



COUNTY OF LOS ANGELES  
**EXECUTIVE OFFICE**  
BOARD OF SUPERVISORS

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## ADOPTED

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

37 April 9, 2024

JEFF LEVINSON  
INTERIM EXECUTIVE OFFICER

April 09, 2024

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, California 90012

Dear Supervisors:

**RECOMMENDATION TO APPROVE MEMORANDUM OF UNDERSTANDING BETWEEN THE  
LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS AND LOS ANGELES  
COUNTY OFFICE OF EDUCATION  
(ALL DISTRICTS) (3 VOTES)**

### SUBJECT

Request approval to execute the Memorandum of Understanding (MOU) between the Los Angeles County Commission on Human Relations (HRC) and the Los Angeles County Office of Education (LACOE) to provide coordination and fiscal support to further HRC's LA vs Hate School-Based Bias-Motivated Violence Prevention Program Development and Social Justice Services Project.

### **IT IS RECOMMENDED THAT THE BOARD:**

1. Authorize the Executive Officer of the Board of Supervisors (Executive Officer), or designee, to execute a MOU with LACOE, in a format substantially similar to the attached MOU for the Social Justice Services Project, effective upon execution for a term of two years, with four optional six-month extension periods.
2. Delegate authority to the Executive Officer, or designee, to prepare and execute amendments to the MOU, when such amendments are necessary to adjust activities completed or execute the four six-month extensions if funding is available.
3. Delegate authority to the Executive Officer, or designee, to execute amendments to adjust the total cost of the MOU, based on available funding, which may increase or decrease.
4. Delegate authority to the Executive Officer, or designee, to update terms and conditions and terminate the MOU for convenience, if necessary.

## **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

HRC is dedicated to promoting positive human relations in our richly diverse, multicultural county. HRC 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.

On November 22, 2018, recognizing the impact of bias motivated and hate violence on individuals, families, and communities, the County Board of Supervisors (Board) established LA vs Hate, an anti-hate system created and operated by the HRC. LA vs Hate aims to expand a solid anti-hate infrastructure that provides a multi-sector, prevention-oriented response to multiple forms of hate violence. With hate crimes in our county still on the rise (see most recent annual report and LAPD statistics showing 12% increase), and to support LA vs Hate efforts to address bullying and other forms of bias-motivated discrimination in our schools (see 265% growth in hate crimes at schools on p.16 of our annual report, and for example conflicts over LGBTQ inclusive curriculum), HRC is partnering with LACOE to implement a School-Based Bias-Motivated Violence Prevention Program Development and Social Justice Services Project to decrease bias-motivated bullying, address racist, homophobic, antisemitic, Islamophobic, anti-immigrant, transphobic, sexist, and all discriminatory incidents, and promote civil civic engagement programs within identified school communities. The LA vs Hate Dream Resource Centers, which are a demonstration project funded by federal ARPA monies, enables LA vs Hate to be at only eight (8) public schools, out of the thousands of schools and 81 school districts in our county. This partnership with LACOE, which exists to support all school districts, will activate school-driven safety solutions for targeted communities by providing safe, inclusive spaces where students can thrive.

Execution of this MOU will outline the framework for a strategic partnership between the HRC and LACOE to provide coordination and fiscal support to further develop HRC's LA vs Hate's School-Based Bias-Motivated Violence Prevention Program Development and Social Justice Services Project.

## **Implementation of Strategic Plan Goals**

Allowing HRC to contract with LACOE would enhance our county's anti-hate infrastructure in providing a multi-sector, prevention-oriented response to multiple forms of hate violence within targeted communities to create safe, inclusive spaces where students could thrive. This action will support the County's Strategic Plan Objectives II.2 Support the Wellness of Our Communities, II.2.1 Reduce Violence in Communities, as well as Strategy III.3, Pursue Operational Effectiveness, Fiscal Responsibility, and Accountability. This action will also further the Board priorities of Care First - Community Investment and an Anti-Racist agenda.

## **FISCAL IMPACT/FINANCING**

Funding for this MOU is available in the Board of Supervisors, Executive Office adopted budget allocated for HRC's LA vs Hate Special Initiatives. The total amount for this MOU is \$100,000 per year, for a total maximum amount of \$200,000.

## **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The level of hate has increased to historic levels and bias-motivated bullying continues to be experienced in different county areas. The goal of LA vs Hate is to ensure a strong anti-hate infrastructure and networks, and provide a multi-sector, prevention-oriented response to multiple forms of hate violence.

To support LA vs Hate efforts to serve targeted areas, HRC is partnering with LACOE to implement evidence-based violence prevention and intervention strategies and tailor them to the unique needs of targeted communities. In addition to LACOE and any subrecipient, HRC is also partnering with the Anti-Racism, Diversity and Inclusion Initiative, and the Department of Public Health's Office of Violence Prevention (OVP) to offer safe strategies, using the subrecipient's resources, and mentor students at identified school communities. For this project, HRC will work with LACOE and a subrecipient to use art and theater as an educational and experiential tool for social justice, advocacy, and activism. LACOE and a subrecipient will offer anti-bias, anti-racism, and anti-bullying workshops and trainings for students and parents at schools and within communities that are currently experiencing intergroup tensions and conflicts. The resources and tools that will be shared with community members to address areas of need include but are not limited to the following: Theater of the Oppressed interactive theater and forum theater for conflict resolution or anti-bullying strategies of intervention; intergroup dialogue; and restorative practices such as community building circles to promote equity, inclusion, and belonging, as well as to foster understanding, empathy, respect, and civility across differences. The initiative will promote healing of youth and families impacted by bias motivated hate, bullying or intergroup conflict, or divisive fear- and bias-motivated protests. These school districts will be identified in partnership with OVP to align with the School Safety Innovation Pilot.

## **IMPACT ON CURRENT SERVICES (OR PROJECTS)**

Approval of the recommended actions will allow for the expansion of our county anti-hate network and services at targeted schools under the LA vs Hate program that aims at preventing hate violence, decreasing racist, homophobic, antisemitic, Islamophobic, and all other types of bias-motivated bullying and harassment. This project will promote conflict resolution, intergroup dialogue, restorative practices, and bring about greater equity, inclusion and belonging by fostering understanding, empathy, respect, and civility across differences.

The Honorable Board of Supervisors

4/9/2024

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Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Jeff Levinson". The signature is fluid and cursive, with the first name "Jeff" and last name "Levinson" clearly distinguishable.

Jeff Levinson

Interim Executive Officer

JL:ao

Enclosures

MOU Number: \_\_\_\_\_



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS**

**AND**

**LOS ANGELES COUNTY OFFICE OF EDUCATION**

**FOR**

**SCHOOL BASED BIAS MOTIVATED VIOLENCE PREVENTION PROGRAM  
DEVELOPMENT AND SOCIAL JUSTICE SERVICES PROJECT**

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS  
AND  
LOS ANGELES COUNTY OFFICE OF EDUCATION  
FOR  
SCHOOL BASED BIAS MOTIVATED VIOLENCE PREVENTION PROGRAM  
DEVELOPMENT AND SOCIAL JUSTICE SERVICES PROJECT**

This Memorandum of Understanding (MOU) is entered into on \_\_\_\_\_, by and between the County of Los Angeles (hereafter “County”) Human Relations Commission (hereafter “HRC”), and Los Angeles County Office of Education (hereafter “LACOE”, each individually referred to as “Party” and collectively as “Parties).

WHEREAS, it is the intent of the Parties to enter into this MOU to support implementation of a School Based Bias Motivated Violence Prevention Program Development and Social Justice Services Project (Project) to support school-driven safety solutions.

NOW, THEREFORE, in consideration of the mutual covenants herein set forth and the mutual benefits to be derived therefrom, the Parties agree as follows:

**I. PURPOSE**

The purpose of this MOU is to state the terms of the agreement, the funding provisions, and the duties and responsibilities of HRC and LACOE. This partnership will provide coordination and fiscal support to further develop HRC’s Social Justice Initiative (Program).

**II. BACKGROUND**

On November 22, 2018, in recognition of the impact of bias motivated and hate violence on individuals, families, and communities, the County Board of Supervisors (Board) established LA vs Hate, an anti-hate system built and administered by the HRC. The goal of LA vs Hate is to ensure a strong anti-hate program and a multi-sector, prevention-oriented response to multiple forms of hate violence. One of the programs that LA vs Hate oversees is to provide safe, inclusive school programs to decrease bias-motivated bullying, address racist incidents, and promote civil and civic engagement programs for schools.

The level of hate violence has increased to historic rates and bias-motivated bullying continues to be experienced in different County areas. Led by HRC, in partnership with several community-based organizations and eight schools, LA vs

Hate's Dream Centers were established in July 2022. The Dream Centers are currently funded with American Rescue Plan Funds, and provide a comprehensive, school-based, violence prevention and intervention strategy, aligning LA vs Hate anti-bias and bullying initiatives to support historically targeted communities by providing safe, inclusive spaces where students can thrive. These Dream Centers have been implemented in eight public secondary school campuses, and a ninth Dream Center is planned for opening in school year 2023-24.

To support LA vs Hate efforts to serve other schools affected by hate and discrimination which do not have Dream Centers, HRC is partnering with LACOE to implement evidence-based violence prevention and intervention strategies developed by HRC, LACOE, and any Subrecipient of the funding provided under this MOU, and tailor them to the unique needs of each school community.

In developing this Program, LACOE and Subrecipient will use art and theater as an educational and experiential tool for social justice, advocacy, and activism. In collaboration with LACOE, the Subrecipient will offer Anti-Bias, Anti-Racism, and Anti-Bullying workshops and trainings for students and parents at schools and within communities that are currently experiencing intergroup tensions and conflicts. The resources and tools that will be shared with community members to address areas of need include but are not limited to the following: Theater of the Oppressed interactive theater and forum theater methods and techniques for conflict resolution or anti-bullying strategies of intervention; intergroup dialogue; and restorative practices such as community building circles to foster understanding, empathy, respect, and civility across difference.

### **III. TERM**

This MOU is effective upon execution, for a term of two years, with four optional six-month extension periods, unless sooner terminated or extended, in whole or in part, as provided in this MOU. Exercising such extension options will be subject to approval by HRC and LACOE and executed via a written amendment to this MOU as further described below in **Section VI, AMENDMENTS**.

### **IV. FUNDING**

- a) The total maximum amount of funding for this MOU is \$200,000 (\$100,000 annually), effective upon execution and up to 24 months, as set forth in Attachment I, Pricing Schedule, attached hereto and incorporated by reference.
- b) HRC may adjust funding and activities depending on:
  - i.) Available funding, which may increase or decrease the total budget and

- ii.) Completion of activities required under this MOU.

Such changes will be submitted in writing to LACOE.

LACOE will invoice HRC monthly via LACOE invoice. The invoice shall include an accounting of expenditures, per schools served, by school name and date, meetings and events described, with numbers served for each activity. Also, the invoice report should include accomplishments and progress on requirements as listed in **Section V. DESCRIPTION OF RESPONSIBILITIES, A. LACOE's RESPONSIBILITIES**, and on the Pricing Schedule, Attachment I. HRC will pay LACOE within 30 days of receiving LACOE's invoice that is deemed complete by HRC.

## **V. DESCRIPTION OF RESPONSIBILITIES**

### **A. LACOE's RESPONSIBILITIES**

LACOE will:

- a) Assign a Program Coordinator to develop and implement a plan to meet project activities/objectives of the MOU.
- b) Hold initial, and subsequent meetings, as necessary, with Subrecipient's Program Lead to better understand the project and evaluation needs and goals.
- c) Notify HRC of any proposed Subrecipient and obtain its approval in writing prior to subcontracting with such Subrecipient.
- d) After approval of the Subrecipient by HRC's LA vs Hate Program Lead or designated alternate, LACOE must forward a fully executed subcontract to the HRC for their files.
- e) Notify the Subrecipient of HRC's rights, as set forth in **Section V. DESCRIPTION OF RESPONSIBILITIES, B. HRC'S RESPONSIBILITIES**.
- f) Host an orientation to include the Subrecipient's Coordinator and HRC's LA vs Hate Program Lead to discuss the implementation and making site-specific adjustments as needed.
- g) Coordinate service provision and data collection across program sites, working closely with HRC, school administrators, and

community stakeholders to implement the following tasks (as such tasks may be adjusted from time to time in writing by the Parties):

- i. Identify participating secondary schools based on school community need data and school program status and do so in collaboration with HRC and district and school representatives at: 1) Azusa Unified School District; 2) Malibu/Santa Monica Unified School District and 3) Glendale Unified School District.
- ii. Identify workflow enhancements, data tracking and evaluation tools, and other program inputs that address gaps in implementation and data management.
- iii. Develop a strategic plan for coordinating service provision across sites. The LACOE Coordinator will also help coordinate bi-monthly/quarterly meetings of the Program so that school staff and community stakeholders are able to provide oversight during the process of quality improvement and service design.
- iv. With guidance from HRC, collaboratively design and oversee the development and implementation of data collection efforts across Program sites.
- v. Support and co-lead the LA vs Hate Education Workgroup, a policy-setting group that developed the parameters of this Program.
- vi. Support HRC to enhance and further develop new Program sites programs throughout the County, inclusive of, but not limited to South Central Los Angeles; the Bell corridor in the South East County; South Bay; Centinela Valley and San Gabriel Valley.
- vii. Assess program impact across multiple school sites, with the goal of assessing patterns of intervention outcome, and determine what factors contribute to positive intervention response.
- viii. Submit annual financial reports including itemization of expenses for services provided by Subrecipient to HRC's LA vs Hate Program Lead.
- ix. Provide quarterly reports to track progress as well as a final report to HRC at the end of the MOU term.

- x. Provide access to services in other languages besides English as needed, required, or requested, including interpreters and website-based features.
- xi. Coordinate Restorative Justice and Hate Violence Prevention service provision and data collection across program sites, working closely with HRC, school administrators, and community stakeholders to implement the tasks listed on Attachment I, Pricing Schedule (as such tasks may be adjusted from time to time in writing by the Parties).

## **B. HRC's RESPONSIBILITIES**

HRC will:

- a) Work collaboratively with LACOE to provide sufficient support and work to implement the described objectives in this MOU.
- b) Assign a LA vs Hate Program Lead or designated alternate(s) to:
  - i. Provide direction to LACOE in areas relating to school site procedural requirements and data collection and
  - ii. Approve LACOE Subrecipients and Subrecipient employees.
    - 1. HRC's consent to subcontract will not waive their rights to prior and continuing approval of all personnel, including the Subrecipient's employees, providing services under this MOU.
- c) Reimburse LACOE for satisfactory services rendered pursuant to this MOU in accordance with the Pricing Schedule, Attachment I, attached hereto.

## **VI. AMENDMENTS**

This MOU may be amended at any time upon written mutual consent of the parties. Any changes to this MOU must be made as a formal amendment to this MOU signed by the authorized representatives of both parties.

## **VII. TERMINATION**

This MOU may be terminated at any time, with or without cause, by either party upon giving at least 30 calendar days prior written notice thereof to the other party at the address(es) herein provided in **Section VIII, DESIGNATION OF RESPONSIBLE PARTIES**, by either personal services, certified mail, or by electronic mail, return receipt requested. Any written notice of termination shall state the date termination shall become effective.

HRC may immediately terminate this MOU without prior notice if funding for the Program becomes unavailable. In the event of such termination, HRC shall reimburse LACOE for any correct outstanding invoices/amounts in accordance with the Pricing Schedule(s), Attachment I, attached hereto.

## **VIII. DESIGNATION OF RESPONSIBLE PARTIES**

The following persons, identified by position and title, have been designated as the manager and designee to function as liaison between the Parties and coordinate overall management of this MOU as well as responsible parties for all communications, including required notices, related to this MOU:

### **A. Los Angeles County Commission on Human Relations**

Robin S. Toma, J.D.  
Executive Director  
Los Angeles County Commission on Human Relations  
510 S. Vermont Avenue – 11<sup>th</sup> floor  
Los Angeles, California 90020  
Phone Number: (213) 639-6083  
E-mail: rtoma@hrc.lacounty.gov

### **B. Los Angeles County Office of Education**

Dr. Debra Duardo  
Superintendent  
Los Angeles County Office of Education  
9300 Imperial Highway  
Downey, California 90242  
Phone Number: (562) 922-6111  
E-mail: Duardo\_Debra@laoe.edu

Both parties may change their designated responsible person, at any time, with 15 days prior written notice.

## IX. ENTIRE MOU

This MOU constitutes the complete and exclusive statement of understanding between the parties, which supersedes all previous agreements, written or oral, and all other communications between the parties relating to the subject matter of this MOU.

## X. SIGNATURES

The undersigned hereby represent and acknowledge that they are duly authorized to execute this MOU on behalf of the entity for which they sign and are in agreement with all terms and conditions and hereby the MOU is being executed by parties identified below.

*///*

IN WITNESS HEREOF, the Parties, as authorized representatives of the Los Angeles County Commission on Human Relations and the Los Angeles County Office of Education, hereto have caused this MOU to be executed, as follows:

**LOS ANGELES COUNTY COMMISSION ON HUMAN RELATIONS**

\_\_\_\_\_  
Robin S. Toma, J.D.  
Executive Director

\_\_\_\_\_  
Date

**LOS ANGELES COUNTY OFFICE OF EDUCATION**

\_\_\_\_\_  
Debra Duardo, Ed.D.  
Superintendent

\_\_\_\_\_  
Date

APPROVED AS TO FORM  
DAWYN R. HARRISON, COUNTY COUNSEL

By \_\_\_\_\_  
Deputy County Counsel

**LACOE SOCIAL JUSTICE INITIATIVE PROJECT**  
**PRICING SCHEDULE**  
**Schedule of Projected Costs**

<b>COST CATEGORY</b>	<b>Year 1 Amount</b>	<b>Year 2 Amount</b>	<b>TOTAL</b>
<b>LACOE Salaries and Benefits:</b>			
Salaries	\$ -	\$ -	\$ -
Employee Benefits	\$ -	\$ -	\$ -
<b>TOTAL LACOE SALARY AND BENEFITS</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>LACOE Contracted Services to Subrecipients</b>			
<b>To Subrecipient 1 (S1): Program Evaluation Services</b>	<b>\$ 10,000</b>	<b>\$ 10,000</b>	<b>\$ 20,000</b>
1. S1 creates a draft evaluation plan based on project design			
2. S1 Meets with partners to review and finalize the draft evaluation plan			
3. S1 meets with partners on monthly/quarterly basis to provide data updates and determine any necessary changes in the evaluation plan.			
4. S1 provides final evaluation report for review by partners.			
<b>To Subrecipient 2 (S2): Program Services</b>	<b>\$ 90,000</b>	<b>\$ 90,000</b>	<b>\$ 180,000</b>
Costs for personnel and resources for the following Deliverables, further described in MOU			
1. Overall, S2 provide the following specified restorative justice, healing, and conflict resolution services (identified in Deliverable 2-10) to a minimum of 180 staff, students, and family members at three (3) schools, with at least 60 per school.			
2. S2 recruit, organize and provide any required training for student mentors and other services to be provided by S2 as defined in the MOU.			
3. S2 begin and continue planning with partners for services for selected school sites or school districts where violence prevention services are needed.			
4. S2 make agreements with selected schools and/or school districts for services for a minimum of three (3) schools to begin the project, with additional schools added as needed.			
5. S2 within three (3) months of agreements with districts and schools, conduct orientations for staffs, students and their families.			

## Attachment I

**LACOE SOCIAL JUSTICE INITIATIVE PROJECT**  
**PRICING SCHEDULE**  
**Schedule of Projected Costs**

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<b>COST CATEGORY</b>	<b>Year 1 Amount</b>	<b>Year 2 Amount</b>	<b>TOTAL</b>
6. S2 provide these services - mentorship, life-skills tutoring and college support services to a minimum of 75 youth in the three (3) selected schools (with 25 students minimum served per school).			
7. S2 provide Theater of the Oppressed facilitated trainings for adults and youth. Sessions at the selected school to support those who have experienced hate crimes/incidents and to prevent hate crimes/incidents.			
8. S2 provide social Justice artistic expression activities through appropriate S2 programs or departments in partnership with school.			
9. S2 provide a minimum of five workshops per school semester that relate to historically targeted communities' student experiences and students facing other forms of historic marginalization.			
10. S2 provide resources and information to students, parents, and community members in response to the hate acts experienced at these school.			
11. By the end of the project, resources and information will be more broadly disseminated to a minimum of 600 community members, staff, students and their families, through student-organized or produced events and products including some or all of, but not limited to, the following: classroom, school and community presentations; clubs; websites; social media; and United Against Hate Week activities.			
12. S2 provide monthly reports and invoices to LACOE.			
<b>CONTRACT(S) WITH SUBRECIPIENTS</b>	<b>\$ 100,000</b>	<b>\$ 100,000</b>	<b>\$ 200,000</b>
PROGRAM COSTS	\$ 79,820	\$ 79,820	\$ 159,640
OTHER EXPENSES (Evaluation)	\$ 10,000	\$ 10,000	\$ 20,000
DIRECT COSTS	\$ 89,820	\$ 89,820	\$ 179,640
LACOE INDIRECT COSTS (10.18%)	\$ 10,180	\$ 10,180	\$ 20,360
<b>TOTAL BUDGET</b>	<b>\$ 100,000</b>	<b>\$ 100,000</b>	<b>\$ 200,000</b>