

REVISED MOTION BY SUPERVISORS HILDA L. SOLIS AND

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Ensuring Inclusivity for Los Angeles County’s Anti-racism, Diversity, and Inclusion’s Strategic Plan

In recognition that the Los Angeles County’s (County)’s Equity Guiding Principles and values and the purpose of the Anti-racism, Diversion, and Inclusion (ARDI) Initiative is to aim for a higher standard that our County is more humane and just; it is just as important to ensure that engagement and outreach is just as robust, comprehensive, and inclusive.

The County is home primarily to people of color, with almost 48% Latino, 15% Asian Americans and Pacific Islanders (AAPI), and about 7.6% Black or African Americans, according to the 2020 Census. Immigrants also represent about 40% of the residents in the County.

The story of immigrants is familiar, yet unique, in that each has its own story, trials, and successes and go far back in the County’s history. The County’s Land Acknowledgment reminds us at every County meeting of the atrocities against

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Indigenous tribes, including the theft of their lands that we occupy. In what we call Chinatown today was the location of the lynching of 17 Chinese residents in 1871 and we can't forget about the mass incarceration of Japanese and Japanese Americans in internment camps during World War II.

The persecution, racism, and prejudice against AAPI residents continues and has increased, accounting for nearly a quarter of hate crime attacks, during the COVID-19 pandemic due to fear-mongering and scapegoating. The LGBTQ+ community is always among the group most targeted for hate crimes and in the County's 2021 Hate Crime report, hate crimes based on sexual orientation increased 15% with 85% of them targeted towards gay men. The basis of someone's religion is also a target for hate, such as Muslims and Jews, which increased 29%. The anti-immigrant stance is extremely strong, with the immigrant community being blamed for homelessness, job loss, and crime, which is evident by the use of slurs that increased to 48% with the targets of these crimes and incidents being against Latino and AAPI residents.

In a County as progressive as Los Angeles, these incidents occur and almost every protected class has endured some form and level of exclusion, ostracization, and prejudice.

Hence, how ARDI does its work through the Strategic Plan is incredibly important and vital that it is formed and created, and later communicated, in a deliberate manner so that the vulnerable populations and communities the County serves are acknowledged and included and feel a level of comfort and familiarity in receiving services, resources, and assistance in a way that is linguistically appropriate and culturally competent.

While ARDI currently has an internal Countywide Stakeholder Engagement workgroup and Community Input Advisory Board (CIAB), the County has a wealth of representation from different backgrounds, from our communities and our own workforce, and it must tap into these resources to create an LA County that is indeed truly antiracist, diverse, and inclusive.

I-WE, THEREFORE, MOVE THAT THE BOARD OF SUPERVISORS:

1. Direct ARDI's internal Countywide Stakeholder Engagement workgroup and Community Input Advisory Board (CIAB) to collaborate and work with County Departments, Offices, Commissions, and employee associations to create a robust, linguistically appropriate, and culturally competent outreach plan to actively engage all vulnerable communities and populations in Los Angeles County, e.g.: Latinos, Asian American and Pacific Islanders, African-Americans, Indigenous people, LGBTQ+, among others, including opportunities for community members to be part of the CIAB, and provide a report back with the outreach plan, in writing, in 120 days.
2. Direct all relevant Departments, Initiatives, Commissions, and Units to work with ARDI to incorporate stakeholder engagement in its equity action planning efforts.
3. Delegate authority to the CEO, or her designee, to allocate additional funding to ARDI and execute consultant contracts to effectively facilitate the foregoing efforts.

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