



Chief Executive Office.

COUNTY OF LOS ANGELES

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, CA 90012
(213) 974-1101 ceo.lacounty.gov

CHIEF EXECUTIVE OFFICER

Fesia A. Davenport

May 5, 2023

To: Supervisor Janice Hahn, Chair
Supervisor Hilda L. Solis
Supervisor Holly J. Mitchell
Supervisor Lindsey P. Horvath
Supervisor Kathryn Barger

From: Fesia A. Davenport *FAD*
Chief Executive Officer FAD (May 5, 2023 15:07 PDT)

REPORT ON CONTINUING TO ENSURE AN EQUITABLE POST-PANDEMIC RECOVERY THROUGH AMERICAN RESCUE PLAN INVESTMENTS (ITEM NO. 3, AGENDA OF MARCH 21, 2023)

On March 21, 2023, the Board of Supervisors (Board) directed the Chief Executive Officer to provide an update on the Los Angeles County's (County) progress toward implementing the American Rescue Plan (ARP) Act, including the amount of the County's \$1.9 billion that has been both obligated and expended across each ARP program and by department. Following the presentation, the Board further directed the Chief Executive Officer to report back in 30 days on:

1. Departments that provide ARP-funded services in other languages;
2. Technical assistance offered to the departments serving different communities; and
3. The funding dedicated to bilingual bonuses paid to County employees, broken down by language.

The Board also directed the Chief Executive Officer to explore the feasibility of adding indigenous languages to the County's list of threshold languages.



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This report responds to the Board's directives by providing:

- an overview of current County language access efforts, a description of upcoming and current technical assistance to improve language access across the County, and strategies to increase language access to improve outreach and service delivery to indigenous communities in Attachment I;
- An inventory of ARP-funded services in languages other than English listed in Attachment II; and
- An overview of County employee bilingual bonuses, including the number of County employees who receiving bilingual bonuses by department in Attachment III.

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:JFO
DS:HJN:es

Attachments

c: Executive Office, Board of Supervisors
County Counsel
Consumer and Business Affairs
Human Resources
Internal Services

ATTACHMENT I

Report on Continuing to Ensure an Equitable Post-Pandemic Recovery Through American Rescue Plan Investments

On March 21, 2023, the Board of Supervisors (Board) directed the Chief Executive Officer to provide an update on the Los Angeles County's (County) progress toward implementing the American Rescue Plan (ARP) Act, including the amount of the County's \$1.9 billion that has been both obligated and expended across each ARP program and by department. Following the presentation, the Board further directed the Chief Executive Officer to report back in 30 days on:

1. Departments that provide ARP-funded services in other languages;
2. Technical assistance offered to the departments serving different communities; and
3. The funding dedicated to bilingual bonuses paid to County employees, broken down by language.

The Board also directed the Chief Executive Officer to explore the feasibility of adding indigenous languages to the County's list of threshold languages. Below is an update on progress made on the above-mentioned directives.

ARP-funded Services in Languages Other Than English

On June 14, 2022, the Board adopted the motion, "Ensuring an Equitable Post-Pandemic Recovery for County Immigrants," which directed the Director of Consumer and Business Affairs (DCBA) and its Office of Immigrant Affairs (OIA), to collaborate with the Anti-Racism, Diversity, and Inclusion (ARDI) Initiative and other relevant departments to consult with community stakeholders representative of the County's diverse immigrant community on ways in which County departments can better serve immigrant populations. Several directives specifically focused on improving data collection on the equitable distribution of ARP funds and services to underserved, geographically isolated, and excluded immigrant-serving groups, as well as identifying barriers that immigrant-serving groups face in accessing County programs (ARP-funded and otherwise) and recommending solutions to improve access. In response, OIA and ARDI have implemented several strategies in consultation with the Immigrants Are LA (IRLA) Coalition and other community stakeholders. These strategies primarily focused on increasing access to ARP resources and other County benefits, including the promotion of language accessibility. This led ARDI to work with Internal Services (ISD) to update the ARP Tracking System to allow departments to indicate in what language(s) their ARP services and outreach materials are available so small businesses, community-based organizations and residents can search and filter ARP programs by language on the ARP dashboard. Attachment II details which ARP funded programs offer services in threshold languages other than English. Currently, the threshold languages offered across some of the ARP programs include Arabic, Armenian, Chinese (Oral: Cantonese & Mandarin / Written: Simplified & Traditional), Farsi,

Hindi, Japanese, Khmer (Cambodian), Korean, Russian, Spanish, Tagalog (Filipino), Thai, and Vietnamese.

Technical Assistance on Language Access

The OIA within DCBA was allocated \$150,000 in funding to implement strategies that increase access to ARP-funded services, grants, and opportunities. The OIA will launch a centralized language access website with resources and training opportunities to: 1) address key language access challenges faced by the County; and 2) increase the promotion and accessibility of ARP projects. Additionally, the OIA plans to prototype a language access request portal, which will enable speakers of Languages Other Than English to request a specific application form, outreach brochure, or other written materials about ARP services, grants, and contracts in their preferred language. This approach will help the County triage language access requests for ARP programs while gathering data about language access needs. The online hub will host a web-based language access toolkit that departments can use to strengthen the delivery of linguistically appropriate services. The timeline to complete this project is no later than September 2023. In the interim, the OIA is providing technical assistance to departments to implement the OIA's language access recommendations submitted to the Board on October 17, 2022, as part of the report back on the "Strengthening Language Access In County Services" motion.

County Employee Bilingual Bonuses

Bilingual bonus pay is offered to individuals employed on a permanent, full-time position, or, effective January 1, 1992, on a temporary or recurrent position, who are fluent in both English and at least one foreign language. The bonus pay is at the rate of \$50.00 per pay period (i.e., \$100 per month) for salaried staff or \$.57 per hour for individuals compensated on an hourly basis.¹ In response to the Board's directive to provide information on the amount of funding dedicated to bilingual bonuses paid to County employees, Human Resources (DHR) reported that 18,728 employees receive bilingual bonuses,² which equals \$22,473,600 per year. The number of employees receiving bilingual bonuses by department and County-related agency are listed in Attachment III. ARDI will continue to work with DHR and the OIA to collect the additional information to inventory the number of employees receiving bilingual bonuses disaggregated by language, compensation tier, and frequency of use, in order to accurately assess the funding dedicated to bilingual bonuses paid to County employees. Finally, the OIA and ARDI are working to identify and address training and certification needs for County employees who receive a bilingual bonus, as part of the Countywide Language Access Initiative adopted by the Board on March 7, 2023.

1 County of Los Angeles Code: 6.10.140. Bilingual pay. Online at: http://lacounty-ca.elaws.us/code/coord_title6_div1_ch6.10_sec6.10.140

2 The number of employees who receive bilingual bonuses include staff from County-related agencies, as of as of April 18, 2023.

Indigenous Languages

According to a report by Comunidades Indígenas en Liderazgo (CIELO), the University of California, Los Angeles (UCLA) American Indian Studies Center, UCLA Promise Institute for Human Rights, and UCLA Bunche Center, there are at least 17 known indigenous languages in the County.³ However, the current lack of systemically collected data and dynamic immigration patterns present challenges in identifying the total number of local indigenous languages. There are more than 330 indigenous languages in Mexico and Guatemala, alone, as well as 175 indigenous languages originating in the United States^{4,5} and as such, designating them as threshold languages will prove difficult without accurate, ongoing data collection and reporting. Therefore, ARDI recommends that the County shifts from using “threshold” languages to identify local indigenous languages and instead, relies upon a standard of need. For example, the OIA can work with County departments to identify in which languages residents have requested materials and catalogue those languages to determine which languages and communities whereby the County should be responsive. Focusing on language needs instead of language threshold can strengthen the County’s ability to serve these linguistically isolated communities. To address this challenge, the County will need to develop:

- A full inventory of indigenous languages spoken in the County;
- An inventory of organizations that serve indigenous communities to partner with and refer clients to;
- County services most utilized and/or needed by indigenous communities; and
- Data on gaps in outcomes affecting different indigenous communities.

This will require developing strategies to conduct better outreach to communities in the identified languages as well as respond to requests for County services in indigenous languages. The OIA aims to address this challenge through the Countywide Language Access Initiative, which includes supporting ISD in creating a Master Services Agreement for language access designed to:

1. Expand the number of available language service providers, including indigenous languages, to support all County departments on six different categories of language translation and interpretation services, including phone, video, in-person, and print; and
2. Establish uniformity in quality assurance, availability, and pricing.

ISD plans to execute the Master Services Agreement by September 2023 for departments to use, and vendor applications will be accepted on an ongoing, rolling

3 Comunidades Indigents en Liderazgo (CIELO), the University of California, Los Angeles (UCLA) American Indian Studies Center, UCLA Promise Institute for Human Rights, and UCLA Bunche Center. (January 31, 2022). We are Here: Indigenous Diaspora in Los Angeles. Online at:

<https://storymaps.arcgis.com/stories/618560a29f2a402faa2f5dd9ded0cc65>.

4 Cited from a conversation between Michael Nobleza with CIELO leadership on March 16, 2023.

5 Cohen, P. (April 5, 2010). Indian Tribes Go in Search of Their Lost Languages. *The New York Times*. As noted in the article, of the 175 languages, no more than 20 will still be spoken in 2050 without restoration efforts.

basis.

Outreach Strategies

To improve outreach to indigenous communities, the OIA has consulted extensively with indigenous language experts and stakeholders during the development of the Countywide Language Access Initiative. The OIA has incorporated stakeholder feedback to develop strategies that increase the capacity of departments to identify and include indigenous communities in their program outreach and engagement plans. The OIA is currently promoting the Los Angeles County Indigenous Language map developed by CIELO and UCLA, which geolocates where Latin American indigenous languages are spoken. County programs can use the data on this map to identify the indigenous languages predominant in their region(s) of focus. This map can be found online at:

<https://experience.arcgis.com/experience/81c01f71259846078ff762df9ad4bc17/?draft=true>, and ARDI will explore the possibility of adding the map as an additional layer to the Equity Explorer Mapping Tool.

Service Delivery

The OIA's implementation of the Countywide Language Access Initiative includes performance goals for public-interfacing Department Heads, an interdepartmental Language Access Working Group, a Countywide Language Access Policy, periodic departmental language access plans, and ongoing training and certification for County staff. These efforts will enable departments to promote contracting opportunities among indigenous led and serving organizations that are well-equipped to provide interpretation, translation, and other services in indigenous languages (e.g., outreach and engagement activities) through the ISD Master Services Agreement for Language Access Services. To better serve residents, the County may need to consider the development of professional pathways and pipelines for trained and certified indigenous language interpreters as well as translators. A talent pipeline will enable departments to respond to indigenous language needs but, will require planning and the examination of existing initiatives to determine the best pathway forward. The OIA will explore the feasibility of such strategies during the implementation phase of the Countywide Language Access Initiative.

The OIA will incorporate the above tasks into the Countywide Language Access Initiative and report back to the Board on progress made, as well as additional recommendations to strengthen language access across the County. Ongoing efforts will continue to be informed through consultation with local experts and other jurisdictions on best and promising practices to serve indigenous communities more effectively.

A List of Programs Offered in Threshold Languages Other Than English¹

| Language | Written or Verbal | Project Name | Department Name |
|--|-------------------|--|-------------------------------|
| Arabic | Verbal | Capacity Building for Immigrant-Focused CBOs | Consumer and Business Affairs |
| | | Domestic Violence Shelter-Based Program | Public Health |
| | | Homelessness Prevention | Health Services |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | Written | Keep LA Dining | Economic Opportunity |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| Youth Workforce Development Partnership | | Economic Opportunity | |
| Armenian | Verbal | Capacity Building for Immigrant-Focused CBOs | Consumer and Business Affairs |
| | | Domestic Violence Shelter-Based Program | Public Health |
| | | Homelessness Prevention | Health Services |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Stay Housed LA County | Consumer and Business Affairs |
| | Written | Keep LA Dining | Economic Opportunity |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| LA Regional COVID Fund: Small and Microbusiness Grants | | Economic Opportunity | |

¹ There are two programs that provide multilingual support across nearly all threshold languages and indigenous languages not reflected in the spreadsheet, including Legal Representation for Immigrants at Risk of Removal and Capacity Building for Immigrant-Focused CBOs. The Home Visiting Program did not articulate specific languages but will serve clients in all languages to meet client needs.

| Language | Written or Verbal | Project Name | Department Name |
|-----------|-------------------|--|-------------------------------|
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Youth Workforce Development Partnership | Economic Opportunity |
| Cantonese | Verbal | Capacity Building for Immigrant-Focused CBOs | Consumer and Business Affairs |
| | | Domestic Violence Shelter-Based Program | Public Health |
| | | Grocery Voucher Program | Public Health |
| | | Homelessness Prevention | Health Services |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Market Match | Public Health |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Shop Local Campaigns | Economic Opportunity |
| Farsi | Verbal | Capacity Building for Immigrant-Focused CBOs | Consumer and Business Affairs |
| | | Domestic Violence Shelter-Based Program | Public Health |
| | | Homelessness Prevention | Health Services |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | Written | Keep LA Dining | Economic Opportunity |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| Hindi | Verbal | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Youth Workforce Development Partnership | Economic Opportunity |
| | | Capacity Building for Immigrant-Focused CBOs | Consumer and Business Affairs |
| | | Grocery Voucher Program | Public Health |
| | | Homelessness Prevention | Health Services |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |

| Language | Written or Verbal | Project Name | Department Name | |
|--|-------------------|--|--|-----------------|
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity | |
| | | Market Match | Public Health | |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services | |
| | Written | Keep LA Dining | Economic Opportunity | |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity | |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity | |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services | |
| | | Youth Workforce Development Partnership | Economic Opportunity | |
| | Japanese | Verbal | Homelessness Prevention | Health Services |
| | | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services |
| LA Regional COVID Fund: Nonprofit Grants | | | Economic Opportunity | |
| LA Regional COVID Fund: Small and Microbusiness Grants | | | Economic Opportunity | |
| Rental Subsidies for Permanent Supportive Housing | | | Health Services | |
| Written | | Keep LA Dining | Economic Opportunity | |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity | |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity | |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services | |
| | | Youth Workforce Development Partnership | Economic Opportunity | |
| Khmer (Cambodian) | Verbal | Capacity Building for Immigrant-Focused CBOs | Consumer and Business Affairs | |
| | | Domestic Violence Shelter-Based Program | Public Health | |
| | | Domestic Violence Shelter-Based Program | Public Health | |
| | | Home Visiting | Public Health | |
| | | Home Visiting | Public Health | |
| | | Homelessness Prevention | Health Services | |
| | | Homelessness Prevention | Health Services | |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services | |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services | |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity | |

| Language | Written or Verbal | Project Name | Department Name |
|----------|-------------------|--|-------------------------------|
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | Written | Food Distribution Program | Board of Supervisors |
| | | Keep LA Dining | Economic Opportunity |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Youth Workforce Development Partnership | Economic Opportunity |
| Korean | Verbal | Capacity Building for Immigrant-Focused CBOs | Consumer and Business Affairs |
| | | Domestic Violence Shelter-Based Program | Public Health |
| | | Homelessness Prevention | Health Services |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | Written | Delete the Divide Initiative | Internal Services |
| | | Keep LA Dining | Economic Opportunity |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Youth Workforce Development Partnership | Economic Opportunity |
| Mandarin | Verbal | Capacity Building for Immigrant-Focused CBOs | Consumer and Business Affairs |
| | | Domestic Violence Shelter-Based Program | Public Health |
| | | Grocery Voucher Program | Public Health |
| | | Home Visiting | Public Health |
| | | Homelessness Prevention | Health Services |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services |

| Language | Written or Verbal | Project Name | Department Name |
|---|---|--|-------------------------------|
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Market Match | Public Health |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Shop Local Campaigns | Economic Opportunity |
| | | Trauma Prevention Partnerships | Public Health |
| Russian | Verbal | Capacity Building for Immigrant-Focused CBOs | Consumer and Business Affairs |
| | | Domestic Violence Shelter-Based Program | Public Health |
| | | Homelessness Prevention | Health Services |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | Rental Subsidies for Permanent Supportive Housing | Health Services | |
| | Written | Keep LA Dining | Economic Opportunity |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| Rental Subsidies for Permanent Supportive Housing | | Health Services | |
| Simplified Chinese | Written | Youth Workforce Development Partnership | Economic Opportunity |
| | | Keep LA Dining | Economic Opportunity |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Trauma Prevention Partnerships | Public Health |
| Spanish | Verbal | Youth Workforce Development Partnership | Economic Opportunity |
| | | Capacity Building for Immigrant-Focused CBOs | Consumer and Business Affairs |
| | | Capital Projects - EMJ Sports Complex and Park Improvements | CEO Capital Projects |
| | | Community Navigators | Chief Executive Office |
| | | Delete the Divide Initiative | Internal Services |
| | | Domestic Violence Shelter-Based Program | Public Health |
| | | Financial Coaching Partnership | Consumer and Business Affairs |
| Food Distribution Program | Board of Supervisors | | |

| Language | Written or Verbal | Project Name | Department Name |
|----------|-------------------|--|-------------------------------|
| | | Grants to CBOs Focused on Financial Wellbeing and Wealth Building in Low-Income Communities of Color | Consumer and Business Affairs |
| | | Grocery Voucher Program | Public Health |
| | | Harm Reduction Expansion | Health Services |
| | | Healthy Food Kickstarter Program | Consumer and Business Affairs |
| | | Home Visiting | Public Health |
| | | Homelessness Prevention | Health Services |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services |
| | | LA County Mortgage Relief Partnership | Consumer and Business Affairs |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Landlord-Tenant Mediations | Consumer and Business Affairs |
| | | Legal Representation for Immigrants at Risk of Removal | Consumer and Business Affairs |
| | | Market Match | Public Health |
| | | ODR Permanent Diversion Permanent Supportive Housing | Health Services |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Shop Local Campaigns | Economic Opportunity |
| | | Stay Housed LA County | Consumer and Business Affairs |
| | | Tenant Protections Hotline and Small Claims Advisor Program | Consumer and Business Affairs |
| | | Trauma Prevention Partnerships | Public Health |
| | | Volunteer Income Tax Assistance (VITA) for People Experiencing Homelessness | Consumer and Business Affairs |
| | Written | Capital Projects - EMJ Sports Complex and Park Improvements | CEO Capital Projects |
| | | Community Based Outreach - DPH | Public Health |
| | | Community Navigators | Chief Executive Office |
| | | Delete the Divide Initiative | Internal Services |
| | | Financial Coaching Partnership | Consumer and Business Affairs |
| | | Food Distribution Program | Board of Supervisors |
| | | Grants to CBOs Focused on Financial Wellbeing and Wealth Building in Low-Income Communities of Color | Consumer and Business Affairs |
| | | Grocery Voucher Program | Public Health |
| | | Healthy Food Kickstarter Program | Consumer and Business Affairs |

| Language | Written or Verbal | Project Name | Department Name | |
|--|-------------------------------|---|--|--|
| | | Keep LA Dining | Economic Opportunity | |
| | | LA County Mortgage Relief Partnership | Consumer and Business Affairs | |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity | |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity | |
| | | Landlord-Tenant Mediations | Consumer and Business Affairs | |
| | | Legal Representation for Immigrants at Risk of Removal | Consumer and Business Affairs | |
| | | Library Laptop and Hotspots Lending and Workready Programs | LA County Library | |
| | | Market Match | Public Health | |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services | |
| | | Stay Housed LA County | Consumer and Business Affairs | |
| | | Tenant Protections Hotline and Small Claims Advisor Program | Consumer and Business Affairs | |
| | | Trauma Prevention Partnerships | Public Health | |
| | | Volunteer Income Tax Assistance (VITA) for People Experiencing Homelessness | Consumer and Business Affairs | |
| | | Youth Workforce Development Partnership | Economic Opportunity | |
| | | Tagalog (Filipino) | Verbal | Capacity Building for Immigrant-Focused CBOs |
| Domestic Violence Shelter-Based Program | Public Health | | | |
| Grocery Voucher Program | Public Health | | | |
| Homelessness Prevention | Health Services | | | |
| Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services | | | |
| LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity | | | |
| LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity | | | |
| Market Match | Public Health | | | |
| Rental Subsidies for Permanent Supportive Housing | Health Services | | | |
| Shop Local Campaigns | Economic Opportunity | | | |
| Stay Housed LA County | Consumer and Business Affairs | | | |
| Trauma Prevention Partnerships | Public Health | | | |
| Written | | | Keep LA Dining | Economic Opportunity |
| | | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services | |

| Language | Written or Verbal | Project Name | Department Name |
|---------------------|-------------------|--|-------------------------------|
| | | Trauma Prevention Partnerships | Public Health |
| | | Youth Workforce Development Partnership | Economic Opportunity |
| Thai | Verbal | Capacity Building for Immigrant-Focused CBOs | Consumer and Business Affairs |
| | | Homelessness Prevention | Health Services |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | Written | Keep LA Dining | Economic Opportunity |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Youth Workforce Development Partnership | Economic Opportunity |
| Traditional Chinese | Written | Delete the Divide Initiative | Internal Services |
| | | Keep LA Dining | Economic Opportunity |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Trauma Prevention Partnerships | Public Health |
| | | Youth Workforce Development Partnership | Economic Opportunity |
| Vietnamese | Verbal | Capacity Building for Immigrant-Focused CBOs | Consumer and Business Affairs |
| | | Homelessness Prevention | Health Services |
| | | Intensive Case Management Services (ICMS) and Tenancy Support Services for Federal Voucher Holders | Health Services |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Shop Local Campaigns | Economic Opportunity |
| | | Stay Housed LA County | Consumer and Business Affairs |
| | Written | Delete the Divide Initiative | Internal Services |
| | | Keep LA Dining | Economic Opportunity |
| | | LA Regional COVID Fund: Nonprofit Grants | Economic Opportunity |

| Language | Written or Verbal | Project Name | Department Name |
|----------|-------------------|--|----------------------|
| | | LA Regional COVID Fund: Small and Microbusiness Grants | Economic Opportunity |
| | | Rental Subsidies for Permanent Supportive Housing | Health Services |
| | | Youth Workforce Development Partnership | Economic Opportunity |

Number of County Employee Receiving Bilingual Bonuses by Department

| DEPARTMENT | NUMBER OF EMPLOYEES RECEIVING BILINGUAL BONUSES |
|---|--|
| Los Angeles County Employee Retirement Association | 14 |
| Aging and Disabilities | 95 |
| Agricultural Commissioner/ Weights & Measures | 11 |
| Alternate Public Defender | 61 |
| Ambulatory Care Network | 823 |
| Animal Care And Control | 107 |
| Arts and Culture | 3 |
| Assessor | 25 |
| Auditor-Controller | 6 |
| Beaches & Harbors | 3 |
| Board Of Supervisors | 39 |
| Chief Executive Office | 3 |
| Child Support Services | 268 |
| Children & Family Services | 2569 |
| Consumer and Business Affairs | 46 |
| County Counsel | 1 |
| District Attorney | 267 |
| Economic Opportunity | 2 |
| Fire | 427 |
| Health Services | 144 |
| Health Services - Harbor Care South | 896 |
| Health Services - Integrated Correctional Health Services | 238 |
| Health Services - Juvenile Court | 14 |
| Health Services - LAC+USC Medical Center | 1067 |
| Human Resources | 6 |
| Internal Services | 4 |
| LA County Library | 114 |
| Medical Examiner - Coroner | 24 |
| Mental Health | 1721 |
| Military & Veteran Affairs | 1 |

| DEPARTMENT | NUMBER OF EMPLOYEES RECEIVING BILINGUAL BONUSES |
|--|--|
| Olive View-UCLA Medical Center | 485 |
| Parks & Recreation | 86 |
| Probation Department | 697 |
| Public Defender | 229 |
| Public Health | 622 |
| Public Social Services Dept | 3656 |
| Public Works | 104 |
| Rancho Los Amigos National Rehabilitation Center | 235 |
| Regional Planning | 26 |
| Registrar-Recorder and County Clerk | 122 |
| Sheriff | 3112 |
| Superior Court | 317 |
| Treasurer & Tax Collector | 38 |
| TOTAL | 18728 |