The named titles for each department will be subject to change.

⁴ <http://file.lacounty.gov/SDSInter/bos/supdocs/157509.pdf>

⁵ <http://file.lacounty.gov/SDSInter/bos/supdocs/157498.pdf>

funding will be made to the Economic and Workforce Development Branch, which will encompass WDACS' existing Workforce Services Division, as well as: 1) the Office of Small Business from the Department of Consumer and Business Affairs (DCBA); 2) the Economic Development Division (EDD) from the Chief Executive Office (CEO); and 3) the Economic Development Unit from the Los Angeles County Development Authority (LACDA). Additionally, the Aging Branch will be comprised of Aging Services and Community & Senior Centers and integration of services for adults with disabilities. The second element will be the recruitment and hiring of leadership over the two branches.

The SA, supported by an Implementation Team, has established working groups with the relevant SMEs from the departments of Auditor-Controller, County Counsel, Human Resources, CEO Classification-Compensation (Class-Comp), CEO Budget, and others to complete the many tasks required to implement Phase One. A key first task was the determination of procedural mechanisms to establish the shared administrative structure for the two branches, followed by the transfer of units and programs that will commence in October 2021, without the undue delay of making permanent legal changes through ordinances at this stage. Permanent changes will be made at a later stage, enabling the new leadership of the two branches to be involved.

The SA and his Implementation Team have been working very closely with the SMEs described above, as well as the executives and administrative leadership from the four key agencies: WDACS, DCBA, LACDA, and CEO, to complete preparations for the launch of Phase One and the shared new structure while ensuring continued delivery of all programs and services.

Supervising Administrator and Implementation Team

On June 16, 2021, two weeks earlier than initially planned, Epifanio Peinado, a retired County executive, was appointed as the SA tasked with leading the phased implementation plan for the establishment of the two new departments. Mr. Peinado has over 35 years of progressively responsible experience with the County. Most recently, he served as Interim Operations Chief with the Registrar-Recorder/County Clerk and was integral to the successful deployment of the November 2020 Presidential Election.

The CEO provided the SA with two full-time, high-level staff as well as several additional staff part-time to assist with carrying out Phase One of the implementation plan.

Executive Recruitment

As a key element of the implementation plan, the CEO and the SA worked with the Department of Human Resources (DHR) to develop executive-level job announcements for the Executive Director positions that will lead each of the two branches during Phase One: 1) Economic and Workforce Development; and 2) Aging. The executive job announcements were posted on July 21, 2021, and were widely published as part of an overall national recruitment strategy. DHR's Executive Recruitment team is leading this effort to attract top-tier candidates that are both internal and external to the County and

is currently engaged in stakeholder sessions, with a target date to present candidates to the Board for consideration by October 2021.

Engagement and Change Management

The Implementation Team established an Executive Group that comprises executive leadership, as well as administrative and human resources leadership, from the four key agencies: WDACS, DCBA, LACDA and CEO. The Executive Group's main goal is to provide input and information needed to finalize all administrative details for the establishment of the Phase One transfer of positions and programs, while ensuring the continuity of programs and services. The Executive Group also serves as a conduit for insights and updates about the implementation to ensure that employees and partners of the key agencies are well-informed.

Regular meetings have been established with Board Deputies from each Supervisorial District office. These meetings ensure the sharing of information regarding the implementation plan and allow the Implementation Team to receive timely inputs from Board offices. Additionally, the Implementation Team has a standing agenda item at the Economic Development Policy Committee (EDPC) meetings, which occur every two weeks and include economic and workforce development Board Deputies as well as representatives from the CEO, DCBA, LACDA, and WDACS.

The Implementation Team has also established meetings with the relevant Commissions and Boards to provide updates on the implementation and collect information to aid in the required analysis for determining alignment within the context of the departments or within the broader County organization.

As Phase One is launched, the Implementation Team will establish Advisory Committees to provide overall guidance and a broader perspective on the creation of the new departments in Phase Two, including full optimization of services in Phase Three. There will be two Advisory Committees: 1) one focused on the development of economic and workforce development services; and 2) a separate group, though with overlapping members, focused on aging, community, and disability services.

Messaging

This project involves considerable change management and in order to provide timely and relevant information to minimize disruption, the Implementation Team assembled a specialized Communications Team that includes communications specialists from WDACS, DCBA, LACDA, and DHR, and which is dedicated to establishing and executing two robust communications plans. The first plan is internal, focusing on the key agencies and their impacted units, to provide updates on the process to implement each of the phases and prepare for necessary next steps. Much of this communication includes reporting out at staff meetings and providing informational updates in the form of emails, bulletins, flyers, etc. The internal plan also includes soliciting feedback when appropriate from these internal agencies on aspects of the process.

The Communications Team also established an external communications plan to ensure outside stakeholders are kept apprised of the process to establish the new phased structures and provided opportunities for input. The external plan focuses on clearly communicating assurances of continued, and ultimately enhanced, programs and services in Phase One and beyond.

The communications plans are built around identified milestones in the implementation plan, such as: 1) the recruitment and appointment of the Executive Directors; 2) publishing of reports; and 3) transferring of positions and programs. The plans are targeted to the various stakeholder groups including the leadership of the key agencies, staff in WDACS and in the transferring units, and members of the public receiving services from the agencies.

The major communications focus throughout the ongoing efforts leading to the establishment of Phase One has been the transferring agencies and their impacted staff. Communication channels have been established and related informational tool kits are under development to provide information and resources to relevant parties, including executive summaries of implementation plan milestones, FAQs for transferring staff, and websites and other touchpoints that provide resources and information. The Implementation Team is also meeting directly with each of the key agencies and staff of the transferring units to provide information and answer questions. Further, the Implementation Team is working closely with human resource professionals in DHR and with CEO to ensure appropriate engagement and communication with any impacted staff.

Budget

The Implementation Team is working closely with the key agencies to make final determinations on: 1) the positions; 2) contracted services; and 3) specific funding that will transfer to the WDACS umbrella for Phase One. The identified positions and funding, including existing Net County Cost, grants, and other State and federal funding will be budgeted in the shared administrative structure to cover the salaries and benefits of the transferring positions as well as all programs that are being transferred. All the revenues targeted for transfer are being reviewed and analyzed to ensure a smooth transition while remaining compliant with any associated requirements. Some of the targeted revenue streams are complex, particularly those that reside in LACDA, and require continued careful consideration. Included in this analysis are the American Rescue Plan (ARP) funds that may transfer to the realigned WDACS.

The transfer of DCBA's Office of Small Business and Small Business Commission, which are relatively self-contained, as well as CEO's Economic Development Division, are scheduled to take place at the time of the Fiscal Year 2021-22 Supplemental Budget process, which will be finalized in September and scheduled for the October 5, 2021 Board meeting for approval by the Board of Supervisors.

LACDA is not a County department but a separate agency and the LACDA Economic Development Unit transition has required additional analysis of that Unit's funding

complexities as well as consideration of transitioning non-County positions into the County's civil service system. Because of these additional complexities, the transfer of LACDA's positions and revenue will occur through a separate Board letter to take place after the transfers made at the time of the Supplemental Budget process.

Implementation Plan

During the initial realignment occurring in Phase One, positions, staff, programs, and funding are being transferred to the WDACS umbrella; two formal branches are being established to serve as precursors to the two departments established in Phase Two; and new leadership will be brought onboard for the two branches. The SA will not initiate programmatic changes during Phase One. Phase One is focused on building the foundational structure that will enable successful establishment of two new departments and immediately pivot to the optimization of services under new leadership.

The Implementation Team is working with specialized teams to perform detailed analysis and make final determinations on the positions, programs, funding, and contracts transferring, as well as technology infrastructure needs. We are partnering with the CEO Chief Information Office (CEO-CIO), and Internal Services Department (ISD) in conducting a comprehensive analysis necessary to ensure consistent technology service delivery throughout and after the transition. Final determinations will be made once this analysis is complete and will include the specific organizational structure for Phase One. Although high-level organizational charts have been proposed, full detailed charts are being developed as discussions and analysis with SMEs wrap up. These detailed charts will be complete before transitions take place and will be published in the report back from the SA in November 2021. The following sections provide details on establishment of the two branches of the Phase One structure.

Economic and Workforce Development Branch

To form the Economic and Workforce Development Branch, economic development services from CEO's Economic Development Division, DCBA's Office of Small Business and Small Business Commission, and LACDA's Economic Development Unit will integrate alongside WDACS' existing Workforce Services Branch. Ten staff and positions from DCBA will transfer in Phase One to commence work on October 18, 2021. Because CEO position levels are not in alignment with items in the new Branch, funding from the CEO's Economic Development Division will transfer to the new Branch and will create at least six new positions with interim staffing support provided by CEO's economic development analysts. However, as stated above, LACDA's Economic Development Unit will be transferred on a date after October 2021, through a separate Board letter due to continued analysis of that Unit's funding, and the transitioning of non-County positions into the County's civil service system.

From DCBA's Office of Small Business, the transfer includes the: 1) Small Business Commission; 2) East Los Angeles Entrepreneur Center; 3) Small Business Concierge Program; 4) Los Angeles County Procurement Technical Assistance Center; and

5) Business Certification Program. The CEO's Economic Development Division will include many of its programs around economic development strategy, advocacy, and service delivery. The LACDA Economic Development Unit in turn will bring its Renovate/Community Business Revitalization Program; Commercial Industry Lending; Special Economic Development Projects; and County Economic and Community Development Program.

Positions and staff can initially be transferred to the WDACS umbrella through personnel and budgetary actions to enable units to report into the new agency. Thereafter, the CEO's Class-Comp team will be completing comprehensive classification analyses of all transferring positions into WDACS, which will inform the permanent changes made to County Code through ordinances leading up to the establishment of the new departments in Phase Two.

Specialized teams are addressing several additional complexities related to the transfer of these units from disparate agencies. An Information Technology (IT) team that includes staff from the CEO-CIO and ISD is focused on ensuring transfer or establishment of appropriate IT infrastructure for continuity of services. A team that comprises many human resources experts is ensuring the smoothest transition possible for LACDA positions being brought into County services, including: 1) examining details around benefits transfers; 2) entry into the civil service system; and 3) classification analysis. Legal and budgetary subject matter experts are reviewing all transfers of revenue to ensure ongoing funding of the transferring positions and services. The Implementation Team is also working closely with WDACS, CEO Budget staff, and the administrative staff of the key agencies to determine any additional administrative resource needs for Phase One to ensure appropriate support for the newly transferred units and programs.

Additionally, the Implementation Team is partnering with each involved department and CEO budgetary experts to shepherd transition of any relevant ARP programs, many of which have a direct link to economic or workforce development activities and services. The ARP Fiscal Recovery Funds Spending Plan was approved by the Board on July 27, 2021, and includes programs at each of the key agencies. Seven programs that are, or will be, administered by the transferring units are being evaluated to transition to the new Phase One structure. Transition plans and timing may vary, and it is possible that some of the programs will be developed by the relevant units and teams in the existing agencies, and then transferred over once the Phase One structure is established. All the key agencies are collaborating directly with the Implementation Team and offering continued resources to ensure that programs transition smoothly and have the support needed to be the most effective.

The Implementation Team continues to assess the realignment and reporting structure of the involved commissions and boards. The Small Business Commission, which currently resides in DCBA, is connected to the Office of Small Business and will move with that unit to the Economic and Workforce Development Branch. Likewise, the Los Angeles County Workforce Development Board is connected to programs funded by the Workforce Innovation and Opportunity Act, which reside in WDACS' Workforce Services, and will remain with the Economic and Workforce Development Branch. The Implementation

Team has held discussions with both the Small Business Commission and the Workforce Development Board to receive feedback about their position in the new structure and assessment on final placement is pending.

Aging and Community Services Branch

The Aging Branch will consist of Aging and Adult Services that includes: 1) Adult Protective Services; 2) the Area Agency on Aging; and 3) the Community and Senior Centers Services. This organizational structure is largely what currently exists in WDACS, with the realignment of both services reporting to an Executive Director focused on aging and community-related services. The plan is to formally transition to a distinct Aging Branch through the Supplemental Budget process, with work commencing in the new environment on Monday, October 18, 2021. After appointment of the Executive Director over the branch, further analysis will be conducted to determine any programmatic changes or enhancements in the later phases of the implementation plan.

The Implementation Team met with the Los Angeles County Commission for Older Adults, which resides in the Aging and Adult Services Branch of WDACS, to discuss the implementation plan and ascertain their perspective. The Commission for Older Adults will remain with the Aging Branch and the new Aging Department, once established. The Commission on Disabilities, which is currently supported by the Executive Office of the Board, is also under consideration for integration with the Aging Branch and eventual new department, and the Implementation Team also met with this commission to discuss alignment opportunities and placement.

Regional Collaboration on Aging Services

As a result of the Board's motions to establish an Aging Department and explore further alignment of aging services with the City of Los Angeles (City), WDACS and the City Department of Aging (LADOA) have continued to build on the existing cooperative service model and have jointly developed a multi-dimensional plan that outlines key areas of administrative and programmatic alignment between the two Area Agencies on Aging (AAA). The plan includes the following six areas: 1) Single Area Plan for Aging Services; 2) Shared Operations beginning with Joint Procurement and Contracting; 3) Data Sharing; 4) Aligning Regional Services for Older Adults, including reducing the digital divide, assisting older adults experiencing homelessness, and addressing food insecurity among older adults; 5) Purposeful Aging Los Angeles (PALA), a combined effort to unite public and private leadership, resources, ideas, and strategies to build age-friendly communities; and 6) Engagement of Regional Stakeholders, including establishment of a regional funder's table, a joint City and County advisory commission summit, and convening of community-based organizations that make up the Aging Network to identify shared priorities, challenges, and opportunities for enhanced collaboration.

LADOA and WDACS submitted a joint letter in December 2020 to the California Department of Aging (CDA) outlining their joint plan and requesting approval where necessary. CDA provided a formal response to the letter on July 19, 2021, which provided

acknowledgement of and concurrence with the desire to provide a more regional approach to the delivery of comprehensive supportive services.

The new Aging and Community Services Branch, and beginning in Phase Two, the new Aging Department, will continue to pursue and strengthen these projects, programs, and initiatives in collaboration with LADOA.

Consideration of Optimum Placements for Two Commissions

Currently, WDACS has a Human Relations Branch comprising the Human Relations Commission (HRC), the Dispute Resolution Program (DRP), and the Los Angeles Native American Indian Commission (LANAIC) and associated staff. The DRP is contained within the HRC. In contrast, LANAIC reports up through the HRC organizationally, but is otherwise entirely independent from the HRC and its staff. Unlike most of the commissions and boards described above, the HRC, DRP, and LANAIC do not have an obvious, singular connection to Economic Development, Workforce Development, Aging Adult Services, or Community Services, though there are linkages across all areas. The Implementation Team is therefore undertaking thoughtful analysis to consider proper alignment for these three entities, including feasibility of placement post October 2021. The team has met with each of the groups to discuss options and alignment opportunities, and analysis is pending to make recommendations on placement of these groups.

Office Space

WDACS recently moved its headquarters to the 11th floor of the newly constructed building at 510 S. Vermont Avenue. Like many agencies, WDACS drastically reduced its overall office space footprint through deployment of a robust teleworking and hoteling plan established during the pandemic that will continue indefinitely. Because of this reduction in workspace needs, there is sufficient additional space on the 11th floor of the Vermont building to transfer units and establish the Phase One shared administrative structure. Therefore, both the economic and workforce development and the aging branches will be housed at 510 S. Vermont Avenue during Phase One. An overall assessment of all additional office spaces connected to the WDACS realignment and the transferring unit agencies will be performed early in Phase One to optimize the use of all available space.

Additional Motions

On June 22, 2021, the Board approved three motions related either to economic development initiatives, or the general establishment of the Economic and Workforce Development Department and Aging Department that all include directives for the Supervising Administrator and Implementation Team.

The first is a motion that directed the CEO and the SA to explore the feasibility of creating a Tribal Relations Office and to provide recommendations for potential location, funding, and staffing for this office. As described above, the Implementation Team has engaged

LANAIC to explore optimal placement in the County organization. The motion also directed a classification and compensation review of LANAIC's Executive Assistant item in response to a request from the commission. CEO's Class-Comp team performed a comprehensive review of the position, determining that the responsibilities of the position have increased and recommending reclassifying the position to an Executive Director. A separate [report](#)⁶ was submitted on July 29, 2021, with more details on the reclassification.

The two additional motions from June 22, 2021, both direct establishment of programs or services that could or will fall under the scope of the Phase One shared administrative structure and/or the eventual Economic and Workforce Development Department. The first directed development of a plan to create a Community Impact Entrepreneurship Academy focused on stabilizing and growing women-owned businesses and businesses of color. The second directed establishment of a Rent Relief Program to aid small and micro businesses severely impacted by the pandemic. The SA and Implementation Team will work closely with DCBA, LACDA, CEO, and WDACS to ensure that these directives are met and that any programs and services established are supported in Phase One and thereafter.

SUMMARY

Next Steps and November Report

Significant progress has been made in the initial 60 days leading to establishment of Phase One of the implementation plan for the new Departments of Economic and Workforce Development, and Aging. Immediate next steps include working closely with CEO's Budget team to: 1) transfer funding and establish the overall budget for the Phase One shared administrative structure; 2) work with the Executive Group to seamlessly transfer the identified positions, staff, programs, and funding; and 3) hire Executive Directors to oversee the two branches.

The Implementation Team, working with the Executive Directors, will also establish and convene two Advisory Committees, one focused on economic and workforce development services and the other on aging and disabled adult services, to provide guidance on alignment of services, both within the Phase One structure and in the new Phase Two departments, with a focus on aligning services across departments and ensuring optimization not only in the new departments, but across the County.

Throughout the current efforts leading to implementation of Phase One, the SA and Implementation Team have also been working closely with CEO Budget and WDACS administrative and fiscal staff to reassess the administrative support needs of the new departments in Phase Two. These efforts are ongoing and will be outlined in the November 2021 report.

⁶http://file.lacounty.gov/SDSInter/bos/bc/1082243_CreatingaCompPlanandRecstoAddressth

After establishment of the Phase One structure, the Implementation Team, working closely with the Executive Directors that will then be in place, will transition to preparing for the formal establishment of the new Economic and Workforce Development Department and Aging Department, including drafting of ordinances to make the required permanent changes to County Code, including changes to Titles 2 and 3 to permanently establish the two departments, and Title 6 to permanently create any needed classification structures for the departments.

The Implementation Team will report back in November 2021 with final details on the Phase One shared administrative structure, as well as the plan to realign the structure into two new standalone departments in Phase Two by October 2022. The report will include direction and guidance from the branch Executive Directors on the mission, objectives, and goals of the new branches and departments, as well as recommendations on department names. The November report will also include final recommendations on placement of the commissions that currently exist within WDACS.

Economic & Workforce Development Fact Sheet

Department of Consumer & Business Affairs - Office of Small Business
Economic Development Division

BACKGROUND

LA County is home to more than 244,000 businesses with more women-owned and minority-owned businesses than other county in the nation. The Office of Small Business (OSB) serves as the primary resource for small businesses to open or grow their business or do business with the government. The OSB provides small businesses with technical assistance through one - on - one counseling and business developmental workshops, connects them with needed resources such as legal aid, access to capital, permits, and licenses, and for those interested in governmental contracting, provides guidance around opportunities and certifications programs with the County, regional cities, and the State and federal governments. The OSB also established an Entrepreneurship Center that aims to assist new start-up businesses, and provides a forum for small business outreach, education, and advocacy on all small business matters. Lastly, OSB was designated by the BOS as the County's small business advocate and as such is the lead on small business utilization goals.

FOLLOW US



\$1,558,000
Gross Appropriation

\$893K	County	NCC
\$279K	State	Technical Assistance Expansion Program <ul style="list-style-type: none"> GO-Biz grant: 20-21 is 3rd year of 5-year grant
\$275K	Federal	Procurement Technical Assistance Program <ul style="list-style-type: none"> Dept of Defense recurring grant – must reapply each year
\$111K	Federal	CDBG-Small Business Incorporated Areas <ul style="list-style-type: none"> Housing and Urban Development recurring grant – must reapply each year

POSITIONS

10



Plus, one ordinance unfunded

Chief, Consumer & Business Affairs Representative (1)
(1669/S-9)

Consumer & Business Affairs Specialist (1),
(1667/108-C)

Administrative Services Manager (1),
(1002/101-L)

Consumer Representative Supervisor (1),
(1668/101-L)

Consumer & Business Affairs Representative III (6),
(1664/93-D)

Consumer & Business Affairs Representative III (1),
(1664/93-D)
(Ordinance – not budgeted)



Small Business Concierge

Assists prospective business owners to successfully open small businesses in the unincorporated areas of the County. The Concierge:

- Acts as a single point of contact providing input during the complex process of opening a business in Los Angeles County; and
- Provides counseling services to prospective small business owners.



Procurement Technical Assistance Center (PTAC)

Helps businesses compete for government contracts by connecting them to:

- Workshops to prepare for the government contracting process;
- Local, state and federal contracting opportunities relevant to their industry;
- Training on how to market goods and services to government buyers;
- Networking events to meet buyers; and
- Individualized counseling on writing proposals, conducting market research, and more.



Entrepreneur Center

Assists prospective business owners to successfully open and grow their small businesses in the unincorporated areas of the County. The Entrepreneur Center provides:

- Business Start-up Assistance and Resources;
- Business Development Workshops;
- Access to Capital;
- Navigating Permits / Licenses;
- One-on-one Business Counseling; and
- Succession planning.



LA County Preference Program Certification

Provides information to and certifies small businesses for LA County's preference programs for contracting with the County, including:

- Local Small Business Enterprise (LSBE);
- Social Enterprise (SE);
- Community Business Enterprise (CBE); and
- Disabled Veteran Business Enterprise (DVBE).



Sidewalk Vending (Special Project)

Currently the County is in the process of introducing a new ordinance around sidewalk vending which comes with \$3.5m in ARP funding to:

- Launch new sidewalk vending permit;
- Educational / Technical Assistance; and
- Production of a pre-approved food cart.



Economic & Workforce Development Fact Sheet

Chief Executive Office – Economic Development Division

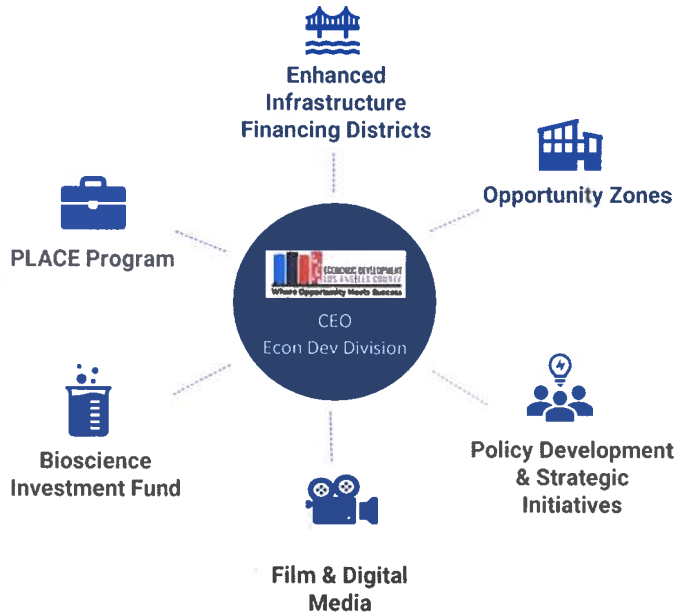
BACKGROUND

The Chief Executive Office's Economic Development Division provides for the administration, support, and oversight of economic development efforts and related policy and strategy development. The division coordinates countywide economic development initiatives in response to Board priorities across multiple departments including projects related to local job creation, small business support, neighborhood revitalization, and workforce development.

FOLLOW US

@laecondev

economicdevelopment.lacounty.gov



\$14,659,000
Gross Appropriation

\$2.6M	County	Community Revitalization Program
\$500K		Competitive Economic Development Grant
\$300K	County	Economic Development Consulting
\$1.25M	County	Economic Development Agreements
\$2.76M	County	Operating Budget
\$7.25M	County One-Time	\$3M for Manufacturing Loan Program, \$3M for Catalytic Development Program, and \$1.25M for other various programs

POSITIONS

6



- Administrative Services Manager II, (4) (1003/104-L)
- Administrative Services Manager I, (1) (1002/101-L)
- Staff Assistant I (1) (0907/82-B)



Bioscience Investment Fund

Bioscience is a targeted industry sector selected by the BOS for focused support. The CEO-EDD oversees a contract with MarsBio GP LLC to manage the County's first Bioscience Investment Fund, which provides low-cost loans targeting early-stage bioscience companies with a geographic focus in Los Angeles County.



Enhanced Infrastructure Financing Districts

Enhanced Infrastructure Financing Districts (EIFDs) are limited tax increment financing districts that promote the purchase, improvement, development, and rehabilitation of public capital facilities for projects of "communitywide significance. The CEO-EDD serves as the liaison with partner cities to develop and implement EIFD projects. These projects can include, among others:

- Roads, transit facilities, parking facilities
- Sewer treatment/water reclamation
- Flood control
- Childcare facilities, libraries, and parks
- Affordable housing
- Port/Harbor infrastructure



Opportunity Zones

Opportunity Zones is an economic development program established by Congress in the Tax Cuts and Jobs Act of 2017 that provides incentives for investing in distressed, low-income urban and rural communities. There are 17 designated Opportunity Zones in Unincorporated Los Angeles County.



Film & Digital Media

The LA County Film Office is the liaison for Film and Digital Media (FDM) stakeholders that are conducting business with the County. Responsibilities include:

- Managing the County's permitting process for FDM activities via contracted services with FilmLA.
- Assisting with production planning and location tours for FDM purposes.
- Convening of film liaison meetings and networking events



PLACE Program

Preparing Los Angeles for County Employment (PLACE) is a High Road Training Partnership program administered by the Worker Education and Resource Center (WERC) in partnership with the County and CEO-EDD. PLACE prepares workers with barriers to employment to obtain permanent County jobs with a career pathway while addressing employer related issues such as recruitment, retention, equity, and diversity. Communities served include those who have experienced poverty, incarceration, homelessness, and other potential barriers.



Policy Development & Strategic Initiatives

CEO-EDD coordinates countywide economic development efforts across multiple departments and implements specific directives, strategies, and initiatives on behalf of the Board of Supervisors.



Economic & Workforce Development Fact Sheet

Los Angeles County Development Authority - Economic Development Unit
Community & Economic Development Division

BACKGROUND

The primary goal of the Community and Economic Development Division is to facilitate equitable development, community services, and economic empowerment throughout unincorporated areas of the County through public and private partnerships. The Economic Development Unit (EDU) seeks to encourage private investment in low-income unincorporated areas of the County, enact economic initiatives to facilitate equitable development, and support small businesses by providing capital to revitalize, stabilize, sustain, and grow existing businesses, while also improving physical conditions of commercial properties and streetscapes.

VISIT US

<https://www.lacda.org/economic-development>



\$14,355,476
Gross Appropriation

POSITIONS

11



\$2.815M	County	NCC
\$6.7M	Federal	Economic Development Administration Grants
		• Must apply each year
\$1.7M	Federal	Community Development Block Grants
		• Must apply each year
\$1.71M	County	Redevelopment Sales & Deferrals
		• Varies from year to year
\$1.3M	MTA & Local Cities	Metro & Partner City Funding
		• Based on partner agreements with the various agencies
\$120K	Other	ENAs with Compton Unified and West LA Courthouse

Program Manager (1)
(8194/S-11)

Human Services Administrator III (2)
(8023/114-K)

Human Services Administrator II (3)
(8022/104-L)

Human Services Administrator I (1)
(8021/101-L)

Management Analyst (3)
(1848/95-A)

Staff Assistant II (1)
(0913/89-B)



These projects provide financial assistance to encourage private investment in unincorporated County areas and with Board of Supervisors' approval, incorporated cities for the purpose of job creation, orderly growth, and improvement of the quality of life of residents. This includes the Catalytic Development Fund (CDF), which is an economic development initiative designed to pursue alternative strategies for the use of funds including the use of staff resources and outside consultants specializing in land use planning, legal, environmental review, site maintenance, as well as architectural and engineering professionals to conduct feasibility and related studies to confirm the viability of potential development. In partnership with developers and other jurisdictions, the LACDA uses the CDF funds for predevelopment activity to transform vacant land or surplus properties into community assets. The LACDA and the developer focus on ensuring the community's needs are incorporated into the new construction of these special projects. Some of the projects utilizing CDF include:

- Vermont Corridor
- Vermont Manchester
- MLK Medical Office
- West LA Courthouse



The mission of the economic and community development program is to provide long-term economic growth and development of Los Angeles County through the implementation of Board directives and specific strategies and initiatives identified in the Economic Development Implementation Roadmap.



The Commercial Lending program creates and retains jobs by providing access to capital for small- and medium-sized businesses in Los Angeles County. These funds are used for business lending to create, retain and/or reestablish employment opportunities and economic development. The program consists of three loan funds:

- County Revolving Loan Program
- Manufacturing Revolving Loan Program
- Metropolitan Transportation Authority (MTA) Revolving Loan Program



CBR, also called Renovate, provides façade improvements to commercial buildings in eligible business districts in Los Angeles County for the purpose of promoting economic vitality of the areas. The program completes between 5 and 10 projects a year, on average, both in unincorporated areas of the County and in partner city jurisdictions. In FY 20-21 CBR:

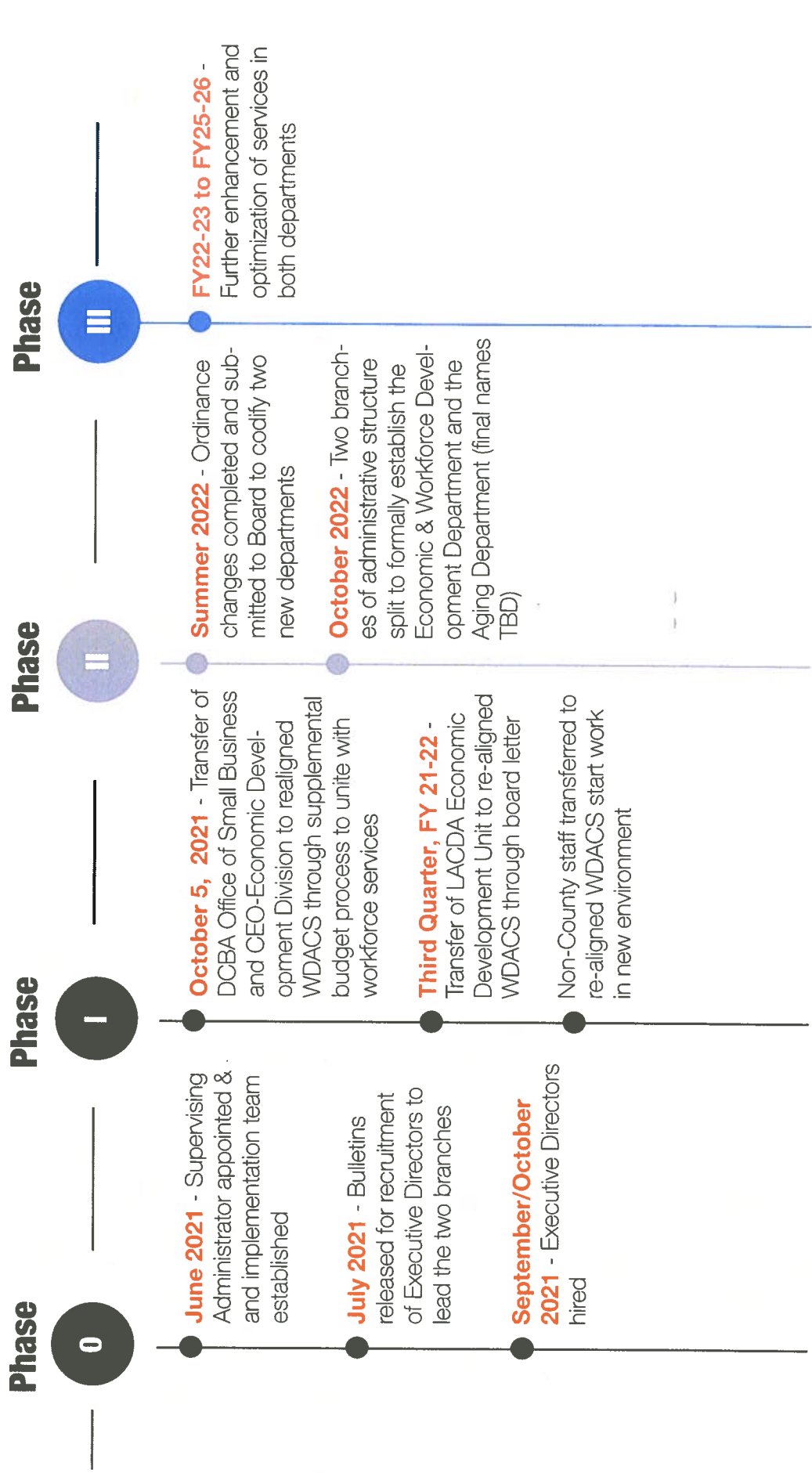
- Completed five projects in Countywide unincorporated and City of Los Angeles partner areas.
- Continued the partnership co-funding with the City of Los Angeles CBR projects in the Pacoima and Reseda areas.





Road to Re-Alignment Timeline

The Los Angeles County Board of Supervisors is seeking to create two new County departments. The first will combine disparate economic development functions in the County with workforce development functions to deliver optimized economic and workforce development services. The second will elevate the County's focus on older adults with a creation of a department dedicated to aging adult services and to bring attention to aging adults with disabilities. The CEO is implementing a phased implementation plan to establish the two new departments.





County of Los Angeles CHIEF EXECUTIVE OFFICE

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<http://ceo.lacounty.gov>

FESIA A. DAVENPORT
Chief Executive Officer

Board of Supervisors
HILDA L. SOLIS
First District

HOLLY J. MITCHELL
Second District

SHEILA KUEHL
Third District

JANICE HAHN
Fourth District

KATHRYN BARGER
Fifth District

January 7, 2022

To: Supervisor Holly J. Mitchell, Chair
Supervisor Hilda L. Solis
Supervisor Sheila Kuehl
Supervisor Janice Hahn
Supervisor Kathryn Barger

From: Fesia A. Davenport 
Chief Executive Officer

PLACEMENT OF COMMISSIONS RELATED TO ESTABLISHMENT OF A NEW AGING DEPARTMENT AND ECONOMIC AND WORKFORCE DEVELOPMENT DEPARTMENT (ITEMS NO. 11 AND 22, AGENDA OF APRIL 20, 2021)

As a part of the phased implementation plan to establish the new Aging Department and Economic and Workforce Development Department, as described in the March 8, 2021 [report](#),¹ from the Chief Executive Office (CEO) and approved by the Board of Supervisors (Board) on April 20, 2021, the Implementation Team leading the effort to establish the two new departments assessed the appropriate placement of several commissions housed in the current Department of Workforce Development, Aging and Community Services (WDACS) related to the mission and goals of the new departments. The assessed commissions include the Human Relations Commission (HRC) and the Dispute Resolution Program (DRP) it administers, among other programs; the Los Angeles City/County Native American Indian Commission (LANAIC); and the Commission on Disabilities (COD).

Based on the work of the Implementation Team's analysis, we recommend:

1. The HRC will transfer from WDACS to the Executive Office of the Board of Supervisors (EO).
2. The DRP will transfer from the HRC and WDACS to the Department of Consumer and Business Affairs (DCBA).
3. LANAIC will transfer from WDACS to the EO.

¹http://file.lacounty.gov/SDSInter/bos/bc/1103715_ReportontheEstablishmentoftheAgingDepartmentandtheEconomicandWorkforceDevelopmentDepartment_03-08-21.pdf

Each Supervisor
January 7, 2022
Page 2

4. The COD will transfer from the EO to WDACS to be part of the future Aging Department.

The Implementation Team's analysis is attached. As a next step, we will work with the impacted departments to effectuate the transfers effective January 16, 2022. All associated budget transactions will occur during the regularly scheduled mid-year budget adjustment in February 2022.

Should you have any questions concerning this matter, please contact me or Epifanio Peinado, Supervising Administrator, at (213) 448-0446 or epeinado@wdacs.lacounty.gov.

FAD:JMN:EP
AEC:DSK:acn

Attachment

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Consumer and Business Affairs
Human Resources
Workforce Development, Aging and Community Services
Los Angeles County Development Authority

A Phased Approach to Establish the Departments of Economic & Workforce Development and Aging: Transfer of Related Commissions

A Report from the
Supervising Administrator and Implementation Team

January 2022



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Executive Summary

On March 8, 2021, the Chief Executive Office (CEO) submitted a [report](#)¹ to the Board of Supervisors (Board) that outlined a three-phase implementation plan to establish an Economic and Workforce Development Department² and an Aging Department³ which will lead to the bifurcation of the Department of Workforce Development, Aging and Community Services (WDACS) into these two entities, beginning with the creation of two precursor branches: Economic & Workforce Development, and Aging & Community Services. The implementation plan includes assessment of appropriate placement of several boards and commissions either housed in WDACS or related to the mission and purpose of the two new departments, including the Human Relations Commission (HRC), the Los Angeles City/County Native American Indian Commission (LANAIC), and the Commission on Disabilities (COD). On April 20, 2021, the Board approved two [motions](#)⁴ that directed implementation of the phased plan and recommendations for placement of affected commissions.

The organizational structure of WDACS prior to any changes from the phased implementation plan contains a Human Relations Branch comprising the HRC and associated staff, which includes the Dispute Resolution Program (DRP), among other programs, as well as LANAIC and associated staff and programs. These commissions and their programs do not have a strong nexus to Economic Development, Workforce Development, Aging Adult Services, or Community Services. As a result, the Implementation Team assessed potential placement of these entities outside WDACS and outside either of the two soon-to-be new departments.

In contrast, the COD resides in the Executive Office of the Board of Supervisors (the EO) and is supported by the Commission Services Division therein. The to-be established Aging and Community Services department will focus on serving older adult residents in the County and will also have a focus on serving adults with disabilities. The COD has a very strong nexus to the mission and goals of one of the new Branches of WDACS and the future department. The Implementation Team, therefore, examined bringing the COD into the Aging and Community Services Branch of WDACS in preparation of aligning it closely with the new Aging and Community Services upon creation.

Based on in-depth review and analysis, HRC and LANAIC should be transitioned to the EO, while the Dispute Resolution Program should transfer to the Department of Consumer and Business Affairs. In addition, the COD should be incorporated into WDACS before becoming a part of the new Aging and Community Services department. All transfers of these commissions, programs, and associated staffing will take place on January 16, 2022, and budgetary adjustments will be made in early February 2022.

¹http://file.lacounty.gov/SDSInter/bos/bc/1103715_ReportontheEstablishmentoftheAgingDepartmentandtheEconomicandWorkforceDevelopmentDepartment_03-08-21.pdf

² & ³The named titles for each department will be subject to change.

⁴ http://file.lacounty.gov/SDSInter/bos/sop/1106128_042021.pdf

Analysis and Resolutions

The Implementation Team compiled information about the commissions and programs through research and analysis as well as discussions with staff, then analyzed the fit with WDACS or the new departments to-be as well as other potential agencies in the County, while also considering the capacity of any potential receiving organization to provide the necessary support to continue the scope of services and functions each commission and program performs. Attached are fact sheets that provide overviews of the authorities, duties, and programs connected with each commission. Many discussions were held with stakeholders seeking information and input on the transition, including with the commissions themselves, the staff for the commissions, representatives from each Board Office, and executives as well as administrative, budget, and human resources staff at WDACS and the soon-to-be new departments.

Commissions in WDACS

Although the scope of the HRC and LANAIC have linkages across economic and workforce development as well as aging and community services, they do not have obvious, singular connections to any of these services. They do have broad connections with many services and functions provided across the County by many departments. Therefore, a central department is a good fit for both commissions. The EO of the Board has extensive experience supporting commissions and will provide organizational alignment for HRC and LANAIC.

Other County agencies were assessed as well, including the CEO, which houses several special offices related to Board initiatives, including the Anti-Racism, Diversity and Inclusion Initiative. For the HRC specifically, the Department of Public Health was also assessed as this department houses the Office of Violence Prevention (OVP). Although the CEO is a central agency with some programming and initiatives related to the work of the commissions, the main purpose of the CEO is to administer the County's budget. Moreover, although new offices and initiatives do start in the CEO, they are often ultimately placed outside the department after an incubation period. This was highlighted in the recent CEO Organization Assessment and Report, published on December 3, 2021, which described the department's reorganization and efforts to better support the Board.

The OVP has clear intersections with the HRC's mission to combat harm caused by prejudice and bias, but both the OVP and HRC have broader scopes and it was determined that the HRC would be better suited in a central County agency.

Human Relations Commission

The HRC has been housed in WDACS (formerly the Department of Community and Senior Services) since 2009, but does not clearly align with Economic & Workforce Development or Aging & Community Services. The HRC has a broad long-term mission to eradicate prejudice, intolerance, and discrimination based on race, religion, sex, sexual orientation, national origin, age, socio-economic status, marital status, physical or mental

handicaps. The HRC was formerly an independent agency supported by the EO. In discussions with the HRC, there was a desire to revert the commission to this independent status. In lieu of independent status, the HRC advocated for a prominent position in a central agency in the County. The Implementation Team took HRC's requests into strong consideration when examining the potential placements for the commission and staff and concluded that a position in a central agency would serve the HRC well and be the best fit for the HRC's overall mission. Therefore, the HRC will be transferring to the EO where the commission will find appropriate support and visibility to carry out its mission.

Los Angeles City/County Native American Indian Commission

LANAIC promotes the development of programs and resources to serve urban American Indians and advises on matters involving the needs of American Indians and Alaska Natives, among other duties. LANAIC has one full time County employee who staffs the commission, and this position was recently reclassified from an Executive Assistant to an Executive Director. In summer 2020, LANAIC expressed interest in remaining with WDACS and aligning with Economic & Workforce Services. The Implementation Team analyzed the feasibility of incorporating LANAIC into the Economic & Workforce Development Branch while also exploring options for placement outside of WDACS and the new departments. After further assessment and discussion, LANAIC expressed interest in going to the EO. The scope and duties of LANAIC are broad and expand across the County to many different departments. As a result, placement in the EO will elevate the role of LANAIC in serving the County and advising departments and other governmental bodies on matters involving the needs of American Indian and Alaska Native populations.

Although both LANAIC and HRC will be transferred to the EO, LANAIC will be separate and distinct from the HRC in that environment, with no reporting relationship.

Dispute Resolution Program

The DRP is managed by HRC staff and is a State program administered by the County that uses funds collected from court fees to contract with agencies to provide dispute resolution and mediation services. The DRP will be transferred to the Department of Consumer and Business Affairs (DCBA). DCBA currently performs some of the services under the DRP, and this transfer will place both the funding source and programmatic activities in the same location to increase operational effectiveness. Transferring the DRP to DCBA will also leverage the department's well-developed infrastructure to help support the administrative needs of the program and accelerate its capacity, including using DCBA's hotline as a central point of contact for constituents looking to resolve disputes without resorting to the courts. DCBA has extensive experience with both community and day-of-court mediations, which make up the largest percentage of disputes in the DRP. The third category of dispute under the DRP are restorative justice mediations, and DCBA has substantial connections with law enforcement that they will utilize for restorative justice mediations while also continued partnering with HRC on restorative justice programming.

Commissions in the Executive Office of the Board - Commission on Disabilities

The COD has historically been housed in the EO and has a broad scope with connections to many County departments and services. However, the new Aging Department, which will bear a new name when it is established, will have a focus on adults with disabilities and will seek to align services to this population across the County. The COD has a direct nexus to this mission and will be an integral part of shaping the new department and optimizing services to adults with disabilities. Therefore, the COD will move into WDACS to join the Aging and Community Services Branch and become a permanent part of the Aging Department, once created.

Conclusion

The HRC, including 19 positions, all related programs except for the DRP, and all programmatic staff and funding will transfer to the EO.

The DRP and one associated position and funding, but no staff will transfer to DCBA.

LANAIC, the newly reclassified Executive Director, and associated funding will also transfer to the EO, with an additional position transferred from the HRC to LANAIC to add a support staff under the Executive Director.

The COD will transfer from the EO to WDACS and become embedded with the Area Agency on Aging division in the Aging and Community Services Branch that will become the new Aging and Community Services department in the future.

All transfers are scheduled to occur on January 16, 2022, with transferred employees beginning their first day in the new environment on January 18, 2022, which is the first working day after the beginning of the second pay period in January.

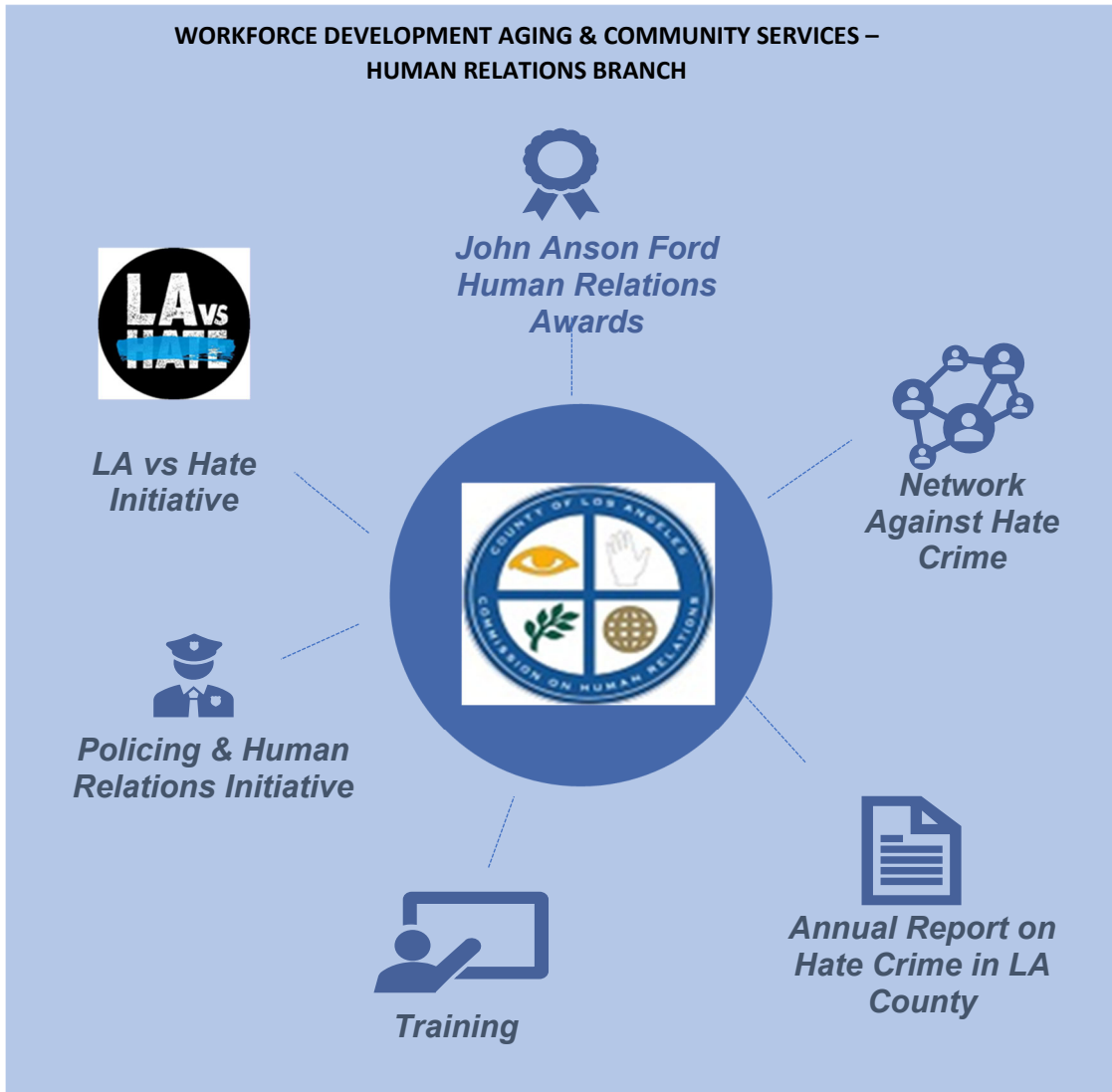
Human Relations Fact Sheet

Transferring from WDACS, Human Relations Branch to the Executive Office of the Board of Supervisors

BACKGROUND

The Los Angeles County Commission on Human Relations is dedicated to promoting positive human relations in our richly diverse, multicultural county. The Commission works to develop programs that proactively address racism, homophobia, religious prejudice, linguistic bias, anti-immigrant sentiment, and other divisive attitudes that can lead to intercultural tension, hate crimes, and related violence. Partnering with law enforcement, schools, cities, community-based organizations, youth, academics, policy makers, businesses, and other leaders, the Commission brings key players together to resolve immediate intercultural conflicts and to work toward the longer-term aim of eradicating bias and prejudice.

Created in 1944 after the "Zoot Suit Riots" by BOS. Became official County agency in 1958. Served as independent agency with support from EO, DHR, and ISD on admin, until 2009 when it was moved to then Community and Senior Services, which became WDACS.



MEMBERS

15

3 appointments from each BOS office

County Staff

19

FTEs in WDACS to administer programs, research, write reports, staff commission, etc.

**Up to two
4-year terms**

VISIT US

Hrc.lacounty.gov

Authority & Duties

“Administrative Commission”
under Title II of County Code

Meets once per Month

The commission, in its efforts to eradicate the prejudice, intolerance and discrimination, shall:



Engage in research and education for the purpose of lessening and eliminating prejudice and its effects, and of fostering attitudes among the various groups within its jurisdiction which lead to civic peace and intergroup understanding.



Cooperate with and assist in coordinating on a county-wide basis the work of those agencies and groups which are engaged in fostering mutual understanding and respect among all population groups in the county of Los Angeles and which are attempting to discourage discriminatory practices against any such group or any of its members.



Cooperate with any county department in identifying and ameliorating human relations problems with which they may be concerned.



Recommend measures, including legislation, to the Board of Supervisors which will serve to improve human relations within the county.

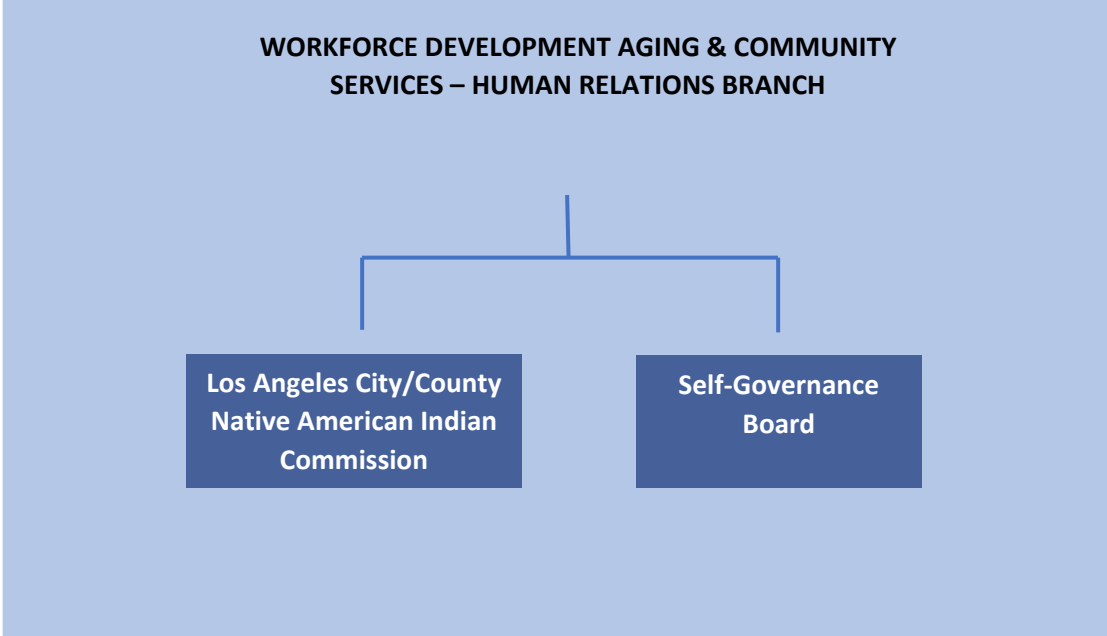


Los Angeles City/County Native American Indian Commission Fact Sheet

Transferring from WDACS, Human Relations Branch to Executive Office of the Board of Supervisors

BACKGROUND

The Los Angeles City/County Native American Indian Commission was created through a joint effort of members of the Los Angeles Native American community, Los Angeles City, and Los Angeles County governments. The Native American Commission was officially established by the County of Los Angeles on June 25, 1976. The Los Angeles County Board of Supervisors then established the Commission via Ordinance No. 11409, adopted September 7, 1976, and effective October 8, 1976.



MEMBERS



5 appointed members by each:
Board of Supervisors
Mayor of Los Angeles
Elected in community-wide elections*

2 FTEs

Staffs the commission and Self Governance Board

**Up to two
4-year terms**

* The five community members, along with one City and one County appointee, comprise the Self Governance Board that administers the Community Service American Indian Block Grant.

VISIT US

lanaic.lacounty.gov

Authority & Duties

Title III of County Code

Commission governs frequency & timing of meetings

In order to meet its primary purpose of increasing the acquisition and local application of federal funds, the commission shall have the following

To promote the development of programs and funding resources to serve urban American Indians and American Indian organizations; to advocate legislation and policy favorable to urban American Indians; and to serve as a sounding board for the American Indian community on issues and problems of furthering participation of urban American Indians in the mainstream of social and economic activities.

To work with existing federal, state and local agencies in researching, preparing and disseminating information in the field of American Indian affairs, so as to avoid duplication of effort, particularly with the county's human relations commission, in terms of the mandate of its ordinance.

To provide a coordinating function with respect to the activities of the many community groups and organizations working for the special concerns of American Indian people.

To serve as a catalyst and coordinating agency between federal, state, county, city and private agencies and with American Indian communities; and to foster pride in and an awareness of American Indian culture among all Americans.

To study and/or investigate, by means of meetings, conferences, public hearings or forums, conditions which adversely affect the welfare and socioeconomic status of American Indians; and to develop recommendations to the board of supervisors, mayor and city council on steps to be taken to correct these conditions.

To advise the residents of the city and county of Los Angeles, the board of supervisors, the mayor and city council, and the departments and agencies of these respective governments or other organizations and institutions, on matters involving the needs of American Indians; and to render to the board of supervisors, mayor and city council, and American Indian community, at least once each calendar year a report of its activities.



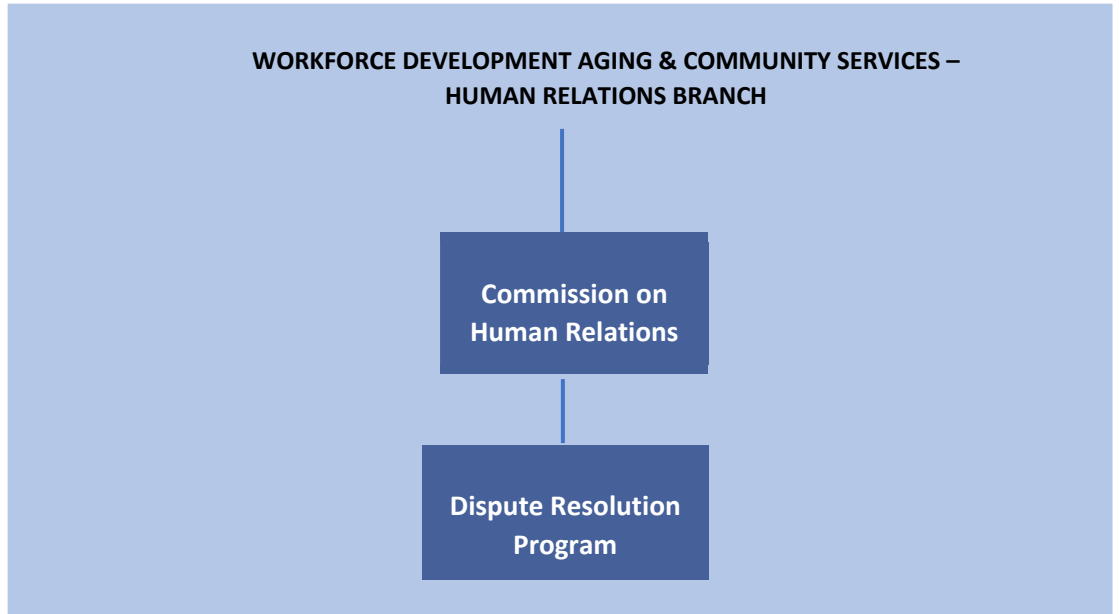
Dispute Resolution Program Fact Sheet

Transferring from WDACS, Human Relations Branch to DCBA

BACKGROUND

In 1986, the California Dispute Resolution Programs Act (DRPA) was signed into law. This law allows counties to fund alternative dispute resolution services from a portion of the filing fees collected for first papers in civil court actions. Currently, nine agencies are contracted with DRPA funds to train and supervise mediators in Los Angeles County. These mediators' help people resolve their differences without the added cost of time and money required for full, formal court proceedings.

The DRP was added to the Human Relations Branch in 2009.



8

Contracted agencies that train and supervise mediators in LA County. One contracted agency is DCBA's mediation services.

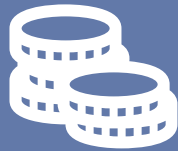
2 FTEs

VISIT US

hrc.lacounty.gov

Authority & Duties

The DRP provides mediation services at little or no cost to individuals and businesses residing, working, or operating in Los Angeles County. The services are available for three types of disputes: Community Disputes, Day-of-Hearing Court Disputes, and Restorative Justice Disputes.



Oversees DRPA funds and the contracts with the mediation agencies serving the County.



Community Disputes for which there is time for conversation and collaboration, including merchant-customer, landlord-tenant, family, neighbor to neighbor, and debt disputes.



Day-of-Hearing Court Disputes filed as civil actions in Los Angeles County that must be resolved on the day of hearing, including small claims, unlawful detainer, and civil harassment cases. These cases are identified at the courthouse on the day of the scheduled hearing.



Restorative Justice Disputes that involve infractions or misdemeanors in which, using Restorative Justice principles and practices, persons accepting responsibility for harm-causing behavior and those harmed by the behavior are brought together for facilitated dialogue to share their experiences and plan the actions that will be used to repair the harm. These cases are referred by law enforcement or prosecuting agencies.



Commission on Disabilities Fact Sheet

Transferring from the Executive Office of the Board of Supervisors to WDACS, Area Agency on Aging Division

BACKGROUND

The Commission's purpose is to advise on a range of issues affecting the lives of people with disabilities and of actions that can be taken to achieve a barrier-free County where people with disabilities have equal access to programs and services. The Commission and committees focus on issues of health, employment, education, transportation, access, and recreation, and also monitor the quality of municipal services, evaluate policy, and recommend improvements to existing laws.

Created by Board Order in 1989.

VISIT US

<http://laccod.lacounty.gov/>

MEMBERS¹



All appointed by the BOS

2-year terms

up to 2 consecutive terms

STAFFING NEEDS

Staffed by the Executive Office of the Board of Supervisors Commission Services Division

¹ Members should be individuals with disabilities, or sensitive to the needs of people with disabilities, and represent the following categories: A. Blind; B. Deaf or hearing impaired; C. Mute or speech impaired; D. Developmentally disabled; E. Wheelchair users; F. Ambulatory with difficulty; G. Energy limited; H. Emotionally disturbed; I. Psychology profession; J. Legal profession; K. Medical profession; L. State Department of Rehabilitation; M. Deaf before language acquisition (age three); N. Partially sighted; O. Parent of a child with a disability; P. Learning disabled; Q. Little People; R. Youth (16 to 24 years of age).

Authority & Duties

Title III of County Code

Meet once per month

The commission shall:

With the assistance of county departments and others, advise the board on the unique needs of people with disabilities, including, but not limited to, the areas of health, employment, education, public attitudes, barriers, and recreation.

Conduct studies and make recommendations to the board for improvement of policies, systems and procedures in any areas the commission feels are necessary, in the best interest of people with disabilities.

Cooperate with organizations seeking to improve services to people with disabilities, promote activities for people with disabilities, and advise the board on the efforts and activities being made for people with disabilities by other government agencies and private organizations.

Evaluate the adequacy of existing laws and proposed legislation related to people with disabilities from the county's point of view, and suggest necessary legislation which the county may wish to sponsor.

Study and report on matters referred for such review by the Board of Supervisors.

Distribute scholarships to recipients deemed appropriate by a majority of the Commission, when funds are available in the determination of a majority of the Commission. Recipients may include, but are not limited to, high school, college, or trade school students with a disability who seek to further their education. Any receipt or distribution of funds pursuant to section shall be done in coordination with and pursuant to any procedures established by the Executive Office of the Board of Supervisors.

The Commission shall have authority to raise funds in order to subsidize and enable any scholarships distributed pursuant to section 3.28.100 (F). Fundraising activities may include benefits, solicitations for donations, campaigns, or any other type of charitable event which has been approved by the Chief Executive Office.





LOS ANGELES CITY/COUNTY NATIVE AMERICAN INDIAN COMMISSION

510 S. VERMONT STREET
LOS ANGELES, CALIFORNIA 90020
(213) 738-3241 • Contact@lanaic.lacounty.gov

MEMBERS OF THE BOARD

HILDA L. SOLIS

HOLLY J. MITCHELL

SHEILA KUEHL

JANICE HAHN

KATHRYN BARGER

June 22, 2022

TO: Supervisor Holly J. Mitchell, Chair
Supervisor Hilda L. Solis
Supervisor Sheila Kuehl
Supervisor Janice Hahn
Supervisor Kathryn Barger

FROM: Alexandra Valdes, Executive Director *Alexandra Valdes*
Los Angeles City/County Native American Indian Commission

SUBJECT: **REPORT BACK ON PROCLAIM JUNE 25, 2021, AS THE 45TH ANNIVERSARY OF THE LOS ANGELES CITY/COUNTY NATIVE AMERICAN INDIAN COMMISSION AND ENVISION THE COMMISSION'S FUTURE AND ACKNOWLEDGE AND APOLOGIZE FOR THE HISTORIC MISTREATMENT OF CALIFORNIA NATIVE AMERICANS BY LOS ANGELES COUNTY (ITEM NO. 61-A, AGENDA OF JUNE 22, 2021, AND ITEM NO. 16, AGENDA OF JULY 13, 2021)**

Background

On June 22, 2021, the Board of Supervisors (Board) adopted a [motion](#) by Supervisors Hahn and Solis directing the Los Angeles City/County Native American Indian Commission (LANAIC), in coordination with the Executive Director of Racial Equity for the County's Anti-Racism, Diversity, and Inclusion Initiative (ARDI), to facilitate and co-lead a workgroup with the Chief Sustainability Office (CSO), the Departments of Public Works (DPW), Regional Planning (DRP), Parks and Recreation (Parks), Arts and Culture (Arts and Culture), County Counsel, and leadership from the local tribes listed by the State of California's Native American Heritage Commission (NAHC) to provide specific recommendations regarding the resources and funding needed to develop a systemic tribal consultation policy for the County, as well as provide specific recommendations regarding the resources and funding needed to develop a truth, healing, and transformation council. On July 13, 2021, the Board adopted a [motion](#), "Acknowledge

and Apologize for the Historic Mistreatment of California Native Americans by Los Angeles County,” that directed the above-named departments to work in collaboration with local tribes to explore and examine the historical record and relationship between the County and California Native Americans and develop a public statement that acknowledges, corrects, and disseminates the true historical record of the County.

As directed by the Board, this report provides a status update on the above-noted directives and specific recommendations for the development of a Countywide tribal consultation policy and a truth, healing, and transformation council.

Truth, Healing and Transformation Council

On June 23, 2020, the Board adopted the [Countywide Cultural Policy](#). The policy directs Arts and Culture to collaborate with the LANAIC to identify ways to acknowledge Indigenous Peoples as traditional stewards of this land at County public events and ceremonial functions and celebrate the contributions of culture bearers and traditional arts practices of diverse communities. As directed by the Countywide Cultural Policy, Arts and Culture and the LANAIC began meeting to determine the most appropriate process to develop a land acknowledgement policy, protocol, and toolkit for the County. Following the adoption of the June 22, 2021, and July 13, 2021 motions, the LANAIC and Arts and Culture determined that these three efforts should be connected in order to move this work forward in the least harmful and burdensome way possible for tribal and American Indian and Alaska Native (AIAN) participants who would be contributing their time and expertise to assist the County’s efforts.

Staff initially identified the need to secure funding to support the participation, knowledge, and emotional and mental labor of tribal participants throughout the process, and to secure a neutral facilitator to help navigate the delicate relationship between the County and tribes. Funding was later allocated through a Board [motion](#) to hire a consultant to facilitate the development of Land Acknowledgment and Land Access policies, protocols, and toolkits for Los Angeles County, and to gather input on ways the County has harmed local tribal nations. The County entered into an agreement with a consultant on February 3, 2022, to facilitate engagement with tribal leaders and members of the AIAN community to complete this work. The consultant has extensive experience consulting with Native American leaders and community members in a variety of contexts, including the collection of ethnographic and historic data from an Indigenous perspective and implementation of community-based research.

In consultation with LANAIC and Arts and Culture, the consultant developed a plan to engage with a group of local tribal leaders and members of the AIAN community over 10 sessions to:

1. Gather information that will update the Los Angeles County's official record on the region's history to reflect and honor the history and contributions of local tribal nations, and acknowledge the ways in which the County has harmed local tribes;
2. Develop a proposal for Land Access policies, protocols, and toolkits for Los Angeles County; and
3. Develop a proposal for a Land Acknowledgement policy, protocol, and toolkit for Los Angeles County, in accordance with the Countywide Cultural Policy.

One hundred and nine federally recognized tribes, as well as the 55 non-federally recognized tribes, are designated by the NAHC as California Native American Tribes and are identified under both California Public Resources Code and Government Code (Chapter 905, California Statutes of 2004) as eligible to be consulted by government agencies for the purpose of protecting their tribal cultural resources.

As a body of the State of California, the County of Los Angeles aligned with the State in using the NAHC's list to inform which tribes to collaborate with in this process. Twenty-two tribal groups with ties to the Los Angeles County region were invited to join a collaborator group; seven tribes expressed interest in participating. One tribe – the Gabrieleño Band of Mission Indians - Kizh Nation (Kizh) – opted not to participate in the sessions with other tribal groups and requested the development of a separate but parallel process. The LANAIC and Arts and Culture are currently in negotiations with the Kizh on this process.

As of June 22, 2022, four of ten listening sessions with tribal leaders from six tribes have been held. All four of these sessions have focused on the development of a Land Acknowledgement policy, protocol, and toolkit for the County. Sessions five through seven will focus on possible solutions to remove or mitigate land access issues, while sessions eight through ten will focus on harms inflicted upon tribes and gathering tribal history of the region.

Recommendations for the Truth, Healing and Transformation Council

At the core of this work, the LANAIC and Arts and Culture have worked to ensure an intentional and transparent process for a community that has been overtly harmed by governments past and current. Over the past eight months, Arts and Culture and the LANAIC worked towards a partnership with local tribal leaders to learn how to advance this work appropriately in a culturally respectful manner.

Although the County has made great strides in prioritizing equity for communities and establishing its intent to create better relationships with tribes and the AIAN community, more work must be done. Historic and current factors make it clear that the development

of a formal Truth, Healing and Transformation Council is needed. These factors include: a long history of land seizure relocation and broken promises, among other harms; the lack of federally recognized tribes currently located in Los Angeles County and the benefits conferred by that status; and existing conflict and disagreement between tribes. However, forming a council required to have public meetings in accordance with the Brown Act Law is not the most suitable approach to improve relationships among tribes and the County nor to advance the three aforementioned efforts at this stage. It is recommended that the County continues to convene an informal, intimate group of local tribal leaders with a neutral facilitator and key County staff to build trust and strengthen relationships. This foundation of trust and transparency is critical to the success of the County's truth, healing, and transformation efforts.

Tribal Consultation

A workgroup was convened in February 2022 to assess the resources and funding needed to develop a Countywide tribal consultation policy. Representatives from the LANAIC, Arts and Culture, ARDI, and County Counsel formed a subcommittee to interview other government jurisdictions that have developed and implemented tribal consultation policies. DRP, Parks, and DPW were tasked with summarizing their respective department's current consultation policies and procedures. These efforts were in addition to multiple parallel processes over the past few years that included local tribal leaders who have shared feedback related directly to tribal consultation.

Review of Model Consultation Practices

Workgroup subcommittee members consulted with the City of Portland, Washington State Office of the Attorney General, Inyo County, and the Karuk Tribe. All four governments have developed tribal consultation policies within the last decade. Through these key informant interviews, County staff learned how these policies were initiated, the process and resources needed to develop them, and lessons learned. All the policies researched included elements that the County should strongly consider replicating. Examples include: developing a tribal consultation policy that has free, prior, and informed consent and extends to areas of mutual interest not legally required; properly funding and obtaining expertise to develop the policy; and ensuring process transparency and tribal collaboration during the policy's development.

Inventory of Current County Tribal Consultation Processes and Procedures

Based on the information provided by DRP, Parks, and DPW, tribal consultations for these departments are generally limited to instances where consultation is required by AB 52: Native Americans: California Environmental Quality Act; and SB 18: Traditional Tribal Cultural Places. Some individual projects, such as DPW's County Water Plan and Parks' Rural and Regional Parks Needs Assessment, have included engagement of local tribes beyond AB 52 and SB 18 requirements; however, these examples were driven by

community advocacy or staff-level decisions, rather than official department policy, and were not subject to legal requirements.

Tribal Feedback

Through multiple parallel processes, tribal leaders have advised the County to develop a consistent Countywide consultation policy. In 2021, the LANAIC and CSO led multiple listening sessions with tribal leaders and the AIAN community related to land access issues in response to the Board's September 29, 2020, Indigenous Peoples Day motion. One of the six main recommendations made by the group and presented to the Board was to develop Countywide policies and programs to improve government-to-government relations, including a Countywide Tribal Consultation Policy and protocols developed in collaboration with local tribes to reflect their priorities.

It was further noted that a tribal consultation policy and protocol for the County should ensure that County staff have access to expertise on tribal issues, including laws, regulations, and policies that apply to relationships between the County and tribal nations. Other recommendations included providing clear guidance to staff on when to engage needed expertise and designating tribal liaisons in each department, office, and agency, while prioritizing entities that manage County land and real estate (e.g., CEO, DPR, Regional Planning, Beaches and Harbors, etc.). These tribal liaisons would be tasked with building and maintaining relationships and open communication with local tribes, assisting tribes in navigating department processes, and assisting departmental staff in tribal engagement and consultation.

Most recently, the need for the development of a Countywide Tribal Consultation Policy was expressed during land acknowledgement, harms, and land access listening sessions with local tribal leaders. Numerous tribal participants discussed the necessity of developing a consultation policy to ensure respectful and consistent interactions between County staff and local tribes.

Recommendations for the Development of a Tribal Consent and Consultation Policy

As sovereign nations, tribal governments have a unique relationship with the County compared to community stakeholders who may engage in County processes. Interactions with tribal governments should be clearly distinguished from standard community engagement protocols to reflect the government-to-government relationship. Therefore, the County should prioritize and engage in a collaborative process with local tribal governments to develop a consent and consultation policy that ensures consistent, respectful, and meaningful government-to-government interactions. Consultation also provides beneficial insight and helps to produce more robust and meaningful policies, procedures, and ordinances that govern all areas of mutual interest between the County

and tribes, in addition to satisfying a legal obligation to tribal sovereign nations. The policy should:

- Extend beyond legal and regulatory requirements to encompass areas of mutual interest between the governments;
- Be guided by the United Nations Declaration of the Rights of Indigenous Peoples (UNDRIP); and
- Embed the following guiding principles:
 - Free, prior, and informed consent;
 - Tribal-led;
 - Good faith compliance and good will to repair broken trust;
 - Autonomy;
 - Transparency; and
 - Accountability.

Based on the previously mentioned interviews with other jurisdictions, the development process for a consultation policy will take between 18 to 24 months, which would include convening and facilitating meetings and workshops between tribal government leaders, the Board, CEO, department heads and other relevant departmental staff; developing a draft policy for the review and possible adoption by the Board; and developing a Countywide implementation plan. This work will require dedicated staff time for project management, as well as specific expertise in tribal law and facilitation. As the sole County entity dedicated to maintaining relationships with tribal governments, the LANAIC is uniquely suited to lead this effort; however, the County will need to identify resources to accommodate this project. Therefore, it is recommended that the County hires a consultant team to assist in the development of a tribal consent and consultation policy. Given the length of time estimated to complete this project and the diverse expertise needed, we recommend an allocation of \$300,000 to complete this effort.

If you have any questions or require additional information, please contact me at Aferguson@lanaic.lacounty.gov.

AV

c: Executive Office, Board of Supervisors
Chief Executive Office
County Counsel
Arts and Culture
Parks and Recreation
Public Works
Regional Planning



COUNTY OF LOS ANGELES LAND ACCESS REPORT

Prepared for:



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Cogstone Resource Management, Inc.

Date:
October 20, 2022

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Federal Certifications WOSB, EDWOSB, SDB
State Certifications DBE, WBE, SBE, UDBE

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INTRODUCTION

PURPOSE

On October 5, 2021, the County of Los Angeles (County) Board of Supervisors (Board) unanimously passed a motion authored by Supervisor Hilda L. Solis, and co-authored by Supervisor Sheila Kuehl, that directed the Department of Workforce Development, Aging and Community Services (WDACS); Los Angeles City/County Native American Indian Commission (LANAIC), and Department of Arts and Culture (Arts and Culture) to hire a consultant to facilitate the development of Land Acknowledgment and Land Access policies, protocols, and toolkits for the County, and to gather input to inform ways in which the County has harmed local Native American nations. Cogstone Resource Management, Inc. (Cogstone), in partnership with Kearns & West and Avid Core, was selected as the consultant and has prepared the following Land Access report, summarizing input from local Native American Tribes and community members who identify as Native American and/or Indigenous to the Americas.

BACKGROUND

On September 29, 2020, the Board adopted a motion by Supervisor Solis directing the Chief Sustainability Office (CSO), in coordination with LANAIC, and County Departments of Parks and Recreation, Beaches and Harbors, and Public Works, to convene representatives from local Native American Tribes and urban Native American and Alaska Native community members, in order to identify barriers to the observance of religious and cultural practices on County-owned lands resulting from County, State, or Federal policies. The motion further directed the named County departments to report to the Board on these barriers and to make recommendations on how to address them, with the goal of increasing equitable access to County-owned lands for local Native American Tribes and urban Native American and Alaska Native community members. In response, the Indigenous Peoples Day Report was submitted to the Board of Supervisors on October 5, 2021, which included six broad recommendations for the County to consider when addressing land access. A copy of the Indigenous Peoples Day Report can be found in Appendix A. Cogstone's work is intended to build upon the initial recommendations, collecting feedback and information that will be used by the County to develop an action plan for implementation.

APPROACH

Cogstone facilitated meetings and gathered feedback from a group of collaborators from Tribes whose traditional lands intersect with Los Angeles County's boundaries, referred to as the Collaborator Planning Group (Planning Group), and from a larger group of community members

who identify as Native American and Indigenous to the Americas, referred to as Additional Collaborators.

The Planning Group met on July 14, 2022 to review land access recommendations from the Indigenous Peoples Day Report, identify next steps for land access and harms, and to share lived experiences and histories to serve as the foundation for implementation of recommendations gathered.

The California Native American Heritage Commission provided their AB 52 list of 22 Native American Tribes with ties to Los Angeles County and all 22 Tribal governments with generally five tribal affiliations – the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples - were invited to participate in the Planning Group. The following Tribes participated in the Planning Group during Phase Two - Land Access:

- Fernandño Tataviam Band of Mission Indians
- Gabrielino Tongva Indians of California Tribal Council
- Gabrieleno/Tongva San Gabriel Band of Mission Indians
- San Fernando Band of Mission Indians
- San Manuel Band of Mission Indians

On August 23, 2022, a dialogue session was held with Additional Collaborators. This meeting was open to anyone who identifies as Native American to the United States and Indigenous to the Americas. Additional Collaborators were identified through suggestions by members of the Planning Group, Cogstone’s Native American network, and outreach to known, Native American and Indigenous organizations. A total of 31 Additional Collaborators attended the session.

The Planning Group met on October 4, 2022 to review the draft report and to provide clarifications and additional feedback. Planning Group members were also given access to the draft report on SharePoint for additional review through October 18, 2022. This final report reflects the clarifications and recommendations made during that time.

Meeting summaries for the Planning Group sessions and Additional Collaborator session can be found in Appendices B, C, and D. Collaborators who could not attend the meetings were invited to share information via an online comment form. Two collaborators shared feedback using this option and the form and responses can be viewed in Appendix E. The information gathered during these sessions and in the online comments formed the basis of this draft Land Access Report.

HOW TO READ THIS DOCUMENT

This report is a synthesis of views shared by the Planning Group and Additional Collaborators; it does not necessarily reflect the views of, or specific recommendations by, Cogstone. The report does not assign value or hierarchy to statements.

Confidential tribal information is not included in this report. For closed session sensitive discussions, Planning Group collaborators determined as a group what was to be shared and included in meeting summaries and this report.

We recognize that language and word choice have tremendous power and can cause additional harm if used incorrectly or interchangeably. For this report, we are using the following terminology and have aimed to be as specific as possible:

- Native American – We use this term to refer to members of nations who were living together as a community prior to contact with settler populations across what is now known as the United States of America.
- Indigenous – We use this term to refer to members of nations who were living together as a community prior to contact with settler populations across what is now known as the Americas.
- Local Tribal Nations – This term refers to sovereign Tribal bodies with ancestral lands that intersect with the County’s present-day boundaries, primarily representing five tribal affiliations – Chumash, Kizh, Serrano, Tataviam, and Tongva. *(Please note that Tribal affiliations are listed in alphabetical order and no additional significance is indicated by the listed order.)*
- First Peoples – We use this term to refer to the First Peoples of Los Angeles County – Chumash, Kizh, Serrano, Tataviam, and Tongva – and all descendants, not just those with formal tribal affiliations to present-day Tribal nations. *(Please note that Tribal affiliations are listed in alphabetical order and no additional significance is indicated by the listed order.)*
- Urban Native American and Indigenous Population – In the context of this report, we use this term to encompass all people living in present-day Los Angeles County who identify as Native American, Alaska Native, and/or Indigenous to the Americas.
- Indigenous Peoples Day – The County formally recognized Indigenous Peoples Day starting in 2018 as an official County holiday which is intended to recognize and celebrate the history and contributions of Native American and Indigenous peoples. It is used in the context of this report as a reference to the Indigenous Peoples Day Report, submitted to the Board in 2021, that included six broad recommendations for the County to consider when addressing land access.

Lastly, while this report is primarily focused on Land Access, it is not possible to discuss this topic without also mentioning and addressing harms, both past and present, perpetrated against Native American and Indigenous peoples by the County, Federal, State, and local governments and others. As such, these topics are included in this report, but will be explored further in a subsequent report as part of this larger work.

INDIGENOUS PEOPLES DAY REPORT RECOMMENDATIONS

This section details the major themes from the Planning Group and Additional Collaborator feedback. Throughout this report, we refer to the Planning Group and Additional Collaborators collectively as collaborators unless it was necessary to separate out the groups for clarity. These findings are listed in no particular order.

The six existing recommendations are presented as they appear in the Indigenous Peoples Day Report and may not match the terminology listed in the “How to Read this Document” section. Collaborators noted that the County should take another look at the language of all six recommendations to ensure accuracy and clarity in the terminology used.

RECOMMENDATION #1

Recommendation #1: Improve land use and land management policies to make County-owned land and plant materials accessible to local Tribal nations and their citizens.

Improving and reducing barriers to the permitting process was raised by collaborators. One collaborator recommended bringing the process for fishing and hunting permits to the County level and waiving fees for fishing and hunting on County land for Native American Peoples with ancestral ties to the region. Another collaborator shared that harvest and access permits should allow permanent rights rather than making it an annual hoop to jump through. The access certificate provided by Los Padres National Forest was shared as an example of a process that could be used as a model for the County.

Some collaborators stressed that the First Peoples of Los Angeles should be centered when it comes to putting this recommendation into practice. One collaborator also shared that these permits and access rights should be extended to those who have Bureau of Indian Affairs documentation but are not members of an organized Tribal group. Other collaborators asked what access rights for community members from non-local Tribes might look like while still honoring local Tribes. The County may need to have additional conversations with local Tribal governments and the urban Native and Indigenous population in order to provide the necessary clarity.

Land return to local Tribal nations was highlighted by many collaborators. It was noted that the County should not recreate the wheel or processes for land return, but to use existing channels and to work with Native American-led groups that already exist but need resources.

RECOMMENDATION #2

Recommendation #2: Ensure that local Tribes have dedicated space to engage in cultural, traditional, and religious practices.

Collaborators shared that implementing this recommendation would help maintain and strengthen community and would reinforce the critical message of “We are Still Here.” One collaborator shared that, due to land access challenges, many practices have been suppressed for so long that younger generations don’t know about them.

It was noted that this recommendation would need to be tied to the implementation of Recommendations #3 and #4, as additional education may be needed for County employees for local Tribes to be able to freely engage in these practices without becoming a public spectacle. It was recommended that a Tribal Relations Office (TRO) be created and that one of the office’s responsibilities should be to support the storage of ceremonial materials on County-owned land or in County-owned facilities.

Support for land return also fell under this recommendation with collaborators noting their support for adopting a first right of refusal policy for local Tribal nations. Collaborators shared that the piece that is missing is Tribal funding, such as fees for land deed transfers, land assessment reports, and other associated costs. Multiple collaborators stressed the importance of working with and funding the Tribal cultural centers and Tribal land conservancies that already exist, such as the Tongva Taraxat Paxaavxa Conservancy and the Tataviam Land Conservancy.

RECOMMENDATION #3

Recommendation #3: Prioritize training and educational opportunities for the County workforce to improve cultural literacy related to local Tribes and the Native American population.

Collaborators agreed that education and training should be prioritized, sharing that it should be an ongoing process rather than one and done. It also should not have to be preempted by a harmful incident where Tribal community members have had to prove and validate experiences and culture. The collaborators noted that County departments such as Public Works, Parks and Recreation, Beaches and Harbors, Regional Planning, and Arts and Culture have the most frequent interactions with local Tribes and should be prioritized for education and training opportunities.

One collaborator noted that at least one County department, the Department of Child and Family Services, already mandates cultural training and educational opportunities. They said there are good local Tribal curriculums that could be replicated or adapted, but a curriculum that better encompassed the full breadth of the local Tribal governments and the urban Native American and Indigenous population would need to be developed and resourced. Collaborators encouraged the County to think beyond traditional human resources training modules when considering opportunities for education and cultural competency training. Art installations or signage could be used to elevate the local Tribal history and culture and to reinforce the message of “We are Still Here.”

RECOMMENDATION #4

Recommendation #4: Develop Countywide policies and programs to improve government-to-government relations.

Collaborators supported the creation of a TRO, noting that it would make working with the County more accessible if this office could facilitate discussions between County departments and keep track of Tribal initiatives countywide. One collaborator said there is a State of California Executive Order mandating that all State departments engage with Tribes and have a Tribal liaison, and they suggested the County adapt this model and use the TRO to implement and support it.

It was noted that a TRO with staff hired directly from local Tribes could help foster and strengthen relationships. Collaborators also said that the Tribal Relations Office must be properly staffed and financially supported to demonstrate the County's commitments to the local Tribal nations and the urban Native American and Indigenous population.

RECOMMENDATION #5

Recommendation #5: Leverage County resources and authority to increase awareness of and foster respect for Native American history, communities, and knowledge.

Collaborators shared that the County could play an important role in addressing data collection and reporting issues as related to local Tribal nations and the urban Native American and Indigenous population. One collaborator said it is important to have accurate data collection and reporting because this impacts the financial resources received. Another collaborator shared that it would be useful if the County could collect information on the entirety of the Native American and urban Indigenous population in the region, as well as desegregated by Tribe.

However, collaborators also shared concerns over how the data is collected and the process for disseminating this information. One collaborator said this process should be designed in partnership with the local Tribal community, noting that it will be important to not give other people, such as consultants or contractors, the power to say who owns it.

Beyond data collection, collaborators wanted the County to focus on making Native American artifacts, cultural resources, and documentation more accessible to the County's Native American population. This could include not just publicly available resources in museums, but also materials stored in warehouses or other County storage spaces. A couple of collaborators noted that Native American peoples and local Tribal nations should have a say in what is considered culturally significant and that the County should work with the community to decolonize these spaces.

RECOMMENDATION #6

Recommendation #6: Adopt a formal acknowledgment of the harm against Tribal nations and Native American people in which the County has been complicit, develop processes to address the harm, and invest in a project to document the historical relationship between the County and Native Americans.

Collaborators had mixed perspectives on this recommendation. One collaborator shared that it is a lot to ask of the Tribal community to share familial harm and history without any tangible outcomes. Another collaborator said they would prefer to share harms without any expectation that might impact the process, noting that sharing their struggle is an honor.

Another collaborator shared that harms are ongoing and impact their lives today. They said Native American and urban Indigenous Peoples are seeing the domino effect of having their land stolen every day and stressed that any sharing of history should be coupled with the County taking steps to mitigate or undo those harms.

NEXT STEPS

This section outlines proposed recommendations for the development of an implementation plan for the recommendations from the Indigenous Peoples Day Report. While most collaborators refrained from directly prioritizing the existing recommendations, a few next steps were highlighted as areas that would have the most impact on local Tribal governments and the urban Native American and Indigenous community. The following next steps are listed in no particular order.

TRIBAL RELATIONS OFFICE

While the creation of the Tribal Relations Office was listed as an action step under Recommendation #4 in the Indigenous Peoples Day Report, collaborators shared that the proposed TRO would support the implementation of all the recommendations in the report. It was also noted that this Office could centralize information for the local Tribal nations and the urban Native American and Indigenous population, reduce barriers for collaboration, and provide the consistency needed to strengthen relationships with the local Tribal nations and the urban Native American and Indigenous population.

The County should prioritize the formation of the Tribal Relations Office in its next budget cycle to continue the momentum of this work on land access, as well as to build on the County's commitment to reducing and mitigating harm to the greatest extent possible. It is key that this Office be properly resourced with staff, a budget that matches the large scope of work, and support from County leadership.

UPDATES TO LANGUAGE

Collaborators repeatedly stressed the power of language and the need for the County to be clear and consistent in its terminology.

In partnership with local Tribal nations and the urban Native American and Indigenous population, the County should develop a list of terms and definitions that should be used consistently countywide, such as in all communications, Board motions, trainings, and educational materials. This will help mitigate ongoing harm.

Collaborators also noted that the language of the recommendations in the Indigenous Peoples Day Report should be changed to include recognition that “County-owned land” is stolen land. This is in line with feedback heard during the Land Acknowledgment process and should be implemented as the County furthers its land access work.

EDUCATION

Collaborators shared that there is an immediate need for training and education for County staff due to ongoing harms. While the County works to implement mandated formal trainings in the long-term, the County should explore other opportunities for education for County staff, as well as the community at large. Opportunities that could be explored include online resources developed in conjunction with the Countywide Land Acknowledgment and/or in partnerships with Native American- and Indigenous-led organizations and collectives, among many others.

LAND BACK

The recent return of Bruce’s Beach without acknowledgment of the First Peoples has caused an immense amount of harm to local Native American people. It has also encouraged some collaborators to explore what land return might look like for their families or Tribes.

Collaborators shared that they would like more information from the County on the exact process used in the Bruce’s Beach case and how this process could be used with local Tribal nations, outlining the hurdles and the path that was created.

In the long-term, the County should look at what tools, policies, and procedures need to be established for land return. Once the Tribal Relations Office is established, the Office should work with local Tribal nations and existing Native American-led land conservancies to start working on specific tracts of land.

REGULAR FOLLOW UP

Since the Indigenous Peoples Day Report was submitted to the Board in 2021, some progress on land access has been made by the County, but collaborators noted that they had not been made aware of these efforts.

The County should commit to following up with collaborators who participated in this process on a regular basis and others that have opted in to receive updates, outlining the action steps that have been taken. Additionally, the TRO could create a dashboard denoting progress on each recommendation.

Collaborators shared that it often feels like their participation in listening sessions and meetings doesn't lead to action. Regular follow up from the County could strengthen these relationships and demonstrate the County's commitment to working with local Tribal nations and the urban Native American and Indigenous population.

APPENDIX A. INDIGENOUS PEOPLES DAY REPORT



County of Los Angeles CHIEF EXECUTIVE OFFICE

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FESIA A. DAVENPORT
Chief Executive Officer

October 5, 2021

To: Supervisor Hilda L. Solis, Chair
Supervisor Holly J. Mitchell
Supervisor Sheila Kuehl
Supervisor Janice Hahn
Supervisor Kathryn Barger

From: Fesia A. Davenport
Chief Executive Officer

Board of Supervisors
HILDA L. SOLIS
First District

HOLLY J. MITCHELL
Second District

SHEILA KUEHL
Third District

JANICE HAHN
Fourth District

KATHRYN BARGER
Fifth District

REPORT BACK ON INDIGENOUS PEOPLES DAY 2020 (ITEM NO. 9, AGENDA OF SEPTEMBER 29, 2020)

On September 29, 2020, the Board of Supervisors (Board) adopted a motion by Supervisor Solis directing the Chief Sustainability Office (CSO), in coordination with the Los Angeles City/County Native American Indian Commission (LANAIC), and County of Los Angeles (County) Departments of Parks and Recreation, Beaches and Harbors, and Public Works, to convene local Tribal and urban American Indian and Alaska Native (AIAN) stakeholders in order to identify barriers to the observance by Tribal and Native communities of religious and cultural practices on County-owned lands resulting from County, State, or federal policies. The motion further directed the named County departments to report to the Board on these barriers and to make recommendations on how to address them, with the goal of increasing equitable access to County-owned lands for Native people. That report is attached.

Stakeholder Engagement

As directed by the motion, the CSO and LANAIC held a series of listening sessions and individual meetings to hear from local Tribal leadership or their delegated representatives, as well as organizations and individuals representing the urban AIAN population. Listening sessions and meetings were held prior to development of the draft report. Staff also developed a survey to gather input, which was sent to listening session invitees and posted on social media as well as on LANAIC's website. LANAIC also facilitated work with the University of California, Los Angeles Tribal Law Clinic, who prepared a white paper on land access barriers faced by Tribes, portions of which were used for the *Historical Context* section of the report.

After the draft report was developed, staff sent the draft to local Tribal leadership, as well as to AIAN stakeholders who had participated in the listening session, for review and comments, and held additional draft review sessions. A link to the report was also posted on the LANAIC

website for public review and comment. Written comments, as well as comments received during the listening sessions, were reviewed by staff and incorporated into the report. The CSO convened the County departments named in the motion, as well as the Departments of Arts and Culture and Regional Planning because of their history of work with Tribes and AIAN communities, both before and after the initial listening sessions to support development of the draft report. The County departments reviewed and commented on the draft report prior to its release for public review. The stakeholder engagement process is described in greater detail in the report.

Summary of Feedback

Discussions with listening session and meeting participants were rich and covered a vast scope of issues with accessing County land as well as root causes of these issues. Issues raised ranged from very specific administrative issues, such as permits not being tailored to Tribal needs, to larger issues with cultural literacy of both governmental staff and the non-Native public writ large, to much more fundamental issues such as the forcible taking of land, which is ultimately the reason why Tribes often must rely on public lands for ceremony and other cultural practices. This feedback is described in greater detail in the report and is the basis of the recommendations summarized below.

Summary of Recommendations

Below is a summary of the recommendations contained in the report. A key point that was made by listening session participants was that while all of Los Angeles' AIAN communities face barriers that the County should address, the County's work should center and prioritize the needs of local Tribes whose ancestral lands the County occupies. This point is reflected in the report's recommendations.

1. *Improve land use and land management policies to make County-owned land and plant materials accessible to local Tribal nations and their citizens*

The report recommends addressing issues related to the administration of land and land management by streamlining permitting processes for local Tribes and Tribal citizens, waiving fees for parking and permitting, working with Tribes to provide accessible information about what chemical treatments have been used in specific areas, and hiring local Tribal practitioners to steward land;

2. *Ensure that local Tribes have dedicated space to engage in cultural, traditional, and religious practices*

The report includes several options the County should explore to ensure that Tribes have dedicated space, including land return; adoption of a First Right of Refusal Policy; collaborating with Tribes to develop agreements, such as for co-stewardship, exclusive use of land at certain times and for certain uses, cultural easements, and storage space at County properties close to waterbodies for water-faring vessels such as tomols and ti'ats; and establishing a cultural or community center for Native communities;

3. *Prioritize training and educational opportunities for the County workforce to improve cultural literacy related to local Tribes and the Native American population*

Tribal and AIAN community members noted that many of the issues discussed stem from a lack of cultural awareness on the part of County staff tasked with working with Tribes; therefore, the report recommends that the County provide training for staff and host an AIAN panel through the Department of Human Resources' Diversity, Inclusion, and Acceptance (DIALOGUE) program to build cultural literacy on local Tribes and Native communities in the County;

4. *Develop Countywide policies and programs to improve government-to-government relations*

Related to building internal expertise and ensuring that County staff have access to that expertise, as well as clear guidance on County protocols related to Tribal relations, the report recommends that the County develop and adopt a Tribal consultation policy, and create a Tribal Relations Office;

5. *Leverage County resources and authority to increase awareness of and foster respect for Native American history, communities, and knowledge*

In addition to raising awareness of local Tribal and AIAN history and culture among County staff, participants asked that the County use its resources and position to do the same for the general public, by increasing visibility of Tribes through wayfinding and signage throughout the County; supporting and resourcing Tribal cultural expertise; revising data collection and reporting methods, which often fail to accurately capture the AIAN community in the County; ensuring that County procurement and contracting is inclusive of local Tribes; and embedding the recommendations from this report into other relevant County work, such as anti-racism and equity efforts; and

6. *Adopt a formal acknowledgment of the harm against Tribal nations and Native American people in which the County has been complicit, develop processes to address the harm, and invest in a project to document the historical relationship between the County and Native Americans*

Participants noted that in addition to doing proactive work to address barriers faced by Tribal and AIAN communities, the County should also acknowledge and address historic harm to Tribes and communities in which the County has been complicit and benefitted from.

Subsequent Board Actions

It is noted that since the adoption of the motion directing the attached report, the Board adopted motions on June 22, 2021 and July 13, 2021, that initiated work related to the recommendations on the DIALOGUE series, the Tribal Relations Office, a Tribal consultation policy, and a formal acknowledgment of harm; therefore, important work recommended by this report has already been initiated.

Each Supervisor
October 5, 2021
Page 4

Should you have any questions concerning this matter, please contact me or Gary Gero, Chief Sustainability Officer, at (213) 974-1160 or ggero@ceo.lacounty.gov.

FAD:JMN:TJM
GG:RK:jg

Attachment

c: Executive Office, Board of Supervisors
County Counsel
Beaches and Harbors
Parks and Recreation
Public Works
Workforce Development, Aging and Community Services

Indigenous Peoples Day Report

The County of Los Angeles (County) Chief Sustainability Office (CSO) and the Los Angeles City/County Native American Indian Commission (LANAIC) recognize and acknowledge the first people of this ancestral and unceded territory. With respect to their elders, past and present, we recognize the Gabrielino Tongva,¹ Gabrieleño Kizh, Fernandeño Tataviam, Ventureño Chumash, and Serrano, who are still here and are committed to lifting up their stories and culture.

Introduction

This report summarizes work done in response to the Board of Supervisors' (Board) *Indigenous Peoples Day 2020* motion (Motion), which was adopted on September 29, 2020. The Motion directed the CSO to coordinate with the LANAIC, and the Departments of Parks and Recreation (DPR), Beaches and Harbors (DBH), and Public Works to address issues related to access of County public lands that local Native American Tribes and urban Indian communities in the County face when these communities are seeking to observe traditional cultural and religious practices.

This directive originated from the County's OurCounty Sustainability Plan (Plan), which the Board adopted in August 2019. In creating the Plan, the County held a series of stakeholder meetings, including a Tribal listening session that members of local Tribal nations, whose ancestral lands are within current-day Los Angeles County, attended. During that meeting, Tribal attendees described the difficulties their community members have faced when trying to practice traditional cultural and religious ceremonies and other activities on public lands, such as onerous permit requirements, fees, and harassment by authorities or the general public. Attendees highlighted the existence of such barriers to cultural and religious practice as a serious equity issue, and as a result, the Plan included Action 78, directing the Chief Executive Office (CEO) to "collaborate with local Tribes to identify and address barriers to observance of traditional practices such as harvesting and gathering, particularly on County-owned land." Following adoption of the Plan, the Board directed CSO to coordinate with County departments and other stakeholders on an annual basis to select priority actions from the Plan for implementation. Action 78 was prioritized for implementation in both 2020 and 2021.

As directed by the Motion, CSO and LANAIC held a series of listening sessions and individual meetings focused both on local Tribes and urban American Indian and Alaska Native (AIAN) stakeholders. The engagement process used to support this report is described in further detail below. In this report, we summarize the feedback we heard during the engagement process, which consists of information on barriers faced by Native communities as well as how the County might address some of these barriers. We then present a list of potential next steps and recommendations that are based on this feedback. During the development of this report, we also had the opportunity to work with the University of California, Los Angeles (UCLA) School of Law's Tribal Legal Development Clinic, who prepared a draft report summarizing the impact of California State and local policies on the ability of Native American Tribes to observe cultural and religious practices, and policy recommendations for how governments and agencies may address

¹ Relying on the State of California's Native American Heritage Commission Tribal Consultation List, we have generally in this report used the spelling "Gabrielino," with the exception of references to the Gabrieleño/Tongva San Gabriel Band of Mission Indians and the Kizh Nation - Gabrieleño Band of Mission Indians, in which case we have honored their preferred spellings.

barriers to observance of these practices. We reference UCLA's research in the *Background* section of this report.

Background

The County sits on the ancestral homelands of the Gabrielino Tongva, Gabrieleño Kizh, Fernandeano Tataviam, Ventureño Chumash, and Serrano people,² the known First Peoples of the County, who have called this land home since time immemorial. Presently, none of the currently existing groups are recognized by the United States federal government, though there are currently pending petitions with the Office of Federal Acknowledgment. According to the U.S. Census Bureau, Los Angeles County is home to over 157,000 AIAN people, which is the largest population of AIAN people of any county in the U.S.³ There are representatives of over 200 Tribal nations, which reflects both the local Tribal population and the disruptive effects of Federal Indian policies, such as the Urban Indian Relocation program.

A centuries' deep history of anti-AIAN policy throughout the State of California, coupled with local contemporary policies, procedures, and operations, negatively impacts land access for Los Angeles Tribes, as well as the tens of thousands of AIAN who have relocated to Los Angeles from around the country. To address the barriers faced by the County's AIAN community when accessing County-owned land, it is critical to understand how Tribes were dispossessed of their unceded and ancestral territories. The following is an abbreviated summary of this history based on work done by the UCLA School of Law's Tribal Legal Development Clinic.

Summary of Historical Context

In 1851 and 1852, the State of California negotiated 18 treaties with 139 California Indian signatories, reaching one-third to one-half of all California Tribes.^{4,5} The treaties guaranteed that 8.5 million acres of reservation land would be set aside in exchange for the 70 million acres to which California Indians held title.⁶ However, the United States Senate, under pressure from the California congressional delegation, refused to ratify these treaties, in large part due to the anti-Native sentiment of white settlers.⁷ The Senate placed an *injunction of secrecy* on the

² There are currently seven different Gabrielino band of organizations that community members belong to: Ti'at Society/Traditional Council of Pimu, the Gabrieleño/Tongva San Gabriel Band of Mission Indians, the Gabrielino/Tongva Nation, the Gabrielino Tongva Indians of California Tribal Council, the Gabrieleño-Shoshone Nation, the Kizh Nation (aka Gabrieleño Band of Mission Indians), and the Gabrielino-Tongva Tribe, although some Gabrielino people choose not to belong to any group.

³ Los Angeles City/County Native American Indian Commission, *Understanding Native American Homelessness in Los Angeles County* (March 2019)

⁴ FINAL REPORTS AND RECOMMENDATIONS TO THE CONGRESS OF THE UNITED STATES PURSUANT TO PUBLIC LAW 102-416, ADVISORY COUNCIL ON CAL. INDIAN POL'Y, 3 (Sept. 1997); *1851-1852 - Eighteen Unratified Treaties between California Indians and the United States*, 5 US GOV. TREATIES AND REPORTS (2016).

⁵ In 1843, 41 surviving Fernandeano Tataviam families successfully petitioned for one square league of Ex-Mission San Fernando lands from Mexican Governor Micheltoarena. In addition to this land, the Fernandeano Tataviam received title to Rancho Encino (Encino), Rancho Patzkunga (San Fernando), Rancho Sikwanga (Granada Hills), Rancho Cahuenga (Burbank), Rancho El Escorpion (Chatsworth), and Rancho Tujunga (Tujunga). In total, the Fernandeano Tataviam Tribal community received approximately 18,000 acres of land under the Mexican government's trust and protection. Native rights to the land grants of the 1840s were meant to be preserved in the American period according to the Treaty of Guadalupe Hidalgo in 1848. The administration of Governor Pico, however, ignored the secularization regulations, and sold the mission assets and land.

⁶ BENJAMIN MADLEY, AN AMERICAN GENOCIDE: THE UNITED STATES AND THE CALIFORNIA INDIAN CATASTROPHE, 1846-1873 (2016); FINAL REPORTS AND RECOMMENDATIONS TO THE CONGRESS OF THE UNITED STATES PURSUANT TO PUBLIC LAW 102-416, ADVISORY COUNCIL ON CAL. INDIAN POL'Y, 35 (Sept. 1997).

⁷ *Id.* at 3. There is no other known instance in which negotiated treaties were simply unratified.

treaties, and they were left sealed for 50 years.⁸ In 1851, the California State Legislature also passed the Land Claims Act.⁹ This provided that all lands in California would pass into the public domain if the claim was invalid or not presented within two years.¹⁰ This limitations period was running while these treaties were being negotiated, and because many California Indians were unaware of this, the limitations period lapsed along with their claims to land without their knowledge.¹¹ This resulted in the eviction of Tribal communities. For example, the Fernandeano Tataviam were evicted from all of their lands save the 10 acres in San Fernando that had taxes paid in full by their leader. Due to the increased value of the water source located on the property, the Fernandeano Tataviam spent 10 years fighting settlers from the land and were even represented by a Los Angeles law firm appointed by the U.S. Attorney General. On December 11, 1883, the Los Angeles Superior Court had entered a default judgment against the Tribe in the eviction proceedings and denied their petition two years later, thereby evicting the Fernandeano Tataviam from their last remaining tract of land.¹²

The refusal to ratify these treaties, and California's refusal to uphold its agreements, harmed Los Angeles Tribes and left the State's Native population, in large part, landless.¹³ In 1928, the Fernandeano Tataviam filed claims regarding the Tribe's lost land as a result of these unratified treaties and evictions.¹⁴ This came after decades of dispossession and litigation in which local courts authorized, and the County Sheriff's Department enforced, the eviction of the Fernandeano Tataviam members from their ancestral land.¹⁵ Many California Indians were forced to move to one of seven military reservations across the State.¹⁶ Over 20 years, population numbers declined by half, and by the 1890s, 85 percent of the population was gone.¹⁷

In 1905, the treaties were inadvertently rediscovered by a Senate clerk.¹⁸ Due to a large public outcry, Congress created 61 reservations or rancherias in Central and Northern California.¹⁹ However, many California Indians did not move to these reservations because doing so meant choosing between potentially relocating to inhospitable areas or remaining with their communities.²⁰ For instance, the lands were frequently not suitable for agriculture, and due to the locations of these reservations, for Los Angeles Tribes, moving to a reservation meant leaving their ancestral homeland.²¹ By 1915, nearly 20,000 California Indians lived in all but a few of the State's counties.²² Of these, only 1,800 lived on reservations while at least 4,500 were left

⁸ *Id.*

⁹ *Id.*

¹⁰ *Id.*

¹¹ *Id.*

¹² Duane Champagne and Carole Goldberg, *A Coalition of Lineages: The Fernandeano Tataviam Band of Mission Indians*, University of Arizona Press, 2021. *JSTOR*, www.jstor.org/stable/j.ctv1k76js7. Accessed 30 June 2021.

¹³ FINAL REPORTS AND RECOMMENDATIONS TO THE CONGRESS OF THE UNITED STATES PURSUANT TO PUBLIC LAW 102-416, ADVISORY COUNCIL ON CAL. INDIAN POL'Y (Sept. 1997).

¹⁴ FERNANDEÑO TATAVIAM MISSION BAND OF INDIANS, *History*, <https://www.tataviam-nsn.us/history/#Timeline> (last visited Nov. 3, 2020).

¹⁵ *Id.*

¹⁶ Allogan Slagle, *Unfinished Justice: Completing the Restoration and Acknowledgment of California Indian Tribes*, 13 AM. INDIAN QUARTERLY 325, 329 (1989).

¹⁷ FINAL REPORTS AND RECOMMENDATIONS TO THE CONGRESS OF THE UNITED STATES PURSUANT TO PUBLIC LAW 102-416, ADVISORY COUNCIL ON CAL. INDIAN POL'Y, 4 (Sept. 1997).

¹⁸ Carole Goldberg and Duane Champagne, *A Second Century of Dishonor: Federal Inequities and California Tribes*, A Report Prepared for the Advisory Council on California Indian Policy, UCLA AM. INDIAN STUDIES CENTER (1996).

¹⁹ *Id.*

²⁰ *Id.*

²¹ *Id.*

²² Allogan Slagle, *Unfinished Justice: Completing the Restoration and Acknowledgment of California Indian Tribes*, 13 AMERICAN INDIAN QUARTERLY 325, 330 (1989).

homeless.²³ When the Indian Reorganization Act of 1934 enabled those living on reservations to establish a constitution, the thousands of California Indians who lived off of reservations, many of whom were members of Los Angeles Tribes, were left out.²⁴ In addition, while some California Tribes gained federal recognition, those indigenous to Los Angeles did not.²⁵

Between 1940 and 1960, over 122,000 AIAN moved to cities, largely because of federal government relocation programs.²⁶ Los Angeles was a primary destination, with nearly 30,000 non-local AIAN arriving due to relocation programs,²⁷ and there is therefore a large Native American diaspora in Los Angeles. While recruiters traveled onto reservations showing AIAN brochures of the economic prosperity that awaited them in cities, the financial assistance these programs provided to relocatees was minimal.²⁸ This was compounded by the fact that many AIAN people did not qualify for public housing assistance, experienced racial discrimination in housing, or both.²⁹ Many relocatees in Los Angeles, as a result, lived on skid row or in *slum areas*.³⁰ AIAN are geographically dispersed throughout the County, with no particular ethnic enclave as compared to those seen for other racial/ethnic communities. Much like members of Tribes local to Los Angeles, AIAN community members who are not indigenous to Los Angeles also experience various barriers to accessing land for ceremonial and traditional practices as County policies prohibit various cultural and traditional practices, including sweats and harvesting and gathering.

As a result of centuries of colonization and dispossession and governmental attempts to destroy Native culture and religion, AIAN experienced a wide range of issues and barriers related to accessing County-owned land for traditional and ceremonial purposes. These access issues include, but are not limited to, certain ceremonies or practices being prohibited on County-owned land, including harvesting and gathering culturally significant plant materials; fees for parking and permits; feelings of being unwelcome or unsafe due to a lack of understanding and awareness by staff and the general population; a complicated and inaccessible bureaucracy requiring excessive paperwork; multiple and sometimes redundant permitting processes; and land management practices and environmental pollution that put cultural and religious practices at risk, such as exposure of plant materials to harmful chemical treatments, destruction of native ecosystems, climate change, and physical inaccessibility to sacred sites.

For AIAN, control over and access to land is directly linked to the free exercise of culture and religion. Many AIAN cultural and religious practices are tied to specific landscapes; they are oriented toward space, in contrast to the defining orientation of Western traditions to time.³¹

²³ *Id.*

²⁴ Carole Goldberg and Duane Champagne, *A Second Century of Dishonor: Federal Inequities and California Tribes*, A Report Prepared for the Advisory Council on California Indian Policy, UCLA AM. INDIAN STUDIES CENTER (1996).

²⁵ Alexa Koenig and Jonathan Stein, *Lost in the Shuffle: State-Recognized Tribes and the Tribal Gaming Industry*, 40 USF L. REV. 327, 331 (2005); FERNANDEÑO TATAVIAM MISSION BAND OF INDIANS, *Update on Federal Acknowledgement*, <https://www.tataviam-nsn.us/update-on-federal-acknowledgment/> (last visited Nov. 20, 2020).

²⁶ Kenneth R. Philp, *Stride Towards Freedom: The Relocation of Indians to Cities, 1952-1960*, 16 WESTERN HISTORICAL QUARTERLY 175 (Apr. 1985).

²⁷ Joan Weibel-Orlando, *Indian Country, LA: Maintaining Ethnic Community in Complex Society*, URBANA: UNIV. OF ILLINOIS PRESS, 24 (1999).

²⁸ Eli Keene, *Lessons from Relocations Past: Climate Change, Tribes, and the Need for Pragmatism in Community Relocation Planning*, 42 AMERICAN INDIAN L. REV. 259, 277 (2017). In general, relocatees received a bus ticket, first month's rent, clothing, and one month of essentials.

²⁹ *Id.* at 279.

³⁰ Kenneth R. Philp, *Stride Towards Freedom: The Relocation of Indians to Cities, 1952-1960*, 16 WESTERN HISTORICAL QUARTERLY 175 (Apr. 1985).

³¹ MICHAEL D. McNALLY, *DEFEND THE SACRED: NATIVE AMERICAN RELIGIOUS FREEDOM BEYOND THE FIRST AMENDMENT 8* (2020).

Ancestral homelands and particular locations may be inextricably linked to a Tribe's identity, and cultural and religious practices may be effectively prohibited without meaningful access to certain sites.³² In other words, "It's not just that sacred places or traditional territories belong to Native peoples; it's that Native peoples belong to those places."³³

Summary of Stakeholder Engagement

As directed by the Motion, CSO and LANAIC held a series of listening sessions and meetings to hear from local Tribal leadership or their delegated representatives, as well as organizations and individuals representing the urban AIAN population. Prior to holding these meetings, CSO convened the County departments named in the Motion to review the Motion directives, discuss the process that would be used to develop this report, and gather any relevant information or experiences the departments had previously gathered from local Tribes.

Because many Tribes are not able to support permanent professional staff, they often face capacity issues in responding to all requests for participation or feedback. Understanding this reality, CSO and LANAIC sought to contact local Tribal leadership through several different routes to ensure, to the best of our ability, that they were aware of the project and able to participate if they so desired. Prior to drafting the report, we held two formal listening sessions specifically for local Tribal representatives. To reach local Tribes, we requested a Tribal consultation list for the County from the California Native American Heritage Commission (NAHC). We sent letters and e-mails to all contacts on the list with an invitation to participate in one of the two listening sessions or to contact CSO staff to schedule an alternate time to meet, and followed up with reminders and non-responses.

We also held a listening session for Native American community members and Native-serving organizations. Invitations for that event were e-mailed to a list of stakeholders who were encouraged to share the invitation with community members, and meeting information was also posted to social media and on LANAIC's website.

At all three listening sessions, County staff provided a brief introduction to the Motion and then asked participants a series of questions to gather input about the experience individuals had trying to access public lands for traditional cultural and religious practices, any barriers they faced, as well as best practices or other recommendations they might have to improve access. County staff took notes at each meeting and sent meeting summaries to participants for review to ensure accuracy.

Aside from these three larger meetings, County staff spoke with several individual Tribal and Native community members who were interested in learning more about the County's work on the Motion and providing input. We also developed a survey to gather input from individuals who may have been interested in giving feedback but were unable to attend a meeting. We sent this survey to the Tribal contact list as well as to stakeholders who took part in the listening sessions and posted it on social media as well as on LANAIC's website.

Following the Tribal and Native community meetings and the drafting of this report, CSO convened the County departments named in the Motion a second time to review the feedback received and discuss the draft report, which had been provided to them in advance for review and comments. Following that internal review, the draft report was further edited before being

³² Stephanie H. Barclay & Michalyn Steele, *Rethinking Protections for Indigenous Sacred Sites*, HARVARD L. REV. 1, 15 (forthcoming 2021).

³³ *Id.*

distributed to the Tribal contact list we received from NAHC, to all invitees and participants of the listening sessions, and to those with whom we had individual calls, with an invitation to review and provide any comments on the document within four weeks. We also posted this report on the LANAIC website to solicit public review and comments. We held two additional listening sessions during the four-week comment period, one for local Tribal leadership, and the second for AIAN community members. Between the three Tribal meetings (two prior to report drafting, and one after the draft release) and written comments, we heard from individuals representing nine local Tribes, including the Barbareño/Ventureño Band of Mission Indians (Chumash); Fernandeseño Tataviam Band of Mission Indians; Gabrieleño San Gabriel Band of Mission Indians; Juaneño Band of Mission Indians; Acjachemen Nation-Belardes; San Fernando Band of Mission Indians (Fernandeseño, Tataviam, Vanyume); and San Manuel Band of Mission Indians. We reviewed all feedback received during the listening sessions as well as the written comments and incorporated them, as appropriate, into this report.

Summary of Feedback

Although the feedback we received was rich and comprehensive, engagement on these topics should be considered ongoing, especially as it relates to local Tribal nations, since we were not able to connect with all of the Tribes listed on the NAHC list. As the County moves forward with consideration or implementation of the recommendations from this report, Tribes and Native communities should be engaged early and regularly, and the County should seek to make participation as convenient as possible. The County should also acknowledge that, as sovereign Nations, each Tribe should have the opportunity to work directly with the County on policies that impact them, and the County should ensure that policies do not impact Tribes who have not participated.

Administrative Processes

Participants stated that processes to gain official approval for cultural and religious activities were onerous as they involved paperwork that, in some cases, needed to be repeated year after year, or had to be submitted to multiple agencies, and, in some cases, had to be repeated multiple times during the timeframe the permit covered to obtain individual approval each time a ceremony was to be performed. Permit applications are sometimes written in a way that is not inclusive of Tribal activities and ceremonies, leading to a lack of clarity on process or the imposition of inappropriate requirements for approval. For instance, local Tribes related experiences of being required to provide public access or education about traditional Indigenous knowledges and religious ceremonies. Tribes may also be required to pay for parking and other fees to gain access to sacred sites, which they often seek to practice their religion and culture. Gaining access to specific sites also requires Tribes to navigate complex jurisdictional and bureaucratic systems that may have inconsistent policies.

Participants suggested that many of these issues could be addressed through the development of a permit tailored specifically for Tribal access that is valid across multiple jurisdictions. Such a permit should be designed in such a way to allay fears expressed by participants that any actions the County took to provide greater access to sites may result in non-Native or non-local individuals taking advantage of these opportunities as well, potentially leading to further degradation of sites as well as culturally significant plants and ecosystems. It should be noted that both local Tribal participants as well as non-local AIAN participants emphasized the need to center and prioritize access for local Tribes.

Cultural Literacy

Listening session participants related that their experience with agencies and departments could vary depending on individual staff and their willingness to assist. While this experience could be frustrating, Tribes noted that institutionalizing a liaison role into agencies and departments could provide relief from some of these process-related challenges. Having dedicated Tribal liaisons on staff would provide Tribes with a known point of contact who is familiar with their needs and previous interactions with the agency, and could assist them in working through bureaucratic processes. Informed staff could be even more proactively supportive of Tribes by informing them of agency activities that may be of interest. For instance, the County sometimes clears plants that are culturally significant to Tribes as part of ongoing site maintenance. Staff could inform Tribes of these activities and coordinate with them so that they could gather the cleared material.

In general, participants emphasized the need for greater cultural literacy among government staff about Native communities and local Tribes in particular. They suggested that departmental staff be trained to understand the historical context that has led to the issues that Tribal and Native communities face, the cultural relationship to land and nature that Tribes have, and related to that, what plants and sites may have cultural significance to Tribes. Finally, and importantly, staff should understand and respect the expertise that Native communities have regarding the care and cultivation of land, and value that expertise.

Participants noted that this lack of cultural understanding is often at the root of barriers they face to practicing their culture and religion. Tribal and Native communities also related experiences of being harassed by staff on public lands and being questioned or detained when gathering materials or performing ceremonies. This has led to Tribal members feeling the need to perform these activities in secret and feeling shame as a result. Participants also described a general sense of disrespect of their traditions and culture, with government staff not recognizing the importance of ceremonies and the effort that goes into preparing for them, as well as their status as sovereign Nations.

Participants also described interactions with departments as very one-way, with staff setting the scope and agenda for discussions rather than Tribes having the ability to engage proactively on an equal footing and expect a response. This is particularly relevant in the case of public institutions such as museums that may have Native artifacts within their collections. Tribes described a lack of openness on the part of these types of institutions about what may be contained in their collections.

Participants noted that the County should work to develop a Tribal consultation policy that brings consistency to interactions between County departments and Tribes and clarifies expectations for these interactions. A Tribal consultation policy should emphasize that relationships with Tribes should be reciprocal and respectful, that staff should work to understand Tribal priorities, and that Tribes should be included meaningfully in decision-making related to their ancestral lands.

This lack of understanding and cultural competence is, of course, not limited to government staff. Participants related similar experiences in encounters with non-Native members of the public, of getting harassed or simply questioned or interrupted during ceremonies and other cultural practices. Participants also noted that certain plant materials that are culturally significant for Tribes are now harder to find as a result of overharvesting by non-local or non-Native people. While these experiences are not directly within the control of the County, participants noted that public education and greater visibility of local Tribes could help reduce these occurrences. The County could make it a practice to include information on interpretive signage in public lands about the Tribes whose ancestral lands the site is located on, for instance. The County could

also issue general proclamations stating their partnership with local Tribes and support for their ability to freely practice their religious and cultural traditions. These proclamations could be distributed to staff and referenced by Native communities if they encounter difficulties with either staff or non-Native members of the public.

Access to Dedicated Spaces

Many of the issues described by Tribes and Native communities are rooted in the underlying problem that local Tribes are landless and, therefore, must rely on access to public lands to conduct cultural and religious activities, such as gathering plant material and visiting sacred or culturally significant sites. Public parks, beaches, and other open locations are more susceptible to interference, unwanted onlookers, and/or noise from traffic, which can affect the requisite atmosphere for ceremony. Further, disturbance of these lands is often prohibited, despite ceremonial needs, such as digging of holes and use of fires. Even in situations where Tribes have come to some agreement with the owner of private lands to have access, those agreements may not be recognized if land is transferred to other entities, again putting access into jeopardy. Tribes also expressed concerns about gathering plant materials from public lands in the County for activities that require consumption of the material, as a result of not knowing whether the land has been treated with chemicals, such as pesticides or fire-fighting foam, as well as general environmental pollution. With the increase in the public's knowledge of native plants, plant stands have been severely impacted by overharvesting. If Tribes had dedicated spaces within public lands, these plants could be actively cultivated to ensure their availability, quality, and overall survival. Notably, access to land, including dedicated spaces, should include sanitation facilities to ensure meaningful access, particularly for the elderly and mobility challenged.

Participants also brought up the important point of upcoming timelines related to the Native American Graves Protection and Repatriation Act (NAGPRA), which the United States Congress adopted as law in 1990. NAGPRA requires federal agencies and institutions that receive federal funding to return Native American cultural items to relevant Tribes. As NAGPRA is implemented by institutions throughout the County, landless Tribes face the dilemma of determining how and where to repatriate these items, which may include the remains of ancestors, in a way that is respectful and ensures that they will not be further disturbed.

Tribal members also noted that lack of land not only leads to barriers to practicing their religion and culture, but is also fundamentally tied to economic challenges that Tribes face. Lack of Tribal land hinders economic growth and development, and the ability for Tribes to support their members, further undermining their ability to practice their sovereignty. In Los Angeles, in particular, where housing costs are among the highest in the country, Tribal members are often not able to live within their ancestral lands, especially Tribes whose ancestral lands are located on the coast. Tribal participants in our listening sessions framed this as a second wave of displacement.

A straightforward solution to these issues would be for Tribes to have their own land, and Tribes emphasized that the County should consider and work toward the return of land to the Tribes, a policy also known as *land back*. In the meantime, listening session participants suggested other opportunities and mechanisms that the County could consider to ensure that local Tribes have space to support their continued observance of their culture and religion. These include developing co-stewardship agreements with Tribes for specific land areas. Various community members shared that it is important to use the terminology of co-stewardship versus co-management, as the former is more representative of the relationship that Native people have with land. These agreements could include conditions that give Tribes responsibility for care of the land, allow them to determine how and what plants are cultivated and how they are treated,

how to manage invasive species, and the ability to close lands at certain times to allow for Tribal activities.

The County could also work with Tribes to designate specific areas, such as community gardens, where Tribes can cultivate and harvest culturally significant plants and have full control over pest management. The County could also support Tribes' practice of culture and religion by providing storage space for property, such as canoes and tomols near waterbodies and on the coast where land and property costs are particularly high. Listening session participants noted that the key to making such agreements successful is a multi-pronged approach to institutionalizing this access. Tribal agreements should be developed through memoranda of understanding, cultural easements, and built into resource management and restoration plans.

Building on the discussion of dedicated spaces and co-stewardship agreements of lands, participants suggested that the County collaborate with Tribes and the Native community to establish a cultural/community center for Los Angeles' Native communities. A space like this could be used to uplift Tribal histories and increase visibility of Tribal and Native communities, and provide space for cultural practices, education, and community meetings and events. An institution like this could also serve as a safe repository for artifacts and remains, if needed.

Leveraging County Resources

Listening session participants highlighted ways that the County could leverage its resources and leadership role in the region to support the ability for Tribes to have access to land and practice their cultural and religious traditions. One key example is that existing County programs and funding should be inclusive of Tribes. Local Tribes' lack of federal recognition puts them in an uncertain position with respect to tax designations; therefore, programs that are intended to center equity and inclusivity, but thus prioritize organizations with 501(c)3 status, often exclude local Tribes from participating. Participants also recommended that the County consider adopting a policy that when land or property is put up for sale, to offer discounted rates to Tribes.

Listening session participants also noted that the County could increase visibility of Tribes in the region by including information about local Tribes on interpretive signage in County-owned spaces and prioritizing culturally significant plants in landscaped areas. Participants further recommended that the County consider hiring Native experts to care for lands and provide guidance on the care and cultivation of native plants, recognizing and valuing the expertise and knowledge of Tribes.

Participants also requested that the County share the feedback from these sessions with local governments and other agencies and that the County leverage its leadership role in the region to facilitate improved access for Tribes Countywide.

Acknowledgment of Harm

Finally, although listening session participants named many proactive and forward-looking actions the County could take, they also uplifted the need for the County to acknowledge and apologize for its role in the historic treatment of Tribes, which led to intergenerational trauma and destabilized communities, and state how the County has benefitted from this treatment. Participants noted examples from State agencies, including the Coastal Commission and the Governor's Office, that could serve as models for the County. Part of this work should also include identifying Tribal artifacts that County institutions, such as museums, have in their collections and opening those to Tribes. They noted that the County should also critically review past interactions with Tribes, especially those that Tribes have identified as harmful, and how departments currently consult with Tribes. Participants noted that the County should consider providing mental

health resources specifically for Tribes and Native communities to address intergenerational trauma.

Recommendations on How to Move Forward: Respecting Sovereignty, Ensuring Inclusion, and Promoting Visibility

Based on the above feedback, County staff have developed the following recommendations for the County to consider implementing to both address the numerous barriers the County's AIAN residents face when trying to use County-owned land for cultural, religious, and traditional practices, and to improve the County's relationship with Tribal nations and AIAN residents. These recommendations are in line with the intent of the Countywide Cultural Policy and the Anti-Racism, Diversity, and Inclusion Initiative (ARDI), which are both unanimously supported by the Board. We emphasize that funding to support these recommendations should be considered as part of the regular County budget process. This will allow funding decisions to be made within the context of the overall budget and in recognition of other competing funding priorities and requests.

During listening sessions, participants highlighted specific land access issues as well as issues that underpin the barriers they face when trying to access County-owned lands. These include a lack of a Countywide Tribal consultation policy and protocol, which erodes Tribal sovereignty and the government-to-government relationship; land dispossession and a resulting reliance on public spaces for cultural and religious practices; and erasure that has resulted in a lack of cultural literacy among government staff and the public. The recommendations presented here are intended to address both specific land access issues and the systemic issues uplifted by Tribal leadership and AIAN community members.

1. Improve land use and land management policies to make County-owned land and plant materials accessible to local Tribal nations and their citizens

a. Streamline permitting processes throughout the County for local Tribes and local Tribal citizens

The County should streamline permitting processes across County departments to reduce the burdens placed upon local Tribal nations and their citizens for accessing their unceded and ancestral territory. Permitting should also be granted to local Tribal members to be able to harvest culturally significant plant materials, and the County should develop a permitting mechanism to allow for specific culturally important usages, such as open fires. At the same time, these processes should be designed in a way that respects the Tribes' needs for privacy and not require detailed disclosure of ceremonial practices.

b. Waive fees, such as parking and permitting fees, for local Tribes and local Tribal citizens

The County should waive fees related to accessing County-owned lands for local Tribes and their Tribal citizens. Departments noted that the County currently takes such action on a case-by-case basis as directed by the Board; however, the County could develop a blanket policy that covers local Tribal nations, which departments could then apply to such requests without individual Board approval.

- c. *Provide easily accessible information regarding how plant materials have been treated*

The County should provide easily accessible information to local Tribal nations and Tribal citizens about any chemical treatments applied to plant materials, such as pesticides or fire retardants, on County-owned lands. The County should also consider working with local Tribes to designate areas of County-owned lands for cultivation of culturally significant plants and mutually agree to methods for care and stewardship for these plants. These approaches would help to ensure availability and long-term survival of these plants and provide assurance that community members are harvesting and gathering safe materials.

- d. *Hire practitioners from local Tribes to steward land*

The County should hire or contract practitioners from local Tribes to steward the land or provide trainings to County staff, when appropriate, regarding how to care for the land. Tribal practitioners should also be directly involved in the development of resource management plans and restoration plans. This might involve development of a new job classification for grounds maintenance or other related roles that explicitly includes expertise in traditional practices as a requirement. County staff could also collaborate with these practitioners to develop native plant pallets that incorporate culturally significant plants for use in County projects. This would help ensure long-term preservation of Native plants and sacred sites, and address damage that has resulted from current land management practices, including proliferation of invasive species. These efforts are also in alignment with County sustainability goals related to biodiversity and preservation of native habitat and ecosystems.

2. Ensure that local Tribes have dedicated space to engage in cultural, traditional, and religious practices

- a. *Land return*

The County should explore the feasibility of restoring County-owned land to the Tribes for whom it is their ancestral territory. This land is in County hands due to centuries of colonization and dispossession, coupled with attempts to destroy Native culture and religion. Relinquishing possession of this land addresses these historical wrongs, affirms Tribal sovereignty, and ensures genuine access to culturally significant sites.

As a first step, the County should research local, State, and federal legislation that may present barriers to land return. In considering land return, the County should also work collaboratively with Tribes to identify and address barriers that Tribes may have with taking possession of land, for instance, by providing technical or legal assistance.

- b. *A First Right of Refusal policy*

Consistent with the recommendation of land return, and in recognition of past harms done to local Tribes in the County, the County should consider adopting a First Right of Refusal policy to work cooperatively with local Tribes that are interested in acquiring surplus County land. A First Right of Refusal policy for local Tribes would ensure that Tribes with ancestral claims to this land are given first consideration on purchasing surplus land. The State of California has developed such a policy that the County can use as a template.

c. *Ensure dedicated access to land*

While land return is the most critical strategy for ensuring land access for local Tribal nations, the following are additional strategies the County can pursue to improve land access. With all of these strategies, it is important that agreements are developed in collaboration with Tribes to ensure that they are designed to accommodate culturally specific activities, such as use of open fires in ceremonies and harvesting:

i. Co-stewardship agreements

The County should consult with local Tribal nations regarding their interest in developing and entering into co-stewardship agreements that would give them decision-making authority when it comes to land stewardship within specific areas. Such agreements would allow Tribes to determine how to maintain land and how and when materials are harvested. These agreements facilitate Tribal control over their ancestral lands.

ii. Exclusivity agreements

The County should examine the feasibility of developing and entering into exclusivity agreements with local Tribal nations, allowing Tribes exclusive use of lands at certain times in order to observe cultural and religious practices without fear of intrusion by the public. These types of agreements have been used in other parts of the country to address land access barriers, including a lack of privacy. One way to do this is through protected land use designations.

iii. Cultural easements

The County should examine the feasibility of adding cultural easements to permits to ensure that local Tribes have access to sacred sites on privately owned land.

iv. Storage space for ti'ats, tomols, and other Tribal water-faring vessels

The County should identify existing storage space located near waterways and enter into agreements with local Tribes to store water-faring vessels.

d. *Establish a cultural or community center for the County's Native communities*

The County should collaborate with local Tribes to explore the establishment of a cultural or community center for Los Angeles' Native communities to uplift Tribal histories, increase visibility, and provide space for cultural practices, education, and community meetings and events.

3. Prioritize training and educational opportunities for the County workforce to improve cultural literacy related to local Tribes and the Native American population

a. *Mandate training(s) for County employees*

The County should invest in and develop and implement appropriate trainings to increase the workforce's cultural literacy of the AIAN community and local Tribal nations. The County should contract with Tribal community members to develop these trainings to ensure that they are accurate. A lack of understanding of the history and contemporary realities of AIAN in staff who work with Tribes can result in repeated missteps in government-to-government relationships, program development and implementation, and resource allocation.

- b. *Leverage the County Human Resources' Diversity, Inclusion, and Acceptance (DIALOGUE) program with event focused on the AIAN community*

The County should commit to hosting a DIALOGUE with an AIAN panel, uplifting AIAN history and societal inequities that impact the community. Since the County has committed to the development of an anti-racist agenda, it has facilitated conversations specific to this effort through its DIALOGUE series. This event could be hosted to coincide with Indigenous Peoples Day 2021 or Native American Heritage Month in November. This event could serve as an opportunity to educate the County workforce on the AIAN community and be one of many ways for the County to increase visibility of the AIAN community.

4. Develop Countywide policies and programs to improve government-to-government relations

- a. *Develop a Countywide Tribal consultation policy and protocols in collaboration with local Tribes*

The County should develop and adopt a Tribal consultation policy and protocols to support consistent, respectful interactions, and meaningful engagement with Tribes. This policy should be developed in collaboration with Tribes and reflect their priorities as well. Without this policy or protocol, County staff are left to determine for themselves how to appropriately interact with local Tribes and when to engage them, leaving the County at risk of damaging these relationships and failing to meet its duty of government-to-government consultation with Tribes.

Consultation, in addition to satisfying a legal obligation to Tribal sovereign nations, provides beneficial insight, helping to produce more robust and meaningful policies, procedures, and ordinances.

A Tribal consultation policy and protocol for the County should ensure that County staff have access to expertise in Tribal issues, including laws, regulations, and policies that apply to relationships between the County and Tribal nations. The policy should provide clear guidance to staff on when to engage this expertise as well.

The Tribal consultation policy should also include designation of Tribal liaisons in each department, office, and agency, prioritizing entities that manage County land and real estate (e.g., CEO, DPR, Regional Planning, DBH, etc.). These Tribal liaisons would be tasked with building and maintaining relationships and open communication with local Tribes, assisting Tribes in navigating department processes, and assisting departmental staff in Tribal engagement and consultation.

- b. *Create a Tribal Relations Office*

The County should consider the creation of a Tribal Relations Office to affirm and strengthen the County's commitment to the AIAN community. This Office would be dedicated to promoting culturally grounded, long-term, positive relationships and decision-making processes through government-to-government consultation with Tribal governments and engagement with the urban AIAN community, and developing focused and long-term strategies to improve programs and services for all AIAN people living in the County. This Office should be staffed, resourced, and positioned so that it is able to effectively achieve these goals, and work across

departments to facilitate Tribal involvement in all aspects of the County's work. The Cities of Portland and Seattle can be looked to as examples of this work.

It is noted that at LANAIC's May 18, 2021 regular meeting, the Commission adopted a resolution recommending that the Board create a Tribal Relations Office that would house the LANAIC and the LANAIC's Self Governance Board when the Department of Workforce Development, Aging and Community Services is restructured later this calendar year.

5. Leverage County resources and authority to increase awareness of and foster respect for Native American history, communities, and knowledge

a. Collaborate with local Tribes and County departments on wayfinding and signage efforts

The County should ensure that local Tribes are consulted regarding the County's various wayfinding and signage efforts (e.g., DPR and the Department of Arts and Culture) in order to include information about local Tribes on signage located on County-owned lands. This can help increase visibility of local Tribes and the urban AIAN community to the general public.

b. Support and resource traditional knowledge and expertise

The County should develop a policy to ensure that the time and cultural knowledge of AIAN community members are properly and appropriately compensated in a consistent way across the County, and develop streamlined processes to allow departments to contract with AIAN community experts. The County should also expand eligibility for *artist in residence* type programs to include cultural practitioners and knowledge keepers.

c. Address data collection and reporting issues

County staff who work with AIAN noted that County data collection and reporting practices can result in underreported, omitted, or highly inaccurate demographic data related to AIAN. These data issues can have a ripple effect when the data are used to design programs and allocate resources, leading to Native people being excluded from County planning and further exacerbating the sense of invisibility that listening session participants described.

The County should work collaboratively with the LANAIC, local AIAN data experts, and AIAN-serving organizations when collecting and reporting AIAN health data, and make changes to address these issues. For instance, questions on racial and ethnic identity should be altered to better encapsulate AIAN identities by using the following options: those who identify as AIAN alone; those who identify as AIAN and in combination with other races; those who identify as AIAN and also identify as Hispanic.

d. Coordinate work with other County efforts

As previously noted, the recommendations outlined in this report are consistent with the Countywide Cultural Equity and Inclusion Initiative and ARDI efforts and, as such, the County should look to coordinate these efforts, and ensure that the feedback reported here from the AIAN community is reflected across all County equity and anti-racism work.

e. *County procurement and contracting*

The County should examine its procurement and contracting policies, as well as grant and other funding programs, and identify ways to be more inclusive of the varied statuses some local Tribes possess beyond 501(c)3 status. The County could look to agreements it has established with other governments, such as local cities or other counties, that could be tailored to suit the unique relationship the County has with local Tribal governments.

6. Adopt a formal acknowledgment of the harm against Tribal nations and Native American people in which the County has been complicit, develop processes to address the harm, and invest in a project to document the historical relationship between the County and Native Americans

a. *Acknowledgment of harm*

The County has not officially acknowledged the harm against Native American people in which it has been complicit. As the County develops an anti-racist agenda, acknowledgment of this harm should be part of that agenda. The County can look to the State of California as an example of how to formally acknowledge harm committed against Native people through government action. On June 18, 2019, Governor Gavin Newsom issued Executive Order N-15-19, which acknowledged and apologized on behalf of the State for the historical “violence, exploitation, dispossession and the attempted destruction of Tribal communities,” which dislocated California Native Americans from their ancestral land and sacred practices. This acknowledgment of harm should be included as part of the land acknowledgment being developed through the County’s Cultural Equity and Inclusion Initiative.

b. *Addressing harm*

The Governor’s Executive Order also established the California Truth and Healing Council (Council), which provides an example of a path forward for beginning the process of addressing harms and investing in the documentation of historical realities. The Council bears witness to, records, examines existing documentation of, and receives California Native American narratives regarding the historical relationship between the State of California and California Native Americans in order to clarify the historical record of such relationship in the spirit of truth and healing. The Council works in consultation with California Native American Tribes to shape the overarching focus and develop the work of the Council, and will endeavor to accurately represent the diversity of experience of California Native Americans within the State of California.

Acknowledgments

We would like to express our deep gratitude to the members of the sovereign Tribal nations of the County who generously took the time to share their experiences with us despite a centuries’ long history of mistreatment in which the County was complicit. We also thank the AIAN community members and Native-serving organizations who took part in our process to ensure that the concerns of the community were heard. Finally, we are indebted to Evan Zavidow and Lauren van Schilfgaarde at UCLA for their detailed research and policy work, and for selflessly giving their time and expertise to help shape this work.

APPENDIX B. PLANNING GROUP SESSION 5 – MEETING SUMMARY



Meeting Summary

Planning Group

July 14, 2022, 10 a.m. – 12 p.m.

Session 5 – Land Access

Action Items:

- Planning Group –Continue to add recommendations and feedback [to the Jamboard](#).
- Planning Group – Send contact information of anyone who should be added to the additional collaborator meeting to Ashley Dobson (adobson@avid-core.com).
- County – Outline the County process developed for land return ahead of next Planning Group meeting.

Meeting Objectives:

1. Review [land access recommendations](#) from the Indigenous Peoples Day 2020 Report Back
2. Provide updates and recommendations to share with Collaborators
3. Identify additional collaborators for larger group meeting
4. Identify next steps for land access and harms
5. Share lived experiences and histories to serve as the foundation for implementation of recommendations gathered.

Notes and Key Takeaways:

The County provided an update on some of the progress that has been made recently on land access, denoting that there is still a long way to go. The group said it was difficult to participate in this conversation because it often feels like it is happening in a vacuum while the County perpetuates other ongoing harms, such as the return of Bruce's Beach to the Bruce family. The group shared that many of these progress steps feel like lip service and they need to see action from the County to make sure that this is not just another set of promises that will be broken.

Collaborators were then asked to contribute additional recommendations that expanded on the six recommendations from the [Indigenous Peoples Day 2020 report](#) or identify missing topics.

Recommendation #1: Improve land use and land management policies to make County-owned land and plant materials accessible to local Tribal nations and their citizens

- An additional recommendation was made to bring the process for fishing and hunting permits to the County level and waive fees for fishing and hunting on County land for Native Peoples with ancestral ties to the region.

Recommendation #2: Ensure that local Tribes have dedicated space to engage in cultural, traditional, and religious practices

- Ensuring dedicated access to land for cultural practices would reinforce the “We are Still Here” message. One collaborator shared that because these practices have been suppressed for so long, younger generations don’t know about them.
- It was noted that local Tribes should be able to freely engage in these practices without it becoming a spectacle. Facilitating this may mean additional education for County employees or storage for ceremonial materials.

Recommendation #3: Prioritize training and educational opportunities for the County workforce to improve cultural literacy related to local Tribes and the Native American population

- Tribal communities should not have to prove and validate experiences and culture.
- One collaborator shared an example of a harmful interaction with a Department of Public Works construction crew. Mandated cultural competency training and oversight by staff with cultural knowledge at job sites should be implemented.
- The County shared that one barrier to mandated training are labor unions. As many departments have unionized staff, the unions are involved in discussions regarding all mandated trainings. As such, the County asked if there were departments that should be prioritized for training or other education. The collaborators noted that Public Works, Parks and Recreation, Beaches and Harbors, Regional Planning, Sanitation, and Arts and Culture have the most frequent interactions with local Tribes.

Recommendation #4: Develop Countywide policies and programs to improve government-to-government relations

- The County shared that they have been reaching out to other cities and counties that have Tribal Relations Offices. The County noted that [in Portland they host an annual Tribal Nations Summit](#) to set agenda items and priorities for the year ahead and asked if collaborators would be interested in something similar in Los Angeles County. The collaborators said the concept is interesting, but the County needs to resolve current issues and make sure there are policies and corrections to policies before creating more spaces for discussion. They would be wary of it just being another task.

Recommendation #5: Leverage County resources and authority to increase awareness of and foster respect for Native American history, communities, and knowledge

- One collaborator shared that it is important to have accurate data collection and reporting of Native American people in the County because this impacts the resources received. How the data set is collected is important. If the data does not reflect Native Peoples, resources get diluted and don’t reach the Native American community.

Recommendation #6: Adopt a formal acknowledgment of the harm against Tribal nations and Native American people in which the County has been complicit, develop processes to address the harm, and invest in a project to document the historical relationship between the County and Native Americans

- No additional recommendations were shared.

The group discussed the harms caused by the Bruce's Beach land return. The County noted that and asked for the collaborators to share feedback on ways the process should be changed to ensure this harm isn't replicated.

The collaborators shared that this particular case puts them in a difficult position, pitting them against another marginalized population. One collaborator shared that they are always asked to explain the harms against them and asked for education rather than taking that next step to correct harms.

A collaborator shared that right now they need to take a macro look at this – what tools, policies, and procedures need to be established for land return. Once the Tribal Relations Office is established, then they can start looking at the micro-level at specific land packages.

The County asked if it would be helpful to share an overview of the exact process used in the Bruce's Beach case. They could outline the hurdles and the path that was created. The collaborators said it would be useful information.

The next meeting in Phase Two: Land Access is with a larger group of collaborators, expanding the invitation to all Native Peoples living in the County or with ancestral lands that intersect with the County's present-day boundaries. The group was presented with the list of additional collaborators and asked to share any others. Planning Group collaborators added the American Indian programs at California State University, Northridge; Cal State Long Beach; Fullerton College; and Cal Poly Pomona.

Planning Group collaborators used a Jamboard to share their input, as well as had the option to share orally or via the chat box on Zoom. A PDF of the Jamboard is included as an appendix to this meeting summary.

During the closed session, Planning Group collaborators determined as a group what would be shared and two updates were provided following the regular session:

- Collaborators would like to see an adjustment to the language used to describe the Tribal governments from the Native American Heritage Commission list that the County invites to participate in formal processes. The preferred language would be to reference it as, "22 Tribal governments with [generally] five tribal affiliations" to provide additional context, prevent erasure, and avoid continuing to perpetuate harm.
- Collaborators would also like the County to be more clear and consistent in its use and application of the terms "Indigenous," "Native," and "Native American." They are not interchangeable and, when used incorrectly, can be a form of erasure.

Collaborators

Gabrielino Tongva Indians of California: Christina Conley


San Fernando Band of Mission Indians: Chairwoman Donna Yocum

Fernandeno Tatavaim Band of Mission Indians: Chairman Rudy Ortega

Gabrieleno/Tongva San Gabriel Band of Mission Indians: Kimberly Morales Johnson

County of Los Angeles: Kim Glann, Alexandra Ferguson, Rita Kampalath

Facilitation Team: Jenna Tourjé-Maldonado, Ashley Dobson, Christian Mendez, Tremayne Nez

A photograph showing a person's hand pointing at a wall covered in numerous yellow sticky notes. The notes are arranged in a somewhat organized manner, suggesting a brainstorming or planning session. The person's hand is visible in the lower-left corner, pointing towards the center of the wall.

Waive fees for
fishing/hunting on
County land for
Indigenous peoples
(bring down from a
state level)

Land Access Recommendations

July 14, 2022

How to use this space

**START
HERE!**

Click on the
arrow icon to
select a note
or to move
notes around
the board



Click the
sticky note
icon to add a
note with text



You will only need
to use two icons on
the left taskbar to
participate - do not
click on the other
icons

Do not click on the
text box in the
middle - please only
add text to the
notes

You can also
double-click
on any open
note on the
board to add
text

**Idea
1**

**Idea
2**

Recommendations

policies to make County-owned land and plant materials accessible to local Tribal nations and their citizens

space to engage in cultural, traditional, and religious practices

for the County workforce to improve cultural literacy related to local Tribes and the Native American population

to improve government-to-government relations

of and foster respect for Native American history, communities, and knowledge

and Native American people in which the County has been complicit, develop processes to address the harm, and invest in a project to document the historical relationship between the County and Native Americans



Notes

make County-owned land and plant materials accessible to local Tribal nations and their citizens

Streamline permitting processes throughout the County for local Tribes and local Tribal citizens

Waive fees, such as parking and permitting fees, for local Tribes and local Tribal citizens

Provide easily accessible information regarding how plant materials have been treated

Hire practitioners from local Tribes to steward land

Waive fees for fishing/hunting on County land for Indigenous peoples (bring down from a state level)





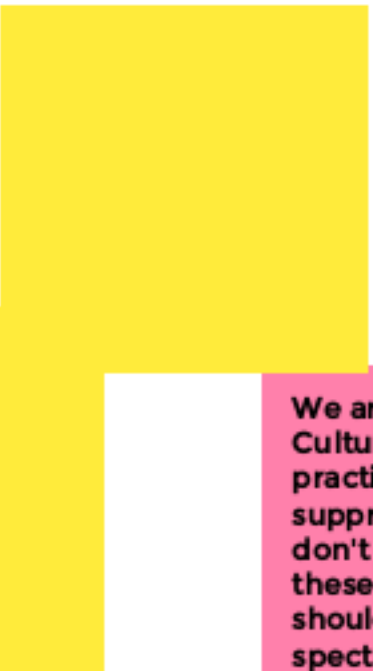
engage in cultural, traditional, and religious practices

**Land
return**

**A First
Right of
Refusal
policy**



**Ensure
dedicated
access to
land**

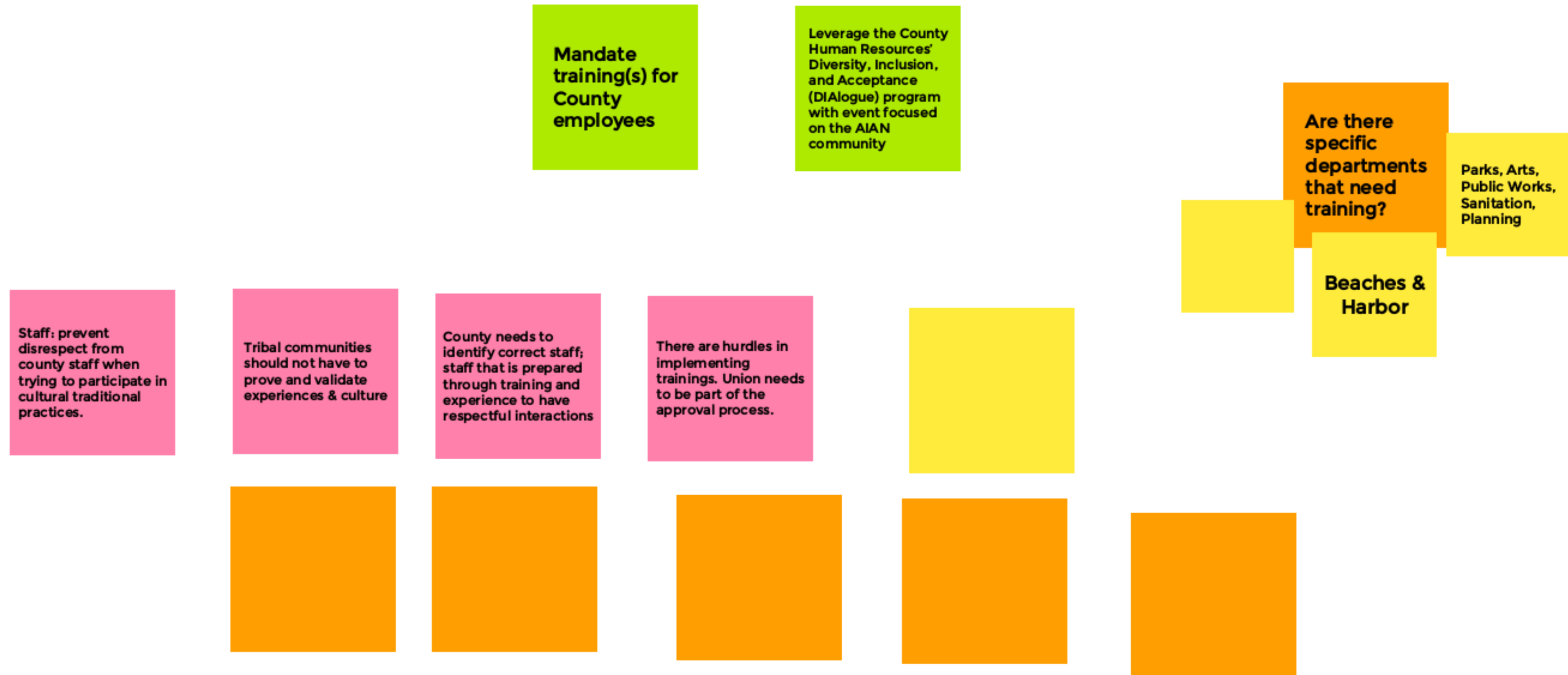


**Establish a cultural
or community
center for the
County's Native
communities**

**We are still here.
Cultural traditional
practices have been
suppressed. Kids
don't understand
these traditions. It
should not be a
spectacle. Want to
keep traditions alive.**



workforce to improve cultural literacy related to local Tribes and the Native American population



government-to-government relations

Develop a Countywide Tribal consultation policy and protocols in collaboration with local Tribes

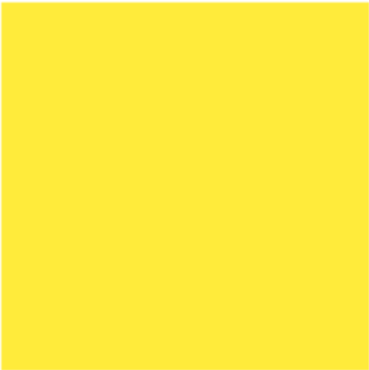
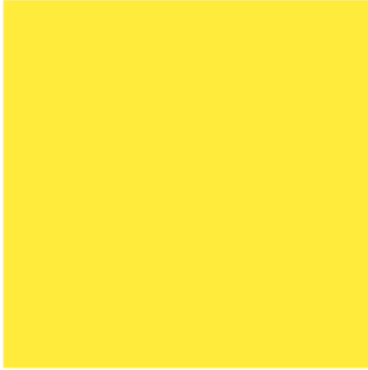
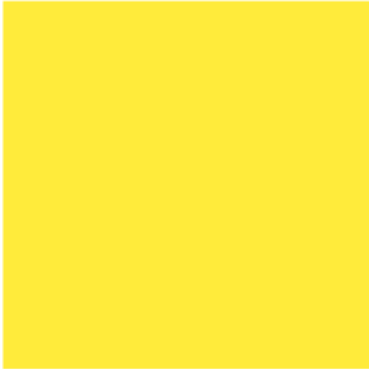
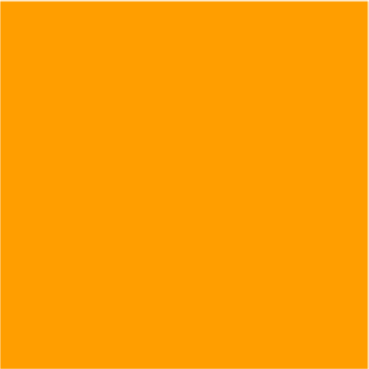
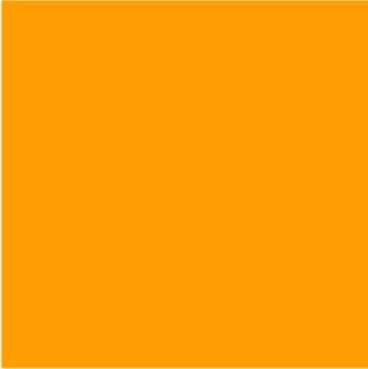
Create a Tribal Relations Office

Is there value in hosting/creating a annual tribal nation summit that brings local tribals & departments together?
<https://www.portland.gov/ogr/tribal-relations/tns>

Need to resolve current issues, creating more spaces for discussion adds another task.

annual could be exhausting. Maybe bi-annual. Need to make sure that there are policies and corrections to policies. There is a need for real considerations.

We need to put the feedback into action before we can bring on more or commit to more



awareness of and foster respect for Native American history, communities, and knowledge

Collaborate with local Tribes and County departments on wayfinding and signage efforts

Support and resource traditional knowledge and expertise

Address data collection and reporting issues

Coordinate work with other County efforts

County procurement and contracting

Data Collection & Access is connected and impacts land access.

If data collection is done improperly it can dilute resources

Levels of data & privacy related regulations



Native American people in which the County has been complicit, develop processes to address the harm, and invest in a project to document the historical relationship between the County and Native Americans

Acknowledgement of
harm

**Addressing
harm**



Prioritized Recommendations



**APPENDIX C. ADDITIONAL COLLABORATOR SESSION –
MEETING SUMMARY**



Meeting Summary

Additional Collaborators

August 23, 2022, 6 p.m. – 8 p.m.

Facilitated Dialogue on Land Access in Present-Day Los Angeles County

Meeting Objectives:

1. Share lived experiences and histories to serve as the foundation for implementation of recommendations gathered.
2. Provide overview of County of Los Angeles land access, land acknowledgement, and harms report process.
3. Invite Additional Collaborators into the process.
4. Review [land access recommendations](#) from the Indigenous Peoples Day 2020 Report Back.
5. Review next steps in this process.

Notes and Key Takeaways:

The facilitator shared an overview of the process so far, noting that this session was part of a series of sessions that have been taking place with Los Angeles County staff and a Planning Group made up of representatives of local Tribal Nations since March 2022. This was the first dialogue session focused on this set of work with the larger Los Angeles County Native community, referred to in this process as Additional Collaborators. Collectively, this work will guide development on a set of proposals for a formal land acknowledgement policy, land access policy, and a correction of the historical record to be used by the County of Los Angeles.

This Additional Collaborator session was part of Phase Two: Land Access. It focused on land access while also accounting for the discussion of harms. This meeting was open to anyone who identifies as Native to the United States and Indigenous to the Americas.

One collaborator asked why the term “identifies as” was being used in this context, noting that this can harm the Native community because of fraudulent claims by non-Native people. Another collaborator shared their agreement with this statement in the chat.

The County shared highlights of previous work on land access, the process for the development of the [Indigenous Peoples Day 2020 report](#), and explained that the information gathered in this session

would help inform an implementation plan. Collaborators were then asked to contribute feedback that expanded on the six recommendations from the [report](#) or identified missing topics.

One collaborator said there had been changes in language since the Indigenous Peoples Day Report was published, noting that the community has been working to find terminology and language that better centers the First Peoples of Los Angeles. They asked if feedback gathered during this session would be used to change the existing recommendations or if those were set in stone. The County clarified that this is an opportunity to adjust language, make sure these recommendations still make sense given changes that have happened over the past couple of years, as well as to capture any new recommendations.

Collaborators used a Miro Board to share their input and had the option to share orally or in the chat box on Zoom. The following notes capture overarching themes or ideas. The Miro Board captured a full listing of ideas, and a PDF of the Miro Board is included as an appendix to this meeting summary.

Recommendation #1: Improve land use and land management policies to make County-owned land and plant materials accessible to local Tribal nations and their citizens

The top priority from collaborators for this recommendation was land return. It was recommended that the language of this recommendation be changed to include recognition that “County-owned land” is stolen land.

Collaborators also felt it was important to not recreate the wheel or processes for land return, but to use existing channels and with Native-led groups that already exist but need resources. One collaborator said this work seemed to be moving in isolation from other initiatives, naming the Community Land Trust, Care First Community Investment, and Innovation and Opportunity Zones as existing County efforts.

Some collaborators stressed that the First Peoples of Los Angeles should be centered when it comes to putting this recommendation into practice. Other collaborators asked what access for community members from non-local Tribes might look like while still honoring local Tribes.

Recommendation #2: Ensure that local Tribes have dedicated space to engage in cultural, traditional, and religious practices

Collaborators shared that the piece that is missing is funding. To have dedicated space, you need funding for land transfers, land reports, and other associated fees. Multiple collaborators stressed the importance of working with and funding the cultural centers and land conservancies that already exist.

Support for land return also fell under this recommendation. One collaborator noted their support for adopting a first right of refusal policy for local Tribes. They stated that Tribal organizations have been shut out of recent land purchases despite functioning conservancies.

Recommendation #3: Prioritize training and educational opportunities for the County workforce to improve cultural literacy related to local Tribes and the Native American population

One collaborator shared that some County departments already mandate cultural training and educational opportunities. They said there are good local Tribal curriculums that could be replicated

or adapted, but a full curriculum that encompassed the urban Native American community would need to be developed.

A couple of collaborators noted opportunities to support education and training with wider exposure through public artwork. One said that public spaces and public infrastructure in the County don't currently represent art motifs or design that represents the local Native culture and history. This is an opportunity to elevate local Tribes to the broader community. Another shared that when plaques or signage do exist, it often refers to Tribes in the past tense. This works against education efforts to showcase that Native Americans and local Tribal Nations are still here.

One collaborator said training is needed to emphasize the importance of access to sacred areas. They noted that it is harmful to have to wait for a county employee's convenience to access sites. Another said that trainings should not be one and done, but instead should be repeated and ongoing to further education and relationships.

Recommendation #4: Develop Countywide policies and programs to improve government-to-government relations

The group reinforced the sub-recommendation for a County Tribal Liaison Office. One collaborator said the State has set a precedent by requiring all State departments to work with Tribal Nations and they suggested the County adapt this model and use the Tribal Liaison Office to implement and support it. A couple of collaborators shared that Tribal liaisons should be hired directly from local Tribes.

Recommendation #5: Leverage County resources and authority to increase awareness of and foster respect for Native American history, communities, and knowledge

One collaborator shared that the County has a wealth of museums and warehouses that contain Native artifacts and cultural resources. They recommended the County focus on decolonizing these spaces and making the resources more accessible to the Native and Indigenous community. Another collaborator agreed and states that the County should allow access to documentations that were previously gatekept. They said Native peoples should have a say in what is considered culturally significant.

A sub-recommendation mentioned addressing data collection and reporting issues. One collaborator shared that it would be useful if the County could collect information on the Native American and Indigenous population as a whole and desegregated by Tribe. There would also need to be a process for Tribes to have access to more accurate data. Another collaborator said this process should be designed with the local Tribal community, noting that it will be important to not give other people, such as consultants or contractors, the power to say who owns it.

One collaborator asked that the language of this recommendation be reworked to center the First Peoples of Los Angeles.

Recommendation #6: Adopt a formal acknowledgment of the harm against Tribal nations and Native American people in which the County has been complicit, develop processes to address the harm, and invest in a project to document the historical relationship between the County and Native Americans

The County provided additional background on this recommendation. The County issued a broad apology in 2021 and the intent of the work born out of this recommendation would be for the County to name and understand what it was apologizing for and how it continues to cause harm.

One collaborator asked if the County apologized for the harm caused to all tribes in the U.S. or just within County boundaries. The County clarified that the broad apology was primarily focused on the local Tribal community.

Collaborators had mixed perspectives on this recommendation. One collaborator shared that it is a lot to ask of the Tribal community to share familial harm and history without any tangible outcomes. Another collaborator said they would prefer to share harms without any expectation that might impact the process, noting that sharing their struggle is an honor.

Another collaborator shared that harms are ongoing and impact their lives today. They said Native American and Indigenous Peoples are seeing the domino effect of having their land stolen every day and stressed that any sharing of history should be coupled with the County taking steps to mitigate or undo those harms.

Collaborators

Christina Conley, Rudy Ortega, Anthony Morales, Sedonna Goeman-Shulsky, Javier Ramirez, Wallace Cleaves, Joel Garcia, Roland Pacheco, Donald Rodriguez, Veronica Pallan, Mercedes Dorame, Bruce Durbin, Rico Ramirez, Nicholas Rocha, Ravins Alex, Christina Waterman, Jeremy Gonzalez, Amy Vasquez, Mike Lemos, Gabrielle Crowe, Karen Quintana, Marcella Castrejon, Harrelson Notah, Nancy Marie Mithlo, Oscar Alberto Dominguez, Virginia Carmelo, Pamela Villasenor, Christian Trigueros

County of Los Angeles: Kim Glann, Alexandra Ferguson, Rita Kampalath

Facilitation Team: Jenna Tourjé-Maldonado, Ashley Dobson, Christian Mendez, Tremayne Nez

1. Improve land use and land management policies to make County-owned land and plant materials accessible to local Tribal nations and their citizens

IPD Recommendations



Streamline permitting processes throughout the County for local Tribes and local Tribal citizens

Waive fees, such as parking and permitting fees, for local Tribes and local Tribal citizens

Provide easily accessible information on any chemical treatments applied to plant materials, such as pesticides or fire retardants, on County-owned lands

Hire practitioners from local Tribes to steward land

Other thoughts?

Use the County's discretionary permit powers to fundation (around) Tribal community access to facilities & locations important to those communities.

question--what does the country consider to be access for local tribes?

County owned land? Do you mean the land that was stolen and currently being occupied?

what considerations are being made for Native families who are not CA tribes?

Use County's discretionary permit power to ensure tribal community access to locations & facilities important to them.

my thoughts, local Native tribes make their recommendation with consideration of access for non-local tribes (ex. Navajo Nation)

Ensure access to the coast/beach and for cultural activities.

Provide historical context, and protecting sites from the public that are uneducated

I HAVE RECOMMENDATION TO REVIEW NATIVE AMERICAN PROTOCOL OF THE ARCHDIOCESE OF LOS ANGELES

Hire tribal community members as tribal liaisons.

Hire a team of First Peoples to develop all this.

24/7 Land Access consideration for ceremonial protocol

Tribes should be able to exploit plant materials for cultural practices & ceremony.

Develop MOUs and MOAs w/ local Tribal Govt. and Orgs.

multiple revisions to policies, and to "Local Government." control over public spaces

More educational programs, funding to provide the youth with access to freely learn, grow and share cultural practices and traditions among the community.

clean water access

Prioritize land return to local Tribal govt. and orgs.

I have a recommendation to vet fraudulent natives by using lineal descent. Many of the indigenous community supports this, if not implement it, why choose to avoid it?

can't unmutte right now-- but being a non local Native I believe access for local tribes (original people of what is now LA) should be priority - that land return should be a big topic here too

Allow local tribes to manage the land, in terms of what is needed for restoration and used for agriculture, and ceremonial practices.

educating non-locals on plant importance and what it means in relation to the people.

Hire tribal community members as tribal liaisons.

this has happened to the indigenous community in Canada. We can't let Los Angeles indigenous community be a joke. <https://www.cbc.ca/news/indigenous/indigenous-people-los-angeles-1.5444444>

AS AN ASSISTANT MARSHAL DIRECTOR OF ANIMALS, I BELIEVE THE COUNTY TO REPRESENT AND PROTECT OTHER NATIVE AMERICAN CULTURES AND MODERN HERITAGE GIVING ACCESS TO ALL CALIFORNIA TRIBES AND BANDS TO ORGANIZATIONS IN THESE LOCAL NEIGHBORHOOD PARTNER TO BRING TOGETHER WITH INDIGENOUS AND LOCAL COMMUNITY AND PERSONS IT IN A PRAGMATIC TYPE OF PROTECTION

RETURN LAND



2. Ensure that local Tribes have dedicated space to engage in cultural, traditional, and religious practices

Other thoughts?

IPD Recommendations

Streamline permitting processes throughout the County for local Tribes and local Tribal citizens

Explore the feasibility of restoring County-owned land to the Tribes for whom it is their ancestral territory

Consider adopting a First Right of Refusal policy to work cooperatively with local Tribes that are interested in acquiring surplus County land

Ensure dedicated access to land through co-stewardship agreements, exclusivity agreements, cultural easements, and/or storage space for t'ats, tomols, and other Tribal water-faring vessels

Establish a cultural or community center for the County's Native communities

Missing funding associated with these movements (Land Return); its also about supporting the transaction

Make sure that we establish a process that is responsive and is not energy taxing for communities participating. Need to combine initiatives and streamline processes.

There is frustration; better question is to ask what sites have already been identified as places they want

Self created Cultural and community Centers already exist, such as Kurubungna and the new TTPC. These need to be supported.

Please do this. Tribal orgs have been shut out of recent land purchases despite having functioning conservancies.



4. Develop Countywide policies and programs to improve government-to-government relations

IPD Recommendations



Develop a Countywide Tribal consultation policy and protocols in collaboration with local Tribes

Create a Tribal Relations Office

Having County wide tribal consultation policy mandate; tribal liason office that creates greater access to staff

multiple liasons

agree, county wide efforts to hire and promote Native Americans employees in different county departments

Other thoughts?

Small, illegible text block, likely a placeholder or a very small note.



5. Leverage County resources and authority to increase awareness of and foster respect for Native American history, communities, and knowledge

Other thoughts?

IPD Recommendations



Collaborate with local Tribes and County departments on wayfinding and signage efforts

Develop a policy to support and resource traditional knowledge and expertise

Address data collection and reporting issues

Coordinate and ensure the AIAN community is reflected across all County equity and anti-racism work

Examine procurement and contracting policies to be more inclusive of the varied statuses some local Tribes possess beyond 501(c)3 status

Be specific on what this recommendation entails; consider centering and prioritizing local tribes

County has a wealth of museums & other locations where native artifacts and cultural resources are housed; need to decolonize these spaces and create access to native tribes; there are examples in SD; creating access to these spaces throughout the county; decolonize art that the county owns

NAHC drafted policy that any museum that receives state funding has to provide list of artifacts & cultural resources

also allowing access to documentations that were gatekept to be revised by the people, and to say what is culturally significant

Data collection & reporting; local tribes should be able to get data on their specific communities; Local tribes are small so data collection is hard; would be good to use county to help to gather more accurate data

Revision of data; data was collected by companies and not by tribes themselves; give tribes opportunity to have a say in their data



6. Adopt a formal acknowledgment of the harm against Tribal nations and Native American people in which the County has been complicit, develop processes to address the harm, and invest in a project to document the historical relationship between the County and Native Americans

Other thoughts?

IPD Recommendations



Formally acknowledge harm committed against Native people

Address harm and invest in documentation of historical realities

This is another that needs revisiting for consistency of language and the use of "identifying language" of the various tribal communities

I would personally like the County to explain why there are no sovereign lands in LACo, when every other surrounding counties throughout So. Cal. have dedicated sovereign lands (and federally-recognized tribes).

Its a lot to ask for tribal members to share familial harm and history without any tangible outcomes

I would like to share our history, emotion, and struggle of my tribe

Sharing of history needs to be coupled with how the county sees how to mitigate those harms; conversation can lead to the multiple impacts that continue to impact current tribal communities.

Agreed
Pamela

Thank you
Pamela.
Very much
agreed

agree so much with Mercedes. what tangible outcome is coming out of this acknowledgement or even this meeting?

agreed
with
Mercedes



Themes

RETURN
LAND

Hire a team of
First Peoples
to develop all
this.

There are other
educational
opportunities; use of
past language can
impact in the
understanding of local
tribal nations & history

Prioritize land
return to local
Tribal govt.
and orgs.

Missing funding
associated with
these movements
(Land Return); its
also about
supporting the
transaction

Having County wide
tribal consultation
policy mandate;
tribal liaison office
that creates greater
access to staff

agree, county wide
efforts to hire and
promote Native
Americans
employees in
different county
departments

Make sure that we
establish a process that is
responsive and is not
energy taxing for
communities participating.
Need to combine initiatives
and streamline processes.

Sharing of history needs to
be coupled with how the
county sees how to
mitigate those harms;
conversation can lead to
the multiple impacts that
continue to impact current
tribal communities.

Have tribal
communities/leader
s approve cultural
literacy prior to
educating those at
the county.

General exposure;
through county
process of
infrastructure; lack
of investments
dedicated to local
native culture

Its a lot to ask for
tribal members to
share familial harm
and history without
any tangible
outcomes

There is frustration;
better question is to
ask what sites have
already been
identified as places
they want

How do we gain
entrance to secured
sacred areas without
being subjected to the
convenience of a
county employee in a
timely matter?

APPENDIX D. PLANNING GROUP SESSION 6 – MEETING SUMMARY



Meeting Summary

Planning Group

October 4, 2022, 10 a.m. – 12 p.m.

Session 6 – Land Access

Action Items:

- Planning Group – Review draft Land Access Report by October 18, 2022.
- County – Prepare briefing sheet for Supervisor Holly Mitchell ahead of October 21 meeting on the information shared about Bruce's Beach by the Planning Group.

Meeting Objectives:

1. Review draft Land Access Report and finalize recommendations.
2. Co-create series of meetings to document harms.
3. Share lived experiences and histories to serve as the foundation for implementation of recommendations gathered.

Notes and Key Takeaways:

Updates and Follow Up

The first phase of this work focused on the Land Acknowledgment and there were two updates related to the County's process and a new initiative from the City of Los Angeles. The County reported that later on the same day as this Planning Group session (October 4), Supervisor Solis would make a motion to direct the LANAIC and Arts and Culture to return to the Board with a Countywide Land Acknowledgment as soon as it is approved by Los Angeles City/County Native American Indian Commissioners (LANAIC).

The County also reported that on September 30, 2022, City of Los Angeles Council Member O'Farrell put forth a motion for the City's civil and human rights department to collaborate with the LANAIC and representatives from the Tongva, Tataviam and Chumash tribes to report within 30 days on creating a land acknowledgment policy. The County said they have told the City about this process and ongoing work with the Planning Group and will provide updates as they receive them.

At the previous Planning Group meeting, the group discussed wanting an outline of the process used in the Bruce's Beach case. The County shared that all Planning Group collaborators, as well as other tribal leaders in the County, should have received an email invitation to a meeting on October 21,

2022 with Supervisor Holly Mitchell. Rather than have the County representatives on this call serve as an intermediary, this meeting will allow the group to discuss directly with the Supervisor who led the Bruce's Beach land return process and Board motion.

Draft Land Access Report

The first part of the session focused on the draft Land Access Report. The County said the final report would be shared with the Board of Supervisors as a check-in point on the recommendations compiled in the Indigenous Peoples Day Report and as a way to guide and encourage the next steps for implementation.

Planning Group collaborators did not have any feedback on the draft report during the session. However, members asked if they could have additional time to review the document. The County said Planning Group collaborators could review and provide feedback for a couple more weeks (through October 18, 2022).

Following the discussion on the draft report, representatives from the County left the session to allow for a more open discussion on harms.

Documenting Harms

The Planning Group was asked what the County needs to know to apologize and amend for harms against local Tribal nations. One collaborator asked how the County was defining harms and the group noted that the conversation should focus on how Tribes would like to define fixing harms.

An example of a harm is Bruce's Beach. One collaborator shared that they saw the County take a two-pronged approach to rectifying this harm for the Bruce family. The first was that the descendants got their land back and the second was that they were offered a form of reparations. They said they were hopeful a similar approach could be taken when amending harms perpetrated against local Tribal nations.

Collaborators said the County must go beyond an apology and take action. Any next steps must be actionable. It is harmful for the County's actions to be tied to the whims of politics and society; this has led to a documented history of broken promises. One collaborator said they are having the same conversations their parents and grandparents had; they are participating in this process in the hopes that their children and grandchildren don't have to have the same conversation. Another collaborator shared that it is exhausting to keep going, noting that this ongoing harm of disregard could be healed with action. From younger generations, collaborators have heard a refrain of, "What's the point?" They are exhausted before they even begin.

All other harms stem from the initial harm of having their land taken away, collaborators shared. These land bases are prospering economically but their original inhabitants are not. Bruce's Beach showed that the County can create a path to give back land and one collaborator said it is "insulting" to be told by the County they can't do it when they have seen it done for others. Collaborators said trust is broken, questioning how the County can make corrections to past harms when they can't even rely on the County for the help they need today.

Collaborators shared they are still working to protect the little lands that are left. One collaborator said they fight every day to preserve cultural resources but are dismissed. Another collaborator added that it feels like Tribal consultation is box checking and their concerns aren't valued.

One collaborator asked how the County verifies the authenticity of the people claiming a location. Another collaborator shared their belief that the County government is fearful of Tribes uplifting themselves. They said there is no mechanism for non-recognized tribes to work with the County, a direct byproduct of having their lands taken and communities destroyed. As a result, local Tribal nations are more than 100 years behind the County's organized government, a direct disadvantage for government-to-government consultation, and Tribes aren't able to be independent. One collaborator said this was felt heavily during the pandemic when Tribal members had to lose their identity to get access to protection and services.

Systematic racism and oppression are rampant -- one collaborator shared the example of school children being taught the "This Land Is Your Land" song and erasing Native American history from the start. This is another result of the original harm of land seizure. Collaborators said this harm is visible so acknowledging harm cannot be the end of the County's process. Collaborators want to not just influence the present but prevent these harms from happening in the future.

Local universities and museums, including museums operated by the County, have started reaching out to tribes to claim remains and resources. Collaborators shared that this has highlighted several issues, including the lateral harm of having to work with a federally-recognized tribe in order to claim the remains through the Native American Graves Protection and Repatriation Act process and not having land to rebury the remains once repatriated.

Similarly, the University of California system announced free tuition for all California students of federally recognized tribes. While this isn't the County's doing, it is another harm perpetrated and identity loss to non-recognized tribes.

Collaborators were asked to share action items for the County that would be useful steps in remediating this harm. One collaborator said the focus needs to be on how the County can rebuild local Tribal nations, which will include steps toward land back and financial backing.

One collaborator said the County should work with the tribes' ethnohistorians and conduct research to get the full picture of what local Tribal nations have been sharing. Tribes have documentation but the County should work with them to expand upon this work. One collaborator said it may take the County doing the research for themselves to believe it.

Another collaborator said the County should share a percentage of property taxes with local Tribal governments and work with the Tribes to use that money to build community and support better government-to-government relations. They stressed that for these bigger ideas the Tribes need to come together and bring it to the County.

Upcoming Meetings on Harms

When thinking about this process, the original idea was for there to be three more meetings on harms; two of those meetings were intended to be with additional collaborators. The Planning Group was asked who they would like to see invited to those sessions and if that structure still made sense based on this discussion.

During the land access phase of this work, the additional collaborator meeting included participants who were Indigenous to the Americas, not just local Tribal Nations and Native Americans. Planning Group collaborators said the issues surrounding harms are too different for each group to include Indigenous folks. Collaborators said the priority for the County should be the First Peoples of what is

now known as Los Angeles County because the main harm is the land taken, which other Native Americans and Indigenous Peoples cannot speak to. One collaborator said that by opening up harms conversations to a wider audience, it shrinks the voice of the local Tribal governments.

Collaborators asked what the purpose of the next few meetings would be as they have identified harms and actionable steps already. One collaborator said it is an additional harm to be asked to repeat the same information over and over only to have it be put on the shelf. They said there is a lot of broken trust and the County needs to focus on action now. Another collaborator agreed and said they should be able to expect results without repercussions. Instead of additional meetings focused on extracting more information on harms, a working session on what has already been shared felt more appropriate to the collaborators.

In the same vein, one collaborator asked about the upcoming meeting with Supervisor Mitchell's office, wondering if they would need to repeat the same information shared here. It was determined the County would prepare a briefing sheet for Chair Mitchell to provide this information.

A Jamboard was used to capture collaborator feedback and a PDF of the Jamboard is included as an appendix to this meeting summary.

Collaborators

Gabrielino Tongva Indians of California: Christina Conley

San Fernando Band of Mission Indians: Chairwoman Donna Yocum

Fernandeno Tatavaim Band of Mission Indians: Chairman Rudy Ortega

Gabrieleno/Tongva San Gabriel Band of Mission Indians: Chairman Anthony Morales

San Manuel Band of Mission Indians: Jessica Mauck

County of Los Angeles: Kim Glann, Alexandra Ferguson

Facilitation Team: Jenna Tourjé-Maldonado, Ashley Dobson, Tremayne Nez

APPENDIX E. LAND ACCESS ONLINE COMMENT FORM RESPONSES

Recommendation #1 - Improve land use and land management policies to make County-owned land and plant materials accessible to local Tribal nations and their citizens

Improve environment conservation

Recommendation #2 - Ensure that local Tribes have dedicated space to engage in cultural, traditional, and religious practices

Yes this helps in maintaining the base of the community

Recommendation #3 - Prioritize training and educational opportunities for the County workforce to improve cultural literacy related to local Tribes and the Native American population

Yes through traditional festivals competition

Recommendation #4 - Develop Countywide policies and programs to improve government-to-government relations

Ensuring close government cooperation

Recommendation #5 - Leverage County resources and authority to increase awareness of and foster respect for Native American history, communities, and knowledge

Ensuring the use of resources is well balance

Adopt a formal acknowledgment of the harm against Tribal nations and Native American people in which the County has been complicit, develop processes to address the harm, and invest in a project to document the historical relationship between the County and Native Americans

Yes this will bring all the community in one unison

Some of the above recommendations also included specific action items. Of the following, which would be the most impactful opportunity for the County to address in the short-term? [Select up to 3]

- Recommendation #1 Action Item - Streamline permitting processes throughout the County for local Tribes and local Tribal citizens
- Recommendation #1 Action Item - Waive fees, such as parking and permitting fees, for local Tribes and local Tribal citizens
- Recommendation #1 Action Item – Provide easily accessible information on any chemical treatments applied to plant materials, such as pesticides or fire retardants, on County-owned lands
- Recommendation #1 Action Item – Hire practitioners from local Tribes to steward land
- Recommendation #2 Action Item – Explore the feasibility of restoring County-owned land to the Tribes for whom it is their ancestral territory
- Recommendation #2 Action Item – Consider adopting a First Right of Refusal policy to work cooperatively with local Tribes that are interested in acquiring surplus County land.
- Recommendation #2 Action Item – Ensure dedicated access to land through co-stewardship agreements, exclusivity agreements, cultural easements, and/or storage space for ti'ats, tomols, and other Tribal water-faring vessels
- Recommendation #3 Action Item – Mandate trainings for County employees to increase the workforce's cultural literacy of the AIAN community and local Tribal nations
- Recommendation #4 Action Item – Develop a Countywide Tribal consultation policy and protocols in collaboration with local Tribes
- Recommendation #4 Action Item – Create a Tribal Relations Office
- Recommendation #5 Action Item – Collaborate with local Tribes and County departments on wayfinding and signage efforts
- Recommendation #5 Action Item – Develop a policy to support and resource traditional knowledge and expertise
- Recommendation #5 Action Item – Address data collection and reporting issues
- Recommendation #5 Action Item – Coordinate and ensure the AIAN community is reflected across all County equity and anti-racism work

- Recommendation #5 Action Item – Examine procurement and contracting policies to be more inclusive of the varied statuses some local Tribes possess beyond 501(c)3 status
- Recommendation #6 Action Item – Formally acknowledge harm committed against Native people
- Recommendation #6 Action Item – Address harm and invest in documentation of historical realities

Are there additional recommendations or action items regarding land access that you would like to share?

Festival competition

Do you have additional recommendations, not related to land access, that the County should consider?

Come up together

Would you like to receive emails from the County about future meetings and information regarding land access? *

- Yes
- No

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Google Forms

Recommendation #1 - Improve land use and land management policies to make County-owned land and plant materials accessible to local Tribal nations and their citizens

Agreed. High priority.

Recommendation #2 - Ensure that local Tribes have dedicated space to engage in cultural, traditional, and religious practices

Agreed. Medium priority.

Recommendation #3 - Prioritize training and educational opportunities for the County workforce to improve cultural literacy related to local Tribes and the Native American population

Agreed. High priority.

Recommendation #4 - Develop Countywide policies and programs to improve government-to-government relations

Agreed. High priority.

Recommendation #5 - Leverage County resources and authority to increase awareness of and foster respect for Native American history, communities, and knowledge

Agreed. High priority.

Adopt a formal acknowledgment of the harm against Tribal nations and Native American people in which the County has been complicit, develop processes to address the harm, and invest in a project to document the historical relationship between the County and Native Americans

Agreed. Medium priority.

Some of the above recommendations also included specific action items. Of the following, which would be the most impactful opportunity for the County to address in the short-term? [Select up to 3]

- Recommendation #1 Action Item - Streamline permitting processes throughout the County for local Tribes and local Tribal citizens
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- Recommendation #6 Action Item – Formally acknowledge harm committed against Native people
- Recommendation #6 Action Item – Address harm and invest in documentation of historical realities

Are there additional recommendations or action items regarding land access that you would like to share?

Harvest/access permits should allow permanent rights instead of us having to apply yearly. A written access pass for tribal people such as the certificate Las Padres National Forrest issues us.

Do you have additional recommendations, not related to land access, that the County should consider?

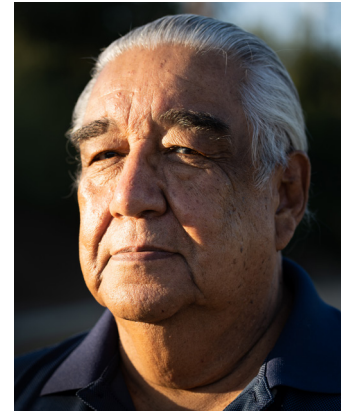
All permits/rights must be given to all Tongva peoples regardless of tribal affiliation. Those who have BIA documentation but chose not to join an organized tribal group must not be excluded.

Would you like to receive emails from the County about future meetings and information regarding land access? *

Yes

No

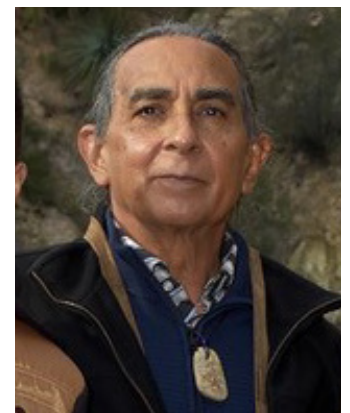
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“WE ARE STILL HERE.”

A REPORT ON PAST, PRESENT, AND ONGOING HARMS AGAINST LOCAL TRIBES

Developed in collaboration with representatives from the Fernandeño Tataviam Band of Mission Indians, Gabrieleno/Tongva San Gabriel Band of Mission Indians, Gabrielino Tongva Indians of California Tribal Council, San Fernando Band of Mission Indians, and San Manuel Band of Mission Indians.



A REPORT ON PAST, PRESENT, AND ONGOING HARMS AGAINST LOCAL TRIBES

Report prepared for the County of Los Angeles – January 2023

Los Angeles City/County Native American Indian Commission

Los Angeles County Department of Arts and Culture

In collaboration with representatives from:

Fernandeño Tataviam Band of Mission Indians

Gabrieleno/Tongva San Gabriel Band of Mission Indians

Gabrielino Tongva Indians of California Tribal Council

San Fernando Band of Mission Indians

San Manuel Band of Mission Indians

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**THIS LAND WAS
ORIGINALLY AND IS
STILL INHABITED AND
CARED FOR BY THE
TONGVA, TATAVIAM,
SERRANO, KIZH, AND
CHUMASH PEOPLES.**

As recognized by the County of Los Angeles in its formal
Land Acknowledgment, adopted November 1, 2022.

BACKGROUND

In July 2021, Supervisors Hilda Solis and Janice Hahn brought forth a motion intended to acknowledge and apologize for the historical mistreatment of California Native Americans by Los Angeles County. The motion stated that it is “critical that truth-telling begins with the First Peoples of what is now known as the County of Los Angeles (County), and that the histories and the people who have been intentionally erased are acknowledged and receive official apologies.”

To support the gathering of input to inform ways in which the County has harmed local Tribes, the County Board of Supervisors (Board) unanimously passed a motion on October 5, 2021 that directed the Department of Workforce Development, Aging and Community Services (WDACS); Los Angeles City/County Native American Indian Commission (LANAIC), and the Department of Arts and Culture (Arts and Culture) to hire a consultant. Cogstone Resource Management, Inc. (Cogstone), in partnership with Kearns & West and Avid Core, was selected as the consultant and has prepared the following report in collaboration with participating Los Angeles County Tribes (listed below).

The Process

Cogstone facilitated meetings and gathered feedback from a group of designated representatives from Tribes whose ancestral lands intersect with Los Angeles County’s present-day boundaries. Referred to in this report as Tribal Representatives, the group was asked to share lived experiences and oral histories; to provide information to update the County of Los Angeles’ understanding of the history of the region and Tribal communities; and to give input to advance truth, healing, and transformation on the ways the County has harmed local Tribes. The work was conducted in three phases, each phase focused on a specific outcome while acknowledging and accounting for the overlap between the topics of land acknowledgement, land access, and harms.

The California Native American Heritage Commission provided their AB 52 list of 22 Native American Tribes with ties to Los Angeles County to LANAIC in December 2021. All 22 Tribal governments with generally five tribal affiliations—the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples—were invited to participate.

Designated representatives from the following Tribes participated consistently in the facilitated sessions held between March and December 2022.

- Fernandeano Tataviam Band of Mission Indians
- Gabrieleno/Tongva San Gabriel Band of Mission Indians
- Gabrielino Tongva Indians of California Tribal Council
- San Fernando Band of Mission Indians
- San Manuel Band of Mission Indians

**BREAKING
THE CYCLE
OF HARM**

Members of the Morales Family, Gabrieleno/Tongva San Gabriel Band of Mission Indians, holding a map of their land grant

Photo Credit: Johnny Pérez



“WHAT IS DONE TO THE LAND IS DONE TO THE PEOPLE.”

—Kimberly Morales-Johnson,
Gabrieleno/Tongva San Gabriel
Band of Mission Indians

Intent of this Report

Harms cannot be discussed only as part of the past. Multigenerational trauma—land seizure, disease, subjugation, relocation, broken promises, and genocide—continues to impact Native peoples. The following report is not intended to be a full chronicle and timeline of all harms perpetrated against Tribes located in what is now known as the County of Los Angeles.

Instead, we heard a common theme in our discussions with the Planning Group: The County must go beyond an apology for harms and take action. The following report outlines the actionable steps identified by the Planning Group.

Taking the action steps outlined will help the County make progress toward breaking the cycle of harm. As one Tribal representative put it, local Tribes are having the same conversations their parents and grandparents have had; they are participating in this process now in the hopes that their children and grandchildren don't have to repeat it again. This ongoing harm of disregard could start to be healed with action.

**THE COUNTY OF
LOS ANGELES
SITS ON
STOLEN LAND.**

The following is not intended to be an all-encompassing history of the Tribes in the County of Los Angeles. Instead, it aims to offer a broad overview of the harm of land theft and seizure by government entities and individuals so that readers of this report can have context to understand the need for the outlined action steps.

The real history of the land, now known as the County of Los Angeles, centers the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples and begins long before Spanish settlers arrived. The Tribes in this area thrived because of their unique relationship with the land and their stewardship approach to land conservation.

In 1542, the first European expedition landed on Catalina Island, home to the Tongva, and made the first ever recorded contact between the Spanish people and the Native people of modern-day Los Angeles County. Other European explorers made contact with the Tongva in the intervening years (Portuguese explorer Sebastián Rodríguez Cermeño in 1595 and Spanish explorer Sebastián Vizcaino in 1602) but permanent settlement did not occur until the Portola Expedition in 1769.

The Spanish crown returned in 1769 to build missions and pueblos to supply the Philippines-Acapulco trade ships sailing the Pacific with food and other necessities. Further, presidios were built to protect the missions and pueblos from possible encroachments by Russia and France into Alta California. As the Spanish expanded along the coast of Alta California, they enslaved Native peoples, forcing them to build and maintain the missions, pueblos, and presidios for the Spanish settlers while enduring unspeakable abuse at the hands of Spanish soldiers. Local Tribes were forced to move from their villages and give up their languages and culture. Tribes were given new names after the missions, which is reflected in the names of many local Tribes today.

When the Spanish colonized lands throughout the world, including Alta California, their actions were regulated by the “Recopilación de Leyes de los Reynos de las Indias.” Signed in 1680 and consisting of four volumes, the Recopilación outlined the rights of the inhabitants of the land during colonization which included, “[rights to] their possessions, the right to as much land as they needed for their habitations, for tillage, and for the pasturage of their flocks.” In Alta California, this meant that the Spanish held the land in trust for Indians (i.e., the Indians maintained their Native title to the land, water, and mineral rights) living in and around missions, but these rights did not extend to the unconverted Indian people still living in their traditional villages. When Pedro Fages took over as Governor of California, he began issuing land grants for ranchos to various Spaniards to only use the lands if they did not encroach upon Indian villages (aka rancherias by the Spanish) or harm the Indians.

After winning its independence from Spain through war, Mexico proclaimed emancipation in 1826, Mexico continued to adhere to Spanish laws requiring Indians' houses, farms, orchards, and fields in and around their villages be set aside for their use. The secularization of the missions in 1833 resulted in Spanish-born padres being replaced with Mexican-born padres. Mission property was to be distributed to the Indian Neophytes (those baptized by the Catholic Church). However, through a combination of systemic racism and governmental greed, mission lands were stolen from the Neophytes by the Mexican government and given to non-Native families as land grants and/or sold for profit.

When California reached United States statehood in 1850, it initially followed Spanish and Mexican laws protecting Native title to the land. The State of California in its 1850 California for the Government and Protections of Indians stated in Section 2 that: "Persons and proprietors of lands on which Indians are residing shall permit such Indians peaceably to reside on such lands, unmolested in the pursuit of their usual avocations for the maintenance of themselves and their families; nor shall they be forced to abandon their homes or villages where they have resided for a number of years." Although the Act states that Indians should be allowed to live on the land undisturbed, the Act allowed for the Justice of the Peace to remove Indians from land owned by White settlers, Further the Act allowed for the indenture of Indian children and the forced labor of convicted Indians whose bond was paid for by a white settler.

The Act to Ascertain and Settle the Private Land Claims in the State of California, passed by Congress in 1851, did not require Indians to make land claims as their Native title was never extinguished. The Act only applied to those private lands claims whose title was derived from the Spanish and Mexican governments. However, in practice, Native titles were not always respected, and many Native Peoples lost their lands within this period to encroaching settlers. Through subsequent federal and state legislation that upheld these claims by settlers, Tribes lost their land, water, and mineral rights.

Throughout the 1800s, the U.S. was on a mission to eradicate Native American Tribes. Between 1851 and 1852, the U.S. Government Treaty Commissioners signed what would become known as the "18 lost treaties." The treaties set aside 8.5 million acres in California for Indian reservations and pledged to compensate Tribes for ceded land. Much of the land set aside was highly sought after by white settlers and after increased pressure from California representatives, the U.S. Congress never ratified the treaties, and they were forgotten.

These centuries of displacement, enslavement, incarceration, and genocide from successive waves of settlers—the Spanish, the Mexicans, and then Americans—mean that most local Tribes don't hold the present-day titles to their ancestral lands.

**HARMS CONTINUE
TO STEM FROM
THE INITIAL HARM
OF LAND THEFT
AND SEIZURE.**

**“TRUTH IS THE
FIRST STEP TO
THE RECOVERY
OF OUR
STOLEN LAND
AND BROKEN
PROMISES.”**

—Chairman Robert Dorame,
Gabrielino Tongva Indians
of California

Native Peoples see the domino effect of having their land stolen every day. The Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples still struggle for recognition of their existence, recognition of their sacred spaces, and recognition of past harms that impact their communities economically, socially, culturally, and physically. They face discrimination because of their distinct cultures, identities, and ways of life, and are disproportionately affected by poverty and marginalization. Much of local Tribes’ ancestral lands have been developed into some of the County’s most expensive zip codes and Tribal members who remain in the County’s present-day boundaries are continually priced out of their neighborhoods. They have been robbed of generational wealth and the opportunities that come with it.

While the resulting land theft and seizure is a loss of assets, this does not accurately capture the harm for local Tribes. When the land was taken, the relationship between land and Tribes was severed. They lost access to food, to housing, to history. Vital connections to identity and culture were cut off.

Local Tribes have worked toward land return for decades but have faced numerous barriers and been told repeatedly by the County and other government agencies that it is not feasible.

When the County embarked on a process to return Bruce’s Beach to the Bruce family in April 2021 without an acknowledgment of the First Peoples, Tribal representatives said it was another harm and form of erasure in a long line of injustices. Although the Board of Supervisors in discussing the final motion on Bruce’s Beach at the June 28, 2022 Board meeting did acknowledge the injustices done to the First Peoples whose land was also forcibly taken, the harm had already been done. One Tribal representative said it is “insulting” to have been told by some County representatives they can’t return land when it has been done for others, including for other marginalized people.

Tribal representatives said they felt pitted against another marginalized group, something they did not want, with the County’s decision to return land to the Bruce family before returning land to local Tribes. One Tribal representative shared that they saw the County take a two-pronged action approach to rectifying this harm for the Bruce family. The first was that the present-day title was transferred to the Bruce family’s descendants, and the second was that they were offered a form of reparations. They said they were hopeful a similar approach could be taken when amending harms against local Tribes.

**HARMS CANNOT
BE DISCUSSED
ONLY AS
PART OF HISTORY.**

RECOMMENDED ACTIONS

The County should take steps to not only correct the initial harm of land dispossession but also the resulting harms with lasting impact. Tribal representatives provided a few examples of actionable next steps the County could take to start to remedy the harms caused by land seizure:

- **PRIORITIZE THE FORMATION OF THE TRIBAL RELATIONS OFFICE (TRO)**, which would serve as a liaison and point of contact for all Tribal concerns. The TRO is necessary to provide the consistency needed to strengthen relationships with the local Tribes and build on the County's commitment to reducing and mitigating harm to the greatest extent possible. It should be staffed by qualified Native Peoples and the hiring and recruitment process should be designed to attract and prioritize talent from local Tribes.
- **DEVELOP POLICIES AND PROCEDURES TO ESTABLISH A PROCESS FOR LAND RETURN TO THE FIRST PEOPLES.** Once the TRO is established, the Office should work with local Tribes, existing Tribal cultural organizations and Tribal land conservancies, such as the Tongva Taraxat Paxaavxa Conservancy and the Tataviam Land Conservancy, to identify specific tracts, prioritizing sacred cultural spaces, and places for land return.
- **ADOPT A FIRST RIGHT OF REFUSAL POLICY AND PROCESS FOR LOCAL TRIBES.** Should County land be identified for sale or disposition, local Tribes should be afforded the opportunity to claim the land first, prior to being offered to other parties. Should a local Tribe decide they want the lands, this policy should include financial resources to cover fees for land deed transfers, land assessment reports, and other associated costs.
- **HELP LOCAL TRIBAL COMMUNITY MEMBERS STAY ON THEIR ANCESTRAL LAND** by offering affordable housing options and mortgage or rental assistance.
- **SHARE A PERCENTAGE OF PROPERTY TAXES WITH LOCAL TRIBAL GOVERNMENTS** and work with the Tribes to use that money to build community and/or cultural centers and support better government-to-government relations.
- **INCLUDE ACCURATE HISTORY TAUGHT FROM AN INDIGENOUS PERSPECTIVE** in County educational programs. Educational programs should include Tribal members and/or Elders to share their history and provide cultural perspectives to land access, cultural resources, and preservation.

**HARMS
ARE ONGOING.**



Ongoing Harm

CULTURAL KNOWLEDGE DENIED

Beverly Folkes, Elders Council
member, Fernandeño Tataviam
Band of Mission Indians

Photo Credit: Johnny Pérez

Without land, local Tribes have faced countless barriers to cultural realization. Due to land access challenges, Tribal Elders cannot fully transmit their knowledge to future generations. Tribes often do not have permission to hold ceremonies and/or harvest traditional plants on their own homelands. Or if there is permission, there are restrictions on the size of gatherings that can be held, how much plant material that can be harvested, what materials can be used, and even how materials can be used in ceremonies. As a result, many practices have been suppressed for so long that younger generations don't know about them.

Although there are laws in place that require the County to consider impacts to Tribal cultural resources, sacred lands, and cultural places, there are still accounts of destruction and theft of their heritage. Tribal representatives shared they are still working to protect the lands that are left and fighting every day to preserve their culture and sacred spaces and places. One Tribal representative said it often feels like Tribal consultation is just box checking and that their concerns aren't valued. Another Tribal representative shared that the process places the labor, expertise, and knowledge of cultural resource experts from non-federally recognized Tribes below that of federally recognized Tribes, adding additional harm by not evening the playing field.

Further, the lack of a County archaeologist knowledgeable in the local Tribes' histories, cultural resources, and sacred spaces and places located within the County has caused harm through the destruction of sites and disinterment of ancestral remains and their burial items. Currently non-subject matter experts (i.e. planners) review cultural and tribal cultural resource assessments and determine if the assessments, whether for County-led projects or submitted by third parties, are in compliance with local and state laws. Non-subject matter experts, however, lack the background knowledge to recognize if pertinent information is missing or misinterpreted. In addition to improving the qualifications of staff, harm is also caused when these non-subject matter experts fail to do their due diligence in the review process.

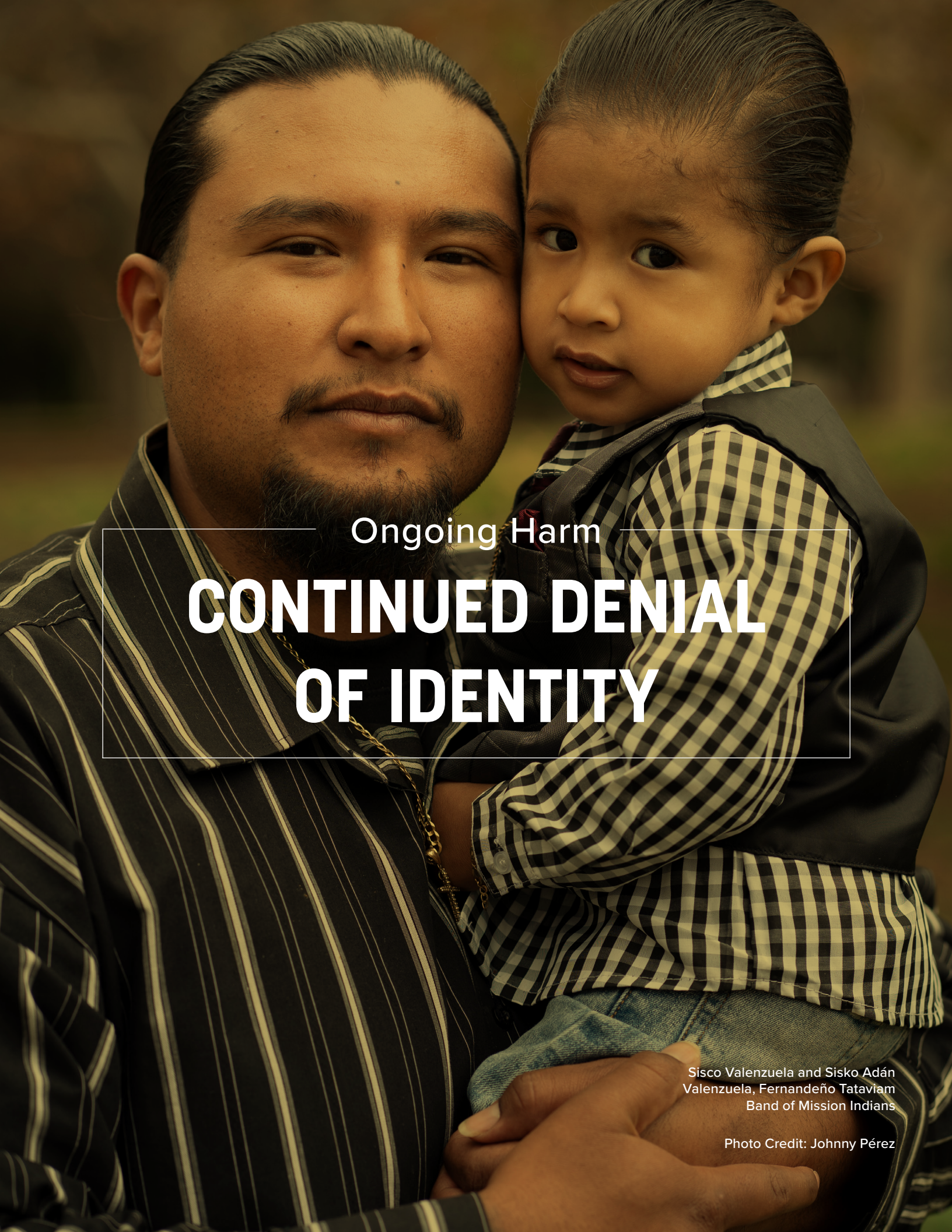
For example, when the Environmental Impact Report (EIR) for the LA Plaza de Cultura y Artes museum (LA Plaza) was completed, the cultural resources consultant hired by LA Plaza stated that the burials at the Campo Santo, Los Angeles' first cemetery that is located between the LA Plaza buildings and the La Iglesia de Nuestra Señora la Reina de los Ángeles (La Placita) and located on County-owned land, were removed and reburied elsewhere. This was based on a single reference. As a result, the area was cleared for the construction of a memorial garden and almost immediately, human remains, relatives of a number of southern California Tribes, were encountered and subsequently removed. If the County had a knowledgeable archaeologist to review the EIR, they would have known that only a handful of burials had been relocated when the cemetery was closed in 1844 and that more than 600 burials still lay within the boundaries of Campo Santo.

“MORE MUST BE DONE TO HOLD THOSE ACCOUNTABLE THAT STEAL FROM OUR SACRED GROUNDS. THIS IS OUR LIFELINE FROM OUR ANCESTORS TO US AND WE ARE THE ONLY ONES WHO WILL PRESERVE AND PROTECT THEM.”

—Chairwoman Donna Yocum, San Fernando Band of Mission Indians

RECOMMENDED ACTIONS

- **CREATE MECHANISMS AND POLICIES TO ENSURE TRIBAL KNOWLEDGE AND INPUT IS VALUED, INCORPORATED, AND COMPENSATED** during California Environmental Quality Act (CEQA) Tribal consultations and/or other outreach activities. The County and the general public must understand that Tribal offices are generally understaffed and spread thin, responses to emails and calls are common so follow ups should be expected on important matters.
- **RETURN ANCESTRAL BELONGINGS, ARTIFACTS, AND DOCUMENTATION TO LOCAL TRIBES.** The County should work with local Tribes to determine what is culturally significant in County museums and facilities where ancestral belongings are currently stored. The County should relinquish ownership or, if preferred by the Tribe, to determine appropriate access.
- Once created, **THE TRO SHOULD SUPPORT THE STORAGE OF CEREMONIAL MATERIALS** on County-owned land and/or in County-owned facilities. This storage capacity would only be in support of local Tribes’ ability to engage freely in cultural, traditional, and religious practices and would be Tribe-initiated if desired and appropriate.
- **SUPPORT TRIBES’ ETHNOHISTORIANS TO GATHER, SYNTHESIZE, AND EXPAND ON CURRENT TRIBAL HISTORIES** and educational programs to correct the misinformation about the Tribes in the public sphere.
- **FUND CURRICULUM DEVELOPMENT FOR EMPLOYEE TRAINING** about the history, experience, struggle, and resilience of the County’s First Peoples. This education will allow local Tribes to freely engage in ceremonial practices without becoming a public spectacle.
- **HIRE A COUNTY ARCHAEOLOGIST TO REVIEW CULTURAL AND TRIBAL CULTURAL RESOURCE ASSESSMENT** for projects with the County to ensure that they provide accurate information. The archaeologist should be vetted by local Tribes and work closely with a team of representatives from local Tribes.
- **FOR COUNTY PROJECTS WITH GROUND DISTURBANCE, MANDATE TRIBAL-LED CULTURAL HUMILITY TRAINING AND OVERSIGHT BY STAFF** with cultural knowledge to ensure cultural resource monitors can work safely and with respect.



Ongoing Harm

CONTINUED DENIAL OF IDENTITY

Sisco Valenzuela and Sisko Adán
Valenzuela, Fernandefño Tataviam
Band of Mission Indians

Photo Credit: Johnny Pérez

The continued denial of Tribal sovereignty, identity, and significance in the eyes of the Federal government and local governments, including the County, works to diminish the growth of Tribes and contributes to Tribal erasure. There is currently no mechanism for non-federally recognized Tribes to work side-by-side with the County as a government entity.



Eleanor Marie Mia, Treasurer, San Fernando Band of Mission Indians

Photo Credit: Johnny Pérez

One Tribal representative shared that local Tribal governments are more than 100 years behind the County's organized government, a direct disadvantage for government-to-government consultation and leaving them reliant on colonial government structures. They said this was felt heavily during the pandemic when Tribal members had to ignore their identity and identify themselves as just a member of the general public to get access to protection and services.

Local universities and museums, including museums operated by the County, have started reaching out to Tribes to start the consultation process for the repatriation of human remains and cultural items affiliated with their Tribe. Tribal representatives shared that this has highlighted several issues, including the lateral harm of often having to work with a federally recognized Tribe in order to accelerate the repatriation process through the Native American Graves Protection and Repatriation Act and not having land to rebury the remains once repatriated. The Tribal representatives said there have also been issues with museums and other agencies reaching out directly to individuals who self-identify as Tribal members without doing the proper due diligence or outreach to local Tribes.

RECOMMENDED ACTIONS

- **PUT RESOURCES TOWARD REBUILDING LOCAL TRIBES**, which will include steps toward land back, financial backing, and resources to build community and support better government-to-government relations.
- **SUPPORT NON-FEDERALLY RECOGNIZED TRIBES IN EFFORTS TO REPATRIATE ANCESTRAL REMAINS.** The current process does not provide non-federally recognized Tribes with the resources needed, follow an appropriate timeline, or show the proper respect for the remains. The County should work with local Tribes to identify ways to support these efforts.
- **CREATE TRUE COLLABORATIVE RELATIONSHIPS WITH LOCAL TRIBAL GOVERNMENTS** that extend beyond consultation as mandated by local, state, and federal laws.

A man with long, dark hair and a serious expression is the central figure. He is wearing a dark blue long-sleeved shirt under a vibrant, multi-colored patterned vest. He holds a shallow, woven basket in his left hand, containing some red and green items. In his right hand, he holds a large, light-colored feather. The background is a soft-focus outdoor setting with trees and a warm, golden light.

Ongoing Harm

CONTINUED DENIAL OF EXISTENCE

Benjamin Martinez,
Cultural Resources,
San Fernando Band
of Mission Indians

Photo Credit:
Johnny Pérez

“THE COUNTY WANTS THE TRIBES TO BE VISIBLE IN THE PAST TENSE NOT THE PRESENT TENSE. WE ARE STILL HERE.”

—President Rudy Ortega Jr.,
Fernandeño Tataviam Band of
Mission Indians



Alan Salazar, Tribal Elder and
Educator, Fernandeño Tataviam
Band of Mission Indians

Photo Credit: Johnny Pérez

First Peoples are a vital part of the greater Los Angeles County community today and into the future. Local Tribes are still here, and they have not left their ancestral lands despite centuries of harm and systemic oppression.

One Tribal representative shared that school children being taught the “This Land is Your Land” song exemplifies how the County’s education system erases Native American history from the start. Others noted the past tense language used to describe Tribes also causes erasure.

Tribal representatives shared that the County could play an important role in addressing data collection and reporting issues as related to local Tribes. One Tribal representative said it is important to have accurate data collection and reporting because this impacts the financial resources received. Another Tribal representative shared that it would be useful if the County could collect information on the entirety of the Native American and urban Indigenous population in the region, as well as desegregated by Tribe.

RECOMMENDED ACTIONS

- **PRESENT TENSE LANGUAGE SHOULD BE USED WHEN REFERRING TO TRIBES** in all County communications. Signage on County property should also be in present tense and the County should provide literature on local Tribes as they exist today.
- **DEVELOP CLEAR PROCESS FOR WORKING WITH NON-FEDERALLY RECOGNIZED TRIBES.** The County has the power to empower Tribes without federal recognition. A clear process would ensure local Tribes without federal recognition are treated respectfully and that their input is valued.
- **INCLUDE LOCAL TRIBES IN COUNTY DATA SETS.** This process should be designed in partnership with the local Tribal governments, so as not give other people, such as consultants or contractors, the power to say who owns it.
- **BALANCE THE TIME/RESOURCES OF THE TRIBES WITH ACTIVE PARTICIPATION AND INCLUSION.** Extending the invite to Tribes to participate in both planning efforts and public facing efforts. It will be up to the Tribes to say when it is appropriate to participate and at what level to participate



Ongoing Harm

ERASURE THROUGH TERMINOLOGY AND WORD CHOICE

Andrew “Guiding Young Cloud”
Morales, Gabrieleno/Tongva San
Gabriel Band of Mission Indians

Photo Credit: Johnny Pérez



Frank Martinez, Tribal Elder Cultural Resources, San Fernando Band of Mission Indians, and Ellie Morales Recalde, Jr. Tribal Member, Gabrieleno/Tongva San Gabriel Band of Mission Indians

Photo Credit: Johnny Pérez

“WE NEED THE COUNTY TO GO PAST BEING AN ALLY AND BE AN ADVOCATE FOR US.”

—Kimberly Morales-Johnson, Gabrieleno/Tongva San Gabriel Band of Mission Indians

In the County’s efforts to be more inclusive, the First Peoples of the County have often been erased. Language and word choice have tremendous power and can cause harm if used incorrectly or interchangeably.

RECOMMENDED ACTIONS

- In partnership with local Tribes and the urban Native American and Indigenous population, **DEVELOP A LIST OF TERMS AND DEFINITIONS THAT SHOULD BE USED CONSISTENTLY COUNTYWIDE**, such as in all communications, Board motions, trainings, and educational materials.
- **USE WHATEVER NAMING CONVENTION A TRIBE WANTS TO USE**, even if there is not consistent with naming formats across all tribal names. When it comes to the different spellings and naming conventions, the County should focus on making additional context and histories available to explain the different spellings.

“

WE MUST GO FURTHER.

As the County prioritizes inclusivity and centers historically excluded voices, it also needs to now, more than ever, ground this work in truth.

”

– Board Motion by Supervisors Hilda L. Solis and Janice Hahn, July 13, 2021



Gabrielino Tongva Indians of California Tribal members pose at Clara Basin (Henninger Flats).

Tribal members from left to right:

- Chris Dorame
- Seriana Dorame
- Mercedes Dorame
- Adrienne Kinsella
- Imogen Reid Dorame
- Jacob Dorame
- Tribal Chair, Robert Dorame
- George Dorame, Elder
- Mat Dorame
- Dora Dorame, Elder
- Jon Dorame
- Julias Jacques
- Katie Dorame
- River Garza
- Demetria Dorame
- Christina Conley
- Clare Conley
- Cole Conley

Photo Credit: Josef Jacques

With this work, the County has taken significant steps toward acknowledgment of First Peoples, the land, and of harms. But acknowledgment without action is an empty gesture, self-serving, and more in line with the broken promises and treaties of the past than of the County’s current commitment to meaningfully address injustice.

These actions will likely not come without push back as these topics can often bring up animosity toward Native Peoples. This animosity comes not only from white people but also from people from other ethnic backgrounds. In a resource shared by on Tribal representative early in the process, author and lecturer Dina Gilio-Whitaker defines this as “settler fragility.”

“LIKE WHITE FRAGILITY, SETTLER FRAGILITY IS THE INABILITY TO TALK ABOUT UNEARNED PRIVILEGE—IN THIS CASE, THE PRIVILEGE OF LIVING ON LANDS THAT WERE TAKEN IN THE NAME OF DEMOCRACY THROUGH PROFOUND VIOLENCE AND INJUSTICE.”

But without action, these gestures shift the onus of action back onto local Tribes, which have already been working for centuries to reclaim what was stolen and is still being taken. Exploring and undertaking the actions outlined in this report will keep the County accountable and build trust. As some of the action steps outlined in this report are long-term actions, the County should also commit to following up with the Tribal representatives who participated in this process on a regular basis, outlining the progress that has been made.

The background consists of three overlapping geometric shapes: a yellow triangle at the top right, a blue triangle at the bottom right, and a red triangle at the bottom left. The word "REFERENCES" is centered in the blue area.

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Cover Photos:

Row 1 - Chairwoman Donna Yocum, San Fernando Band of Mission Indians; Chris Dorame, Gabrielino Tongva Indians of California; Sofya Samaniego-Ervin, Fernandefio Tataviam Band of Mission Indians; Art Morales, Tribal Elder, Gabrieleno/Tongva San Gabriel Band of Mission Indians

Row 2 – Kimberly Morales Johnson, Tribal Council Secretary, Gabrieleno/Tongva San Gabriel Band of Mission Indians; Jess Valenzuela, Elders Council, San Fernando Band of Mission Indians; Geraldine Nunez, Elders Council member, Fernandefio Tataviam Band of Mission Indians; Tribal Chair, Robert Dorame, Gabrielino Tongva Indians of California

Fernandefio Tataviam Band of Mission Indians
Gabrieleno/Tongva San Gabriel Band of Mission Indians
San Fernando Band of Mission Indians

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Gabrielino Tongva Indians of California

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