



County of Los Angeles CHIEF EXECUTIVE OFFICE

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FESIA A. DAVENPORT
Chief Executive Officer

November 29, 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

Board of Supervisors
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REPORT BACK ON LOS ANGELES COUNTY INITIATIVE ON ASIAN AMERICANS, NATIVE HAWAIIANS, AND PACIFIC ISLANDERS (ITEM NO. 5, AGENDA OF APRIL 6, 2021)

On April 6, 2021, the Board of Supervisors (Board) directed the Executive Director of Racial Equity for the County of Los Angeles' (County) Anti-Racism, Diversity, and Inclusion (ARDI) Initiative to consult with a workgroup to: 1) provide specific recommendations regarding how the County can address the rise and continuation of hate and violence directed towards Asian American, Native Hawaiian, and Pacific Islander (AANHPI) communities; 2) explore the feasibility of launching the Los Angeles County Equity and Diversity Fund (Equity Fund), with an initial investment of \$1 million (including several specific directives about staffing, funding sustainability, partnership with philanthropy and academia, and identifying artistic and cultural opportunities to highlight contributions of the AANHPI communities); and develop a strategy on how to incorporate this work within the ARDI Initiative, relevant departments, and Countywide.

As reported in the May 18, 2021, Board memo, ARDI hosted a community listening session on April 20, 2021, to learn from stakeholders about efforts the County could take to eliminate violence against AANHPI communities and was able to leverage relevant input collected during Countywide Racial Equity Strategic Plan community engagement activities hosted from March through May 2022 on proposed initiatives to advance racial equity in the County. ARDI convened an Equity Fund Workgroup which included representatives from the Human Relations Commission, the Department of Public Health's Office of Violence Prevention, the Departments of Arts and Culture and Human Resources to inform the Equity Fund spending plan's development. Additionally, ARDI

gathered extensive feedback on the proposed creation, inclusion, and expansion of efforts to address hate and violence towards AANHPI and other communities of color.

Recommended Equity Fund Spending Plan

At this time, the Chief Executive Office has identified an initial investment of \$1 million to launch the Equity Fund. The recommended spending plan for the Equity Fund (Attachment I) was created in consultation with the Equity Fund Workgroup and principally informed through various stakeholder outreach efforts. The Equity Fund is divided across six priority areas, including:

- *Community Safety and Violence Prevention:* Community-centered and led approaches to amplify resources and solutions to address violence and hate;
- *Healing Centered Practices:* Strengths-based approaches to dealing with stress and trauma by advancing a collective view of healing;
- *Intergroup Relations:* Engagement and outreach to various communities, including Black/African American, Latino/a/x, and American Indian/Native Alaska communities, in collaboration with AANHPI communities, to identify community-centered solutions to combatting racism;
- *Education:* Actions educators can take to create a climate in which prejudice and hate-motivated behavior are not acceptable;
- *Visibility, Diverse Cultural Heritage, and Narrative Change:* Initiatives to acknowledge and celebrate diverse cultural heritages and promote narrative changes to address representation, diversity, equity, and inclusion to increase understanding of history, social justice, cultural inclusion, and the contributions of AANHPI and other communities of color; and
- *Civic Engagement and Policy:* Promotion of a high quality of life in neighborhoods and communities through various strategies.

Allocations for each priority area were determined based on: 1) alignment with community recommendations; 2) identified activities of interest elevated by stakeholders; 3) opportunities to align with existing County efforts; and 4) opportunities to invest in communities. Recommended activities within each spending priority were also identified and their descriptions are referenced in Attachment I.

ARDI recommends two methods to deploy the funding: 1) through a Third-Party Administrator (TPA) who would assume responsibility for negotiating, executing, and managing funding agreements directly with community-based service providers for a portion of the community directed funds; and 2) directly to County departments that will

lead on priorities identified in the spending plan. Working with a TPA would decrease the time required to enter into contract agreements for program services. Additionally, using a TPA would allow the seamless braiding of multiple funding sources should the County find additional funds through philanthropic or other financial support in the form of matched funding. ARDI also recommends relying upon the Equity in County Contracting workgroup recommendations to streamline contracting procedures and/or utilize expedited contracting strategies, such as Requests for Statement of Interest (RFSIs), to ensure the disbursement of funds reach those highly impacted.

Next Steps

Upon approval of these recommendations, ARDI will identify a TPA to start the process of deploying funds to programs identified in the spending plan. ARDI will also continue to consult with the Equity Fund Workgroup and department leaders to respond to the additional stakeholder recommendations listed in Attachment II.

Should you have any questions concerning this matter, please contact me or D'Artagnan Scorza, Ph.D., Executive Director of Racial Equity, at (213) 974-1761 or dscorza@ceo.lacounty.gov.

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DS:HJN:es

Attachments

- c: Executive Office, Board of Supervisors
- County Counsel
- Arts and Culture
- Human Resources
- Office of Education
- Public Health
- Human Relations Commission
- Los Angeles County Native American Indian Commission

Recommended Los Angeles County Equity and Diversity Fund Spending Plan			
Proposed Programs and Activities		Funding Amount	Department / Program Lead
Funding Priority I. Community Safety and Violence Prevention: Community-centered and led approaches to amplify resources and solutions to address violence and hate.			
1	Bystander Intervention Trainings for County Workforce and Key Partners Trainings for County workforce and key partners that share tools on how to respond, intervene, and heal from harassment.	\$50,000	HRC / ARDI
2	Community-Based Public Safety Strategies Community-based and centered programs for AANHPI and other communities of color that protect members who are at increased risk for and/or vulnerable to experiencing violence, including but not limited to, older adults, women, trans-identified individuals, and immigrants. These may include, but are not limited to, community-based ambassador and safe passages programs.	\$200,000	DPH-OVP / ARDI
Subtotal		\$250,000	
Funding Priority II. Healing Centered Practices: Strengths-based approaches to dealing with stress and trauma by advancing a collective view of healing.			
3	Restorative Justice Programs School and/or community programs that center victims' needs, repair harm, and/or reduce future violence among former offenders.	\$100,000	DPH-OVP / HRC
Subtotal		\$100,000	
Funding Priority III. Intergroup Relations: Engagement and outreach to various communities, including Black/African American, Latino/a/x, and American Indian/Native Alaska communities, in collaboration with AANHPI communities, to identify community-centered solutions to combatting racism.			
4	Community- and Faith-based Partnerships to Promote Cultural Understanding, Allyship, and Solidarity Community- and faith-based partnerships between AANHPI, American Indian/Alaska Native, Black, and Latino/a/x faith leaders, institutions, and/or providers to promote cross-racial solidarity and collaborative action toward advancing racial equity.	\$100,000	DPH-OVP / HRC
Subtotal		\$100,000	

Recommended Los Angeles County Equity and Diversity Fund Spending Plan

Proposed Programs and Activities		Funding Amount	Department / Program Lead
Funding Priority IV. Education: Actions educators can take to create a climate in which prejudice and hate-motivated behavior are not acceptable.			
5	<p>Anti-Racism Electronic Toolkit</p> <p>An online toolkit that equips teachers, educators, school districts, and parents to celebrate cultural diversity and increase young people's understanding of history, social justice, and root causes of racism to promote equity, inclusion, and belonging in the classroom and at home.</p>	\$50,000	LACOE / Arts and Culture
6	<p>AANHPI Multimedia Textbook</p> <p>Dissemination of the AANHPI Multimedia Textbook, an online educational platform for the delivery of Asian American Studies curricula for middle school, high school, and college students.</p>	\$50,000	ARDI
Subtotal		\$100,000	
Funding Priority V. Visibility, Diverse Cultural Heritage, and Narrative Change: Initiatives to acknowledge and celebrate diverse cultural heritages and promote narrative changes to address representation, diversity, equity, and inclusion to increase understanding of history, social justice, cultural inclusion, and the contributions of AANHPI and other communities of color			
7	<p>Los Angeles County Cultural Policy Outreach, Engagement, and Implementation</p> <p>Support for indigenous communities' participation in shaping the Cultural Policy and co-developing a Countywide land acknowledgement.</p>	\$10,000	LACNAIC
8	<p>Cultural Celebrations, Observations, and Performances During County Events</p> <p>Participation of culture bearers, arts organizations, and leaders in AANHPI and other communities of color at County events to recognize and celebrate cultural heritage and ceremonial functions (e.g., DiAlague Series, Countywide Summits).</p>	\$25,000	DHR / Arts and Culture
9	<p>Arts Performance and Conversation Series</p> <p>Free performance tickets for community stakeholders, partners, staff, etc. to an arts performance that examines themes related to race, cultural inclusion, and understanding, along with a series of conversations (e.g., talk backs) or study guides to enhance pre- or post-performance discussions.</p>	\$50,000	ARDI / Arts and Culture
10	<p>Community Storytelling Project</p> <p>Arts-informed opportunities for dialogue on race, violence, and community solutions to promote equity, inclusion, and</p>	\$90,000	DPH-OVP / Arts and Culture

Recommended Los Angeles County Equity and Diversity Fund Spending Plan

Proposed Programs and Activities		Funding Amount	Department / Program Lead
	belonging using oral, written, and/or visual storytelling traditions.		
11	<p>Cultural Community Events</p> <p>Creative placemaking and cultural activities in AANHPI and other communities of color, such as free public concerts, cultural festivals, and/or grants to cultural organizations serving as cultural district anchors to facilitate truth, racial health, and transformative conversations about race.</p>	\$125,000	Arts and Culture
Subtotal		\$300,000	
<p>Funding Priority VI. Civic Engagement and Policy: Promotion of a high quality of life in neighborhoods and communities through both political and non-political processes.</p>			
12	<p>Report on Conditions Facing AANHPI Communities</p> <p>A commissioned report that assesses the state of AANHPI communities in Los Angeles County with a focus on outcomes and recommendations for progress with defined benchmarks and objectives.</p>	\$50,000	ARDI
13	<p>Data Disaggregation and Reporting</p> <p>Improve Countywide guidelines to disaggregate data collection and reporting methods to better represent communities of color, including AANHPI communities.</p>	\$50,000	ARDI / CIO
14	<p>Program Evaluation</p> <p>An evaluator to measure outcomes and impact of funded programs.</p>	\$50,000	ARDI
Subtotal		150,000	
Total Amount of Funding		\$1,000,000	

Glossary of Acronyms

- AANHPI: Asian American, Native Hawaiian and Pacific Islanders
- ARDI: Anti-Racism, Diversity, and Inclusion Initiative
- CIO: Chief Information Officer
- DHR: Department of Human Resources
- DPH-OVP: Department of Public Health – Office of Violence Prevention
- HRC: Human Relations Commission
- LACNAIC: Los Angeles County Native American Indian Commission
- LACOE: Los Angeles County Office of Education

ADDITIONAL RECOMMENDATIONS TO ADVANCE RACIAL EQUITY FOR AANHPI AND OTHER COMMUNITIES OF COLOR

In addition to the funding priorities reflected in the Equity Fund Spending Plan, stakeholders identified several other recommended strategies related to structural, policy, and program efforts. Two of the recommended strategies align with the Board of Supervisors' directives to explore options for funding sustainability and develop partnerships with philanthropy and academia to address the rise and continuation of hate and violence directed towards Asian American, Native Hawaiian, and Pacific Islander (AANHPI) and other communities. In response, Anti-Racism, Diversity, and Inclusion (ARDI) Initiative will continue to work with philanthropic organizations to secure additional support for identified funding priorities in the spending plan and to explore potential commitments for more sustained funding for the Equity Fund in future years. In partnership with the Department of Arts and Culture and Center for Strategic Partnerships, ARDI will identify opportunities for matching funds and/or alignment with current philanthropic priorities that: 1) address hate and violence directed towards AANHPI and other communities of color; and 2) promote artistic and cultural opportunities that promote the history and contributions of AANHPI populations living in Los Angeles County. ARDI will also partner with academic and community researchers through an Academic Research Consortium to address and find solutions that combat the rise and continuation of hate and violence directed toward AANHPI communities.

Finally, ARDI will collaborate with the Equity Fund Workgroup and relevant departmental leaders to leverage current initiatives and internal resources that can respond to the additional stakeholder feedback. These included:

- *Explore data trends related to AANHPI populations to drive decision-making and allocation of resources.* ARDI will expand the scope of the upcoming ARDI Academic Research Consortium to create measures that better understand, address, and end hate, bias, discrimination, and xenophobia against communities of color, including AANHPI communities;
- *Increase in-language support for services and resources.* ARDI is currently working with the Office of Immigrant Affairs to promote better language access for limited English proficient communities. The Human Relations Commission will also expand the LA vs. Hate Rapid Response Network providers to include additional languages, enhance language accessibility for reporting hotlines, and create a hub of all the available community resources by language; and
- *Expand County contracting opportunities.* While the Equity Fund Spending Plan dedicates a substantial amount of the funding for contracting opportunities, ARDI will also partner with the Internal Services Department and the Department of Economic Opportunity to adopt, implement, and expand equitable County contracting opportunities, services (e.g., translation), and program support to local small businesses and organizations in the AANHPI community that serve

immigrants, as they are particularly vulnerable to hate, violence, and discrimination;

- *Highlight and publicize programs, artists, and cultural contributions across artistic disciplines.* The Department of Arts and Culture, other County cultural entities (e.g., Los Angeles County Museum of Art), and the LA County Library will partner to highlight and publicize programs, artists, and cultural contributions across artistic disciplines, i.e., literary, visual, and performing arts, that feature AANHPI and other communities of color;
- *Review and promote Department of Human Resource's health resources list and supportive programs.* Department of Human Resources (DHR) will review and promote their list of health resources and supportive programs (e.g., Employee Assistance Program) to better assist AANHPI and other employees and their families who might be directly or indirectly impacted by violence or hate incidents;
- *Explore ways to increase representation and access to leadership opportunities for AANHPI individuals.* DHR will start by expanding the County's executive recruitment efforts to encourage more diverse individuals to apply for County leadership positions; and
- *Bring together the County's Employee Associations to act as collaborators.* ARDI will engage the Employee Associations to co-host and/or sponsor programming Countywide that address hate and violence towards AANHPI and other communities of color.