



# Civil and Human Rights Department

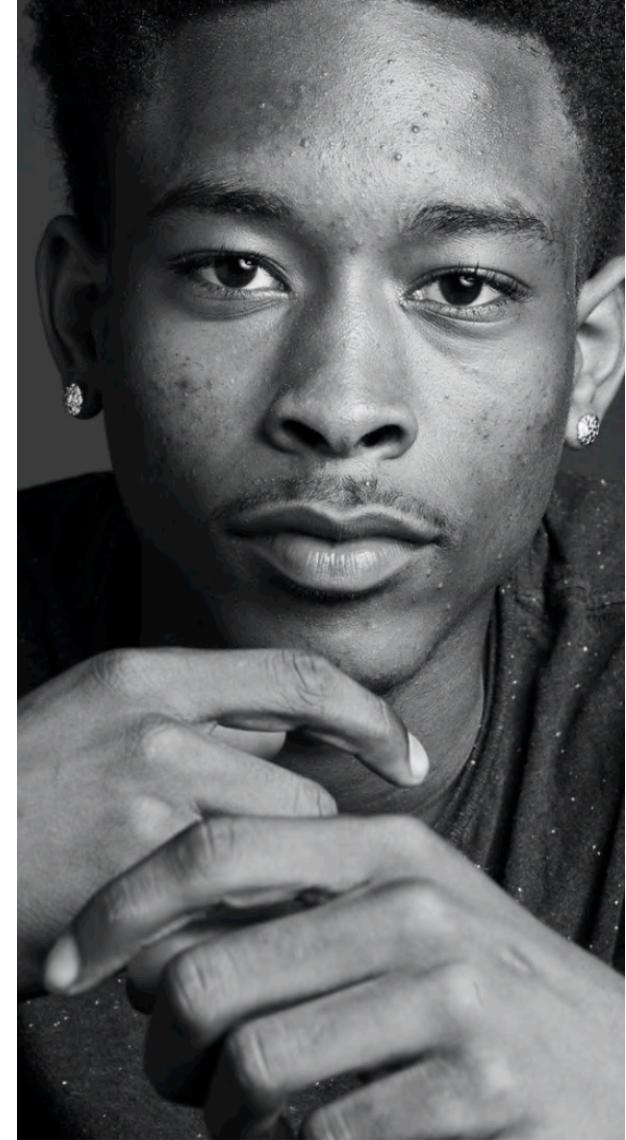
## Valley Alliance of Neighborhood Councils (VANC)

September 10, 2020

Capri Maddox, General Manager

# Background

- In February 2020, Mayor Eric Garcetti nominated attorney, Capri Maddox to lead the newly-established Civil and Human Rights Department (CHRD).
- CHRD is focused on reducing bias and injustices while leveling the playing field through equity initiatives, upward mobility programming, and our work with the Human Relations Commission, the Commission on the Status of Women, and the Civil and Human Rights Commission (CHRC).
- CHRD also has quasi-judicial authority to address the long-standing discrimination impacting underserved communities which denies equal treatment in private commerce, education, employment, and housing.



## MISSION

CHRD strives to maintain and strengthen Los Angeles' diversity, equity, and accountability through oversight, outreach, legal remedies, commission support, and empowerment. CHRD envisions creating a racially equitable environment that levels the playing field and enhances opportunities for diverse communities.

## PROGRAMS

### Commission Support

- Civil and Human Rights Commission
- Commission on the Status of Women
- Human Relations Commission
  - Transgender Advisory Council

### Outreach and Community Engagement

- Faith-Based Unity Events
- Community Diversity Events
- Discrimination/Anti-Bias Awareness Training
- Hate Crime Prevention
- Discrimination Enforcement Outreach

### Discrimination Enforcement

- Citizen Complaint
- Investigation
- Letter of Concern
- Mediation
- Notice of Violation
- Hearing Process
- Appeals Process
- Resolution

### E<sup>2</sup> Equity and Empowerment

- **Policy Equity Lens**
- **Upward Mobility Programming**
- **Industry Diversity Metrics**
  - Partnership with Community-Based Organizations
  - COVID-19 Equity Relief
  - Youth Engagement
  - Collaborate with the Office of Immigrant Affairs

## Hate Crime Prevention



Collaborate with the City Council Districts and local community-based organizations on hate crime prevention events to raise awareness of bias and create inclusive neighborhoods

## Law & Policy Fellows



Create a pipeline for students to become the next generation of leaders in law and public policy

## Hiring Initiative



Coordinate a targeted outreach campaign to increase hiring opportunities for underserved communities

## Peace Centers



Establish non-profit hosted Peace Centers to provide a safe space for youth and adults to engage in dialogue around issues of racial equity