



Chief Executive Office.

COUNTY OF LOS ANGELES

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June 4, 2024

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FAD (Jun 3, 2024 13:09 PDT)

REPORT BACK ON RESPONSE TO INCREASE IN ANTI-LGBTQ+ HATE INCIDENTS ACROSS LOS ANGELES COUNTY (ITEM NO. 91-B, AGENDA OF NOVEMBER 7, 2023)

On November 7, 2023, the Board of Supervisors (Board) adopted a motion directing the Chief Executive Office (CEO), through the Anti-Racism, Diversity, and Inclusion (ARDI) Initiative, to collaborate with the Sheriff's Department (LASD), Public Library, Human Relations Commission (HRC) and consult with partners representing local governments and the Los Angeles County's (LA County) diverse Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) communities regarding the increase in anti-LGBTQ+ hate incidents across the County, including compiling data trends, ongoing initiatives, and recommended actions the County can take to ensure the safety of LGBTQ+ community members. The motion additionally directed the development of a Community Sensitive Site Safety Blueprint to support local jurisdictions and community organizations who may face threats of hate or violence. This report provides an update on efforts to date and a timeline of future activities.

Background

Over the past decade, LA County has implemented several initiatives to better serve LGBTQ+ residents, including survivors of identity-based hate and violence, such as gender-affirming health services, community-specific programming, and the LA vs. Hate initiative. However, LGBTQ+, and especially transgender people, continue to experience various forms of hate, bias, harassment, and violence amid an ongoing escalation of anti-LGBTQ+ legislation throughout the country. LA County has also experienced a rise in organized anti-LGBTQ+ gatherings and events in recent years.



This motion directs County staff to develop recommendations to foster an inclusive and safe environment for all residents, including those who are most likely to experience hate and violence.

Progress to Date

ARDI has engaged in the following activities to address the Board’s directives:

- Stakeholder collaboration and consultation: ARDI has conducted over 30 individual and group listening sessions with representatives of each the 18+ entities named in the motion to gather data on the lived experiences of County residents, assess the impact of hate and violence on communities, and co-create recommendations.
- Quantitative and qualitative analysis of incidents and crimes: ARDI has collaborated with the HRC to analyze LA County data records on reported anti-LGBTQ+ hate crimes and incidents over the last five years. Given that many incidents and crimes are underreported, ARDI is interviewing service providers and community-based organizations to understand the impact of this issue on hate crime survivors and LGBTQ+ residents. Additionally, ARDI has conducted a review of the socio-ecological factors contributing to a rise in anti-LGBTQ+ hate and violence including, but not limited to, the use of academic research, news reporting on protests anti-LGBTQ+ legislation, cyberstalking reports, violent threat reports, online organizing of anti-LGBTQ+ gatherings, and counterchange activities to inform findings and recommendations.
- Development of the Community Site Safety Blueprint: ARDI is collaborating with CEO-Office of Emergency Management (OEM) to develop a Community Sensitive Site Safety Blueprint, drawing upon stakeholder feedback, as well as best practices used by other jurisdictions and LGBTQ+ serving organizations.

ARDI is convening stakeholders to finalize the development of recommendations for the County to address anti-LGBTQ+ hate and violence. Table 1 provides an update on the timeline to complete outstanding directives:

Table 1: Description of Activities and Timelines

Deliverable	Description	Timeline
Discovery Conversations	Active listening sessions to understand needs, challenges, and opportunities to prevent, respond to, and address anti-LGBTQ+ hate and community safety.	April 30, 2024 <i>COMPLETED</i>
Data on Anti-LGBTQ+ Hate	Report including quantitative and qualitative analysis of reported hate incidents and	May 7, 2024 <i>COMPLETED</i>

Deliverable	Description	Timeline
Crimes and Incidents	crimes in LA County between 2018-2022 and recommendations to improve data reporting.	
Existing County Efforts and Recommendations	Overall findings on anti-LGBTQ+ hate and related County initiatives informed by stakeholder engagement and secondary research, along with corresponding recommendations regarding prevention, coordination, and modernization of County efforts to address anti-LGBTQ+ hate.	July 31, 2024
Community Sensitive Site Safety Blueprint	Safety blueprint and resource guide for organizers and County staff that incorporates stakeholder feedback and best practices on securing sensitive sites and events, including programming for LGBTQ+ community members.	September 30, 2024

The Attachment provides a completed response to motion Directive 1.a., “the number of reported homophobic, transphobic, anti-LGBTQ+ incidents that have occurred over the last five years in LA County, including any trends or data available regarding the incidents.” The document also offers recommendations regarding actions the County can take to improve data reporting and accuracy regarding anti-LGBTQ+ hate crimes and incidents. ARDI will share findings and recommendations to further advance the prevention of anti-LGBTQ+ hate in a subsequent report back.

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.

FAD:JMN:CDM
DS:HJN:MLC:es

c: Executive Office, Board of Supervisors
County Counsel
Sheriff
LA County Library

**REPORT BACK ON RESPONSE TO INCREASE IN ANTI-LGBTQ+ HATE INCIDENTS
ACROSS LOS ANGELES COUNTY (ITEM NO. 91-B, AGENDA OF NOVEMBER 7, 2023)**

Reported Anti-LGBTQ+ Hate Crimes and Incidents in LA County, 2018-22

May 8, 2024



County of Los Angeles

**Anti-Racism,
Diversity,
& Inclusion**

CREATING AN LA COUNTY
WHERE WE ALL THRIVE

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Introduction

On November 7, 2023, the Board of Supervisors (Board) adopted a motion directing the Chief Executive Officer (CEO), through the Anti-Racism, Diversity, and Inclusion (ARDI) Initiative, to collaborate with the Sheriff's Department (LASD), Public Library, and Human Relations Commission (HRC) and consult with partners representing local governments and the County's diverse Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) communities regarding the increase in anti-LGBTQ+ hate incidents across Los Angeles County (LA County), including compiling data trends, ongoing initiatives, and recommended actions the County can take to ensure the safety of LGBTQ+ community members. The motion additionally directed the development of a Community Sensitive Site Safety Blueprint to support local jurisdictions and community organizations who may face threats of hate or violence.

This report responds to **Directive 1.a.**, "the number of reported homophobic, transphobic, anti-LGBTQ+ incidents that have occurred over the last five years in the County, including any trends or data available regarding the incidents." It also provides recommendations regarding actions the County can take to improve data reporting and accuracy regarding anti-LGBTQ+ hate crimes and incidents.

Methodology

Since 1980, the Human Relations Commission (HRC) has compiled, analyzed, and produced annual reports on LA County hate crime data submitted by local police agencies, educational institutions, and community-based organizations. This report summarizes the County's five-year dataset regarding anti-LGBTQ+ hate crimes between calendar years 2018 and 2022, including information on victim demographics, suspect demographics, offense type, location, and reporting sources. It also includes brief information on anti-LGBTQ+ hate incidents for 2022, the first year that HRC formally tracked such incidents at a Countywide level. For more information about HRC's reporting processes and comprehensive definitions regarding hate crimes, please review the County's [2022 Hate Crime Report](#).

Given that many incidents and crimes are underreported, ARDI took additional steps to interview service providers and community-based organizations named in the motion to further understand the impact of this issue on hate crime survivors and LGBTQ+ residents. From both the quantitative data and the qualitative findings from these listening sessions, ARDI developed the specific recommendations to improve data reporting enclosed within this document.

Data Limitations and LGBTQ+-specific Considerations

In recent years, the County and various partners throughout the region have made significant strides in increasing the awareness of tools to report hate crimes. This has included initiatives such as LA vs. Hate, the Network Against Hate Crime, establishing reporting channels via 211 LA, collaboration with community-based organizations, and changes in local policy for law enforcement officers to systematically document hate crimes and incidents when filing police reports.

Despite these efforts, HRC's 2022 Hate Crime Report noted several challenges that contribute to the underreporting of hate crimes and incidents in LA County:

- According to the U.S. Department of Justice Bureau of Justice Statistics National Crime Victimization Survey, nearly half of all violent crimes across the country go unreported to law enforcement. For hate crimes specifically, the survey indicates that victims often do not believe incidents are important enough to be reported or that there is anything law enforcement can do to help.

- Victims' fear of retaliation, cultural and linguistic isolation, unfamiliarity with the criminal justice system, and previous negative experiences with law enforcement can discourage individuals from reporting incidents or seeking recourse.
- Meanwhile, not all law enforcement agencies systematically document hate incidents and crimes across various data fields, leading to inconsistencies and gaps in reporting even when a victim has come forward.

National research, community advocacy, and individual testimony detail why LGBTQ+ individuals may experience distrust of or hesitate to access government systems, including the lack of reporting victimization from acts of crime.

- Hesitancy to report victimization is especially pronounced among some LGBTQ+ community members who have experienced targeted policing, criminalization, and state-sponsored violence or harm, including transgender and gender-nonconforming individuals, immigrants, individuals engaged in sex work, people living with HIV, people living with substance use disorders, unhoused individuals, justice-involved individuals, and/or communities of color.
- According to the [2015 U.S. Transgender Survey](#), more than half (58%) of survey respondents who interacted with law enforcement in that year reported experiencing some form of mistreatment, including verbal harassment, repeated misgendering, physical or sexual assault, or unfounded assumptions that they were a sex worker.
- Negative experiences with law enforcement can provide a chilling effect on crime and incident reporting, especially if survivors are not aware of alternative reporting options that do not involve police.

Similarly, ARDI interviewed several organizations named in the motion. These organizations shared that many of their LGBTQ+ program participants in LA County often do not feel comfortable engaging with law enforcement officers or criminal justice systems. Although multiple stakeholders were actively involved in efforts to support residents and encourage them to report their experiences, they also highlighted the opportunity for the County and local governments to raise awareness of and diversify reporting pathways for victims.

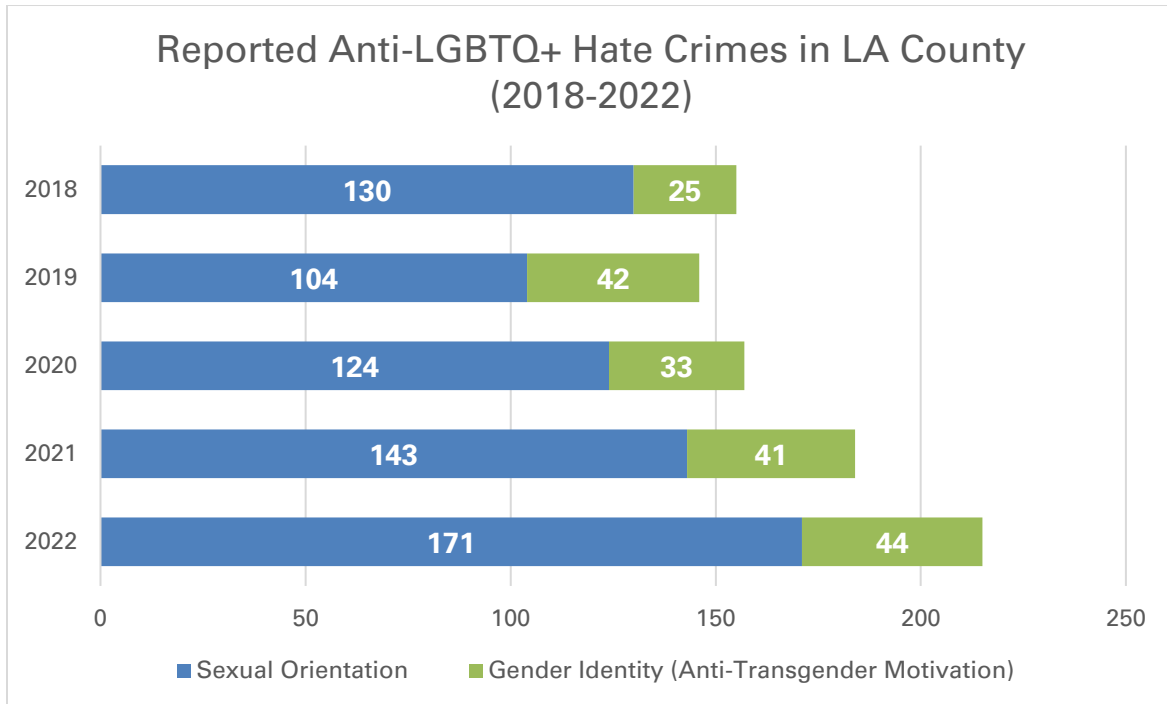
It is important to consider how anti-LGBTQ+ violence impacts all residents, including when an individual's identity does not align with federal, state, or local data categories or expectations. Throughout the country, there have been several instances where non-transgender people have been [attacked](#), [bullied](#), or [harassed](#) because a perpetrator

mistakenly believed that they were transgender. There have also been cases where straight or heterosexual individuals are [assaulted](#) or [discriminated against](#) because someone [incorrectly perceived](#) them as being gay or lesbian. HRC, like many other hate reporting sources, delineates between crimes motivated by sexual orientation and gender identity. However, sexual orientation and gender identity are a core part of one's identity, and in the case of many individuals, intrinsically intertwined. The spectrum of lived experiences and personal identities are not always captured by categorization and quantitative data collection efforts intended to measure the impact of identity-based bias, hate, and violence impacting LGBTQ+ communities and [other groups](#).

Anti-LGBTQ Hate Crimes in LA County, 2018-22

According to California law, hate crime charges may be filed when there is evidence that bias, hatred, or prejudice based on the victim’s real or perceived race, ethnicity, religion, ancestry, national origin, disability, gender, or sexual orientation is a substantial factor in the commission of the offense. For more information about HRC’s reporting processes and comprehensive definitions regarding hate crimes, please review the County’s [2022 Hate Crime Report](#).

Between 2018 and 2022, HRC received data regarding 857 reported anti-LGBTQ+ hate crimes across LA County. This included 672 instances where the motivation of the crime was due to sexual orientation of the victim¹ and 185 where the motivation was gender identity and the victim was transgender, gender-nonconforming, or non-binary (TGI).



As noted in HRC’s 2022 Hate Crime Report, reported crimes motivated by sexual orientation have risen for the third year in a row, increasing by 32% in the four years since 2018. Anti-TGI hate crimes have also risen in recent years, with the 44 cases in 2022 constituting a 76% increase in cases compared to 2018.

¹ Anti-LGBT hate crimes also include organizations and businesses that are targeted because they serve the LGBT community.

These increases mirror similar trends across the board for LA County, where hate crimes rose 17% between 2021 and 2022, reaching the second highest number in more than 20 years. Such figures are the manifestation of escalating tension and cultural conflict, as seen by the rise in anti-transgender and anti-LGBTQ+ rhetoric observed both nationally and regionally. However, they may also partially reflect the efficacy of local efforts to better support survivors, boost LGBTQ+ visibility and empowerment, and offer additional pathways data reporting, including through new channels such as LAVsHate/211.

Victim Demographics

- As has been observed for several years, **the great majority of sexual orientation crimes target individuals who perpetrators perceive to be gay men.**² Of the 672 sexual orientation crimes from 2018-2022, 558 cases (83%) targeted gay men, 80 (12%) targeted lesbian women, 9 (1%) targeted bisexual people, and 25 (4%) targeted non-specified LGBTQ+ individuals.
- Meanwhile, **more than three-quarters of anti-TGI gender identity crimes involved victims who were transgender women**, totaling 141 (76%) of the 185 crimes reported between 2018 and 2022. This is followed by 18 crimes against transgender men (10%). (Many of the remaining cases include data where the victim’s gender identity was not reported.)
- **Many anti-LGBTQ+ hate crimes target victims who are between the ages of 26 and 35.**

Ages of Victims of Reported Anti-LGBTQ+ Hate Crimes in LA County (2018-2022)		
Age range	#	%
17 or younger	38	4%
18-25	100	12%
26-35	230	27%
36-45	160	19%
46-55	85	10%
56-65	59	7%
66 or older	18	2%
Unknown / Not Applicable	158	19%

² From HRC: “We report the perpetrators’ intended target group instead of relying on the actual identity of the victim as a proxy. This accounts for cases in which the actual identities of the victims are not specified or where the victim’s identity is mistaken (e.g., when a Latino/a victim is perceived by the perpetrator as African American).”

- **Black individuals bear a disproportionate burden of anti-LGBTQ+ hate crimes,** representing 17% of victims despite only constituting approximately 9% of the general population.³
- **Based on County reporting, the racial groups most impacted by anti-LGBTQ+ hate crime numerically are Latino/a and White victims.**

Race/Ethnicity of Victim as a Percentage of Reported Anti-LGBTQ+ Hate Crimes in LA County (2018-2022)				
<u>Race/Ethnicity</u>	<u>% of Anti-LGBTQ crimes overall</u>	<u>% of Sexual orientation crimes</u>	<u>% of Gender identity crimes (TGI victims) %</u>	<u>% of General Population, LA County U.S. Census Data*</u>
American Indian/ Alaskan Native	0.1%	0.2%	0%	2%
Asian/Pacific Islander	2%	2%	1%	16%
Black	17%	17%	19%	9%
Latino/a	40%	38%	49%	49%
Middle Eastern	1%	1%	0%	-
White	28%	29%	27%	25%
More Than One Race	1%	1%	1%	3%
Other / Unknown	13%	13%	10%	-

*The rightmost column displays summarized U.S. Census Data on Race and Ethnicity in LA County as a percentage of the general population and is provided for comparison purposes. Please note that this census data does not correspond exactly with the race and ethnicity markers used by HRC or its data reporting partners, nor does it reflect very [recent policy changes](#) announced by the U.S. Office of Management and Budget in March 2024. These changes include the new reporting of “Middle Eastern or North African” and “Hispanic or Latino” as answer choices within a single combined race and ethnicity question.

Suspect Demographics

- **Men disproportionately represent the majority of suspects accused of anti-LGBTQ+ hate crimes,** being responsible for at least 77% of reported crimes between 2018 and 2022. This compares to female suspects, who compose approximately 15% of anti-LGBTQ+ hate crime suspects. In addition, the gender of the suspects for the remaining 16% of crimes were unreported to HRC.
- **A greater number of suspects are between the ages of 26 and 35.**

³ This unfortunately parallels the Black overrepresentation seen in racially motivated hate crimes, where they represented 53% of victims in 2022. As noted in HRC’s 2022 Hate Crime Report, the number of anti-Black, racially-motivated hate crimes have more than doubled between 2019 and 2022.

Ages of Suspects of Reported Anti-LGBTQ+ Hate Crimes in LA County (2018-2022)		
Age range	#	%
17 or younger	35	4%
18-25	113	13%
26-35	202	23%
36-45	107	12%
46-55	77	9%
56-65	31	4%
66 or older	2	0.2%
Unknown / Not Applicable*	307	35%

* The age of suspects is often unknown because it is not reported to HRC and/or the nature of the crime may involve vandalism where a suspect is not identified.

- Similar to victims, the perpetrators of reported anti-LGBTQ+ hate crimes are disproportionately Black, composing 29% of suspects but 9% of the general population.
- Numerically, the largest racial/ethnic group of perpetrators was Latino/a, proportional or less than their rate in the County population.

Race/Ethnicity of Suspect as a Percentage of Reported Anti-LGBTQ+ Hate Crimes in LA County (2018-2022)		
Race/Ethnicity	% of Anti-LGBTQ crimes overall	% of General Population, LA County U.S. Census Data*
American Indian/Alaskan Native	0%	2%
Asian/Pacific Islander	1%	16%
Black	29%	9%
Latino/a	33%	49%
Middle Eastern	1%	-
White	16%	25%
More Than One Race	0.1%	3%
Other / Unknown	18%	-

Types of Crimes

The high rates of violence among reported LGBTQ+ hate crimes reflect hostility that many trans and queer residents experience in LA County. Within the data set, 92% of anti-transgender hate crimes involved crimes of a violent nature (e.g., assault, rape, murder, etc.), and sexual orientation motivation crimes had a rate of violence of 81%. In 2022, gender identity and sexual orientation crimes had the highest rates of violence among all motivation types in 2022, at 91% and 85%, respectively. In comparison, the rate of violent crime among all LA County hate crimes for 2022 was 71%.

The most common criminal offense for anti-LGBTQ+ crimes was assault (43% of reported crimes), followed by aggravated assault (22%), intimidation (15%), and vandalism (12%). In 2022, the murder of a transgender woman living in Sylmar, who was shot and killed, occurred due to hostility toward her gender identity and sexual orientation.

Types of Reported Anti-LGBTQ+ Hate Crimes in LA County (2018-2022)		
Crime Type	Count	%
Simple Assault	367	43%
Aggravated Assault	191	22%
Intimidation	127	15%
Vandalism	102	12%
Robbery	27	3%
Disorderly Conduct	20	2%
Sexual Assault	5	1%
Theft	4	0.5%
Burglary	3	0.4%
Arson	2	0.2%
Attempted Murder	2	0.2%
Rape	2	0.2%
Murder	1	0.1%
Other	4	0.5%

Location Type and Geographic Distribution

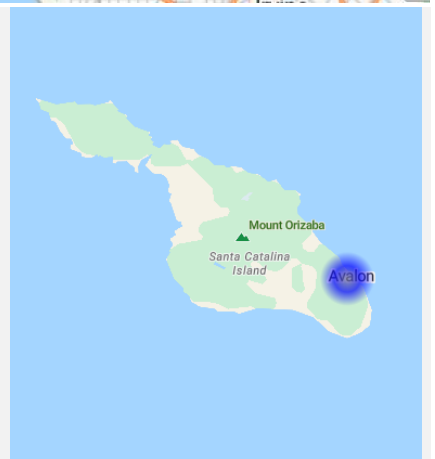
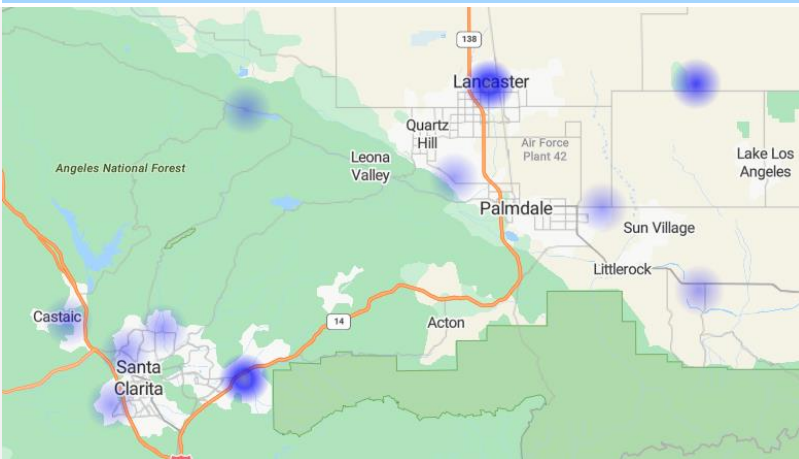
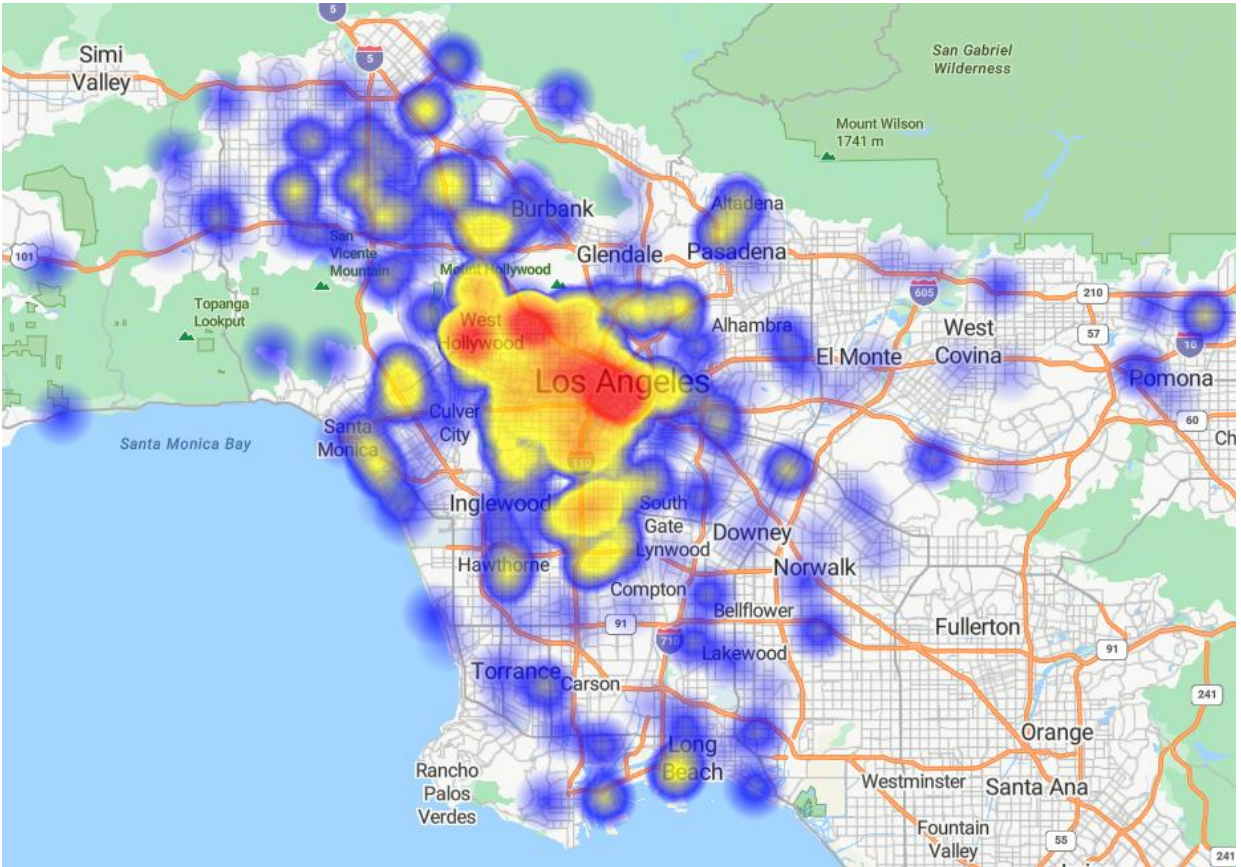
From 2018-2022, the largest proportion of reported anti-LGBTQ+ hate crimes occurred in public places (42%), followed by private residences (28%), businesses (19%), and schools (4%).

Locations of Reported Anti-LGBTQ+ Hate Crimes in LA County (2018-2022)		
<u>Location Type</u>	<u>Count</u>	<u>%</u>
Public Place	356	42%
Residence	242	28%
Business	164	19%
School	38	4%
Electronic Communication	21	2%
Government/Public Building	14	2%
Religious Site/Organization	8	1%
Community-Based Organization	6	1%
Other	7	1%
Unknown	1	0%

Anti-LGBTQ+ hate crimes have occurred throughout the County, with the greatest concentration in the central Los Angeles. Important factors for the reporting of crimes in the City of Los Angeles and certain unincorporated areas are related to density and the establishment by the Los Angeles Police Department (LAPD) and Los Angeles Sheriff's Department (LASD) of formal reporting mechanisms for hate crimes when officers file police reports. Consequently, law enforcement agencies that do not have these processes may be less likely to identify, document, and report such crimes when they occur within their jurisdiction. Another factor noted is that clusters of anti-LGBTQ+ hate crimes may occur in neighborhoods with a high concentration of LGBTQ+-serving establishments, including restaurants, bars, and clubs.

**Displayed below: Heat maps for anti-LGBTQ+ hate crimes
across LA County, 2018-2022**

Legend (displaying density/frequency by zip code):



Limited Data on Anti-LGBTQ+ Hate Incidents, 2022

Utilizing reports received from all reporting agencies listed in the 2022 Hate Crime Report, including LAVsHate/211, HRC has also recently begun to track and monitor non-criminal hate incidents.

A hate incident is a hostile expression of speech or non-violent action⁴ motivated by bias against another person's actual or perceived identity(ies), but that does not rise to the level of a crime.⁵ Perpetrators may be motivated by bias on the basis of race, ethnicity, national origin, sexual orientation, religion, disability or gender, including gender identity. Furthermore, there must be an identifiable victim or group of victims who are intended to be frightened, intimidated, or harmed by the speech or action.

Although HRC has analyzed and studied hate incidents for several years (including instances where victims report events that are eventually determined not to meet the designation of hate crime), 2022 is the first year that HRC compiled data for hate incidents. However, few local police departments formally document and report hate incidents, and many residents are not fully aware of reporting channels for non-criminal incidents, including via LAVsHate/211, as well as via law enforcement.

Consequently, the data summarized below is limited, with counts below the potential occurrence of incidents throughout the County. The following data reflects the limitations associated with hate incident data:

- **HRC received reports regarding 151 anti-LGBTQ+ incidents in 2022**, including 123 due to sexual orientation and 28 due to gender identity involving a TGI victim.
- 147 of the incidents involved hate speech, while the remaining four involved a non-criminal threat.
- 103 (84%) of the sexual orientation incidents involved a victim who was a gay man, followed by 10 (8%) non-specific LGBT victims and 9 (7%) lesbian victims. At least 61% of the gender identity incidents involved victims who are transgender women.

⁴ One example of non-violent action could be a patient asking for a non-Asian doctor because s/he falsely believes that Asian people are more likely to spread coronavirus.

⁵ Repeated use of protected hate speech against the same person or group of persons may constitute criminal harassment or stalking.

Reporting Sources for Hate Crimes and Incidents

HRC receives hate crime and incidents reports from law enforcement, school districts and universities, community-based organizations, and directly from victims. HRC carefully eliminates any duplicates in its reporting, such as a hate crime submitted by both a law enforcement agency and a school district.

Diversifying and enhancing reporting channels can help ensure that the County’s data on hate crimes and incidents is comprehensive and as complete as possible.

In recent years, efforts including LA vs. Hate have raised awareness regarding hate crime reporting, including through community-based channels with connections to resources. Approximately 9% of the County’s reported anti-LGBTQ+ crimes and incidents between 2018-2022 came via the Los Angeles LGBT Center, which operates the Anti-Violence Project (AVP). AVP provides comprehensive and holistic services for survivors of hate crimes and incidents, harassment, discrimination, and law enforcement misconduct. Meanwhile, 211 LA reported a record 16 anti-LGBTQ+ hate crimes and 13 hate incidents in 2022, comprising 7% of all reported anti-LGBTQ+ hate crimes and 9% of all reported anti-LGBTQ+ hate incidents that year, respectively.

Non-law enforcement avenues to report incidents are particularly important for TGI community members. In 2022, 36% of the County’s reported anti-transgender hate incidents and 17% of sexual orientation hate incidents were submitted via non-law enforcement sources.

Reporting Source Type of Reported Anti-LGBTQ+ Hate Crimes (2018-2022) AND Hate Incidents (2022 ONLY) in LA County		
Reporting Source Type	Count	%
Los Angeles Police Department (LAPD)	630	63%
Los Angeles County Sheriff's Department (LASD)	135	13%
LA LGBT Center	89	9%
Other Local Police Department	89	9%
211 LA	41	4%
K12 School District	14	1%
College or University	7	0.7%
Other	3	0.3%

Recommendations to Improve Data Reporting on Anti-LGBTQ+ Hate Crimes and Incidents

The following recommendations to improve data reporting processes are intended to support residents, as well as better coordinate data efforts Countywide, alongside local government and with community-based organizations. There are many opportunities for the County to take action and improve data reporting on anti-LGBTQ+ hate crimes and incidents, several of which involve strengthening existing initiatives and community-based resources.

1. **Continue to enhance and diversify community-based pathways to support survivors of hate crimes and incidents, including assistance to navigate processes for reporting their experiences.** In recent years, the County and other regional entities have established non-law enforcement alternatives for reporting (including 211 LA), as well as partnerships with community-based organizations (e.g., the LA LGBT Center) to provide case worker assistance and navigation services to survivors of hate crimes. Greater availability and awareness of these culturally-specific and resident-centered resources can increase the likelihood that individuals come forward with their experiences.

There is an opportunity to increase awareness regarding resources and hate reporting via additional LGBTQ+ organizations, community health clinics, LGBTQ+ businesses and gathering spaces, major community events (e.g., Pride), and educational institutions. It is also important to apply an intersectional lens to partner with community-based organizations and when collaborating with other types of organizations (e.g., those that primarily serve racial, ethnic, religious, or other communities. It is important that these organizations are also prepared to serve LGBTQ+ individuals within their constituencies, including knowing where to connect victims of hate with LGBTQ+-specific resources and reporting channels.

2. **Establish common definitions and reporting processes for non-criminal hate incidents.** The County recently started to formally track non-criminal hate incidents, but very few local law enforcement agencies have a process for formally documenting such incidents within police reports. In addition, there is a need to clarify how and when non-criminal cyber harassment, workplace harassment, large-scale protests, and school-based bullying may fall under the definition of "hate incidents," and if so, how individuals, employers, and government systems

should document or report them. In the case of school-based bullying, there is a need for clearer reporting and resolution processes for teachers and administrators when addressing anti-LGBTQ+ and other identity-based hate on their campuses, especially among students.

3. **Increase awareness among County staff and community-based service providers regarding hate crime and incident reporting.** Public-facing staff should be familiar with the basics of hate crimes and incidents, including clear protocols on how they can refer victims to supportive resources and reporting pathways. This information should include knowing where to point LGBTQ+ residents to community-specific services, including hate crime reporting as well as other prevention and promotion resources.
4. **Establish stronger referral pathways to quickly connect survivors with holistic supportive services.** Multiple community-based organizations shared with ARDI that their constituents were more likely to report their experiences when they were simultaneously provided with support services. These services and resources included mental health counseling, physical health care, legal services, and holistic case support related to their hate crime experience, but also essential needs like interim or emergency housing (especially for victims who feared for their safety if they reported their experiences), food, transportation, and cash assistance. By offering direct pathways to both County and community-based services, a greater number of survivors will access County reporting systems and feel comfortable interacting with government systems.
5. **Partner with local jurisdictions and law enforcement agencies to implement protocols for reporting hate crimes and incidents.** While a small number of law enforcement agencies have recently established formal processes for officers to document hate crimes and incidents (e.g., through supplemental reporting forms or checkboxes), this is not uniform across the County's various agencies.

For example, LAPD currently has formal processes directing officers to complete a [Hate Crime Supplemental Report](#) when filing a police report on incidents motivated by hatred or prejudice, through which officers fill out standardized information such as type of bias, bias indicators, and type of location. This level of detail can help enhance LA County's hate crime and incident data collection (including the data summarized in this report) and strengthen its accuracy. LASD is currently revisiting similar policies and training protocols for its deputies, but few other law enforcement agencies across the County have implemented these types of incident report protocols.

Inconsistent and incomplete filing processes limit the ability of agencies to coordinate across jurisdictional boundaries, including to identify repeat offenders of hate crimes or incidents. It may also lead to undercounted or underreported hate crimes and incidents, including when HRC requests data from multiple agencies to compile the County's annual hate crime report.

- 6. Highlight restorative justice and accountability measures when reporting on specific hate crimes and incidents.** Several local stakeholders expressed that one reason constituents do not report their experiences is because they do not believe that local governments take sufficient action to resolve specific hate crimes or incidents. While the County commonly reports on the details of specific crimes, it is less common to learn the eventual outcome of these events, including criminal proceedings, survivor outcomes, and restorative justice. To engender greater trust among community members, there is an opportunity for the County to demonstrate its commitment to ensure that steps are taken to prevent future similar incidents, including sharing how the County has come together and taken steps to support victims.

Next Steps

Moving forward, ARDI and the departments named in the motion will report on the results of and continue to collaborate on the outstanding motion directives:

- 1b. Measures the County has taken in response to the increase in homophobic, transphobic, and anti-LGBTQ+ incidents; and
- 1c. Additional measures the County can take to ensure the safety of LGBTQ+ members in the County, including drag artists and performers.

The next report back will include findings and recommendations regarding these directives, including a focus on hate prevention and mitigation, multijurisdictional coordination, and updates to the County's approach to address online sources of hate and violence.