

**CIVIL AND HUMAN RIGHTS
DEPARTMENT**

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**CIVIL AND HUMAN RIGHTS
COMMISSION**

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LESLIE IVIE, VICE CHAIR

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KEITH PARKER

CIVIL AND HUMAN RIGHTS COMMISSION

MEETING MINUTES
October 8, 2020, 2:00 p.m.

I. CALL TO ORDER, ROLL CALL

- Meeting called to order at 2:01 p.m.
- Commissioners in Attendance: Araceli Campos, Aziza Hasan, Leslie Ivie, Helena Marissa Montes, Maegan E. Ortiz, Keith Parker, and Abigail Zelenski

II. APPROVAL OF MINUTES: September meeting minutes approved.

III. PUBLIC COMMENT PERIOD: No public comments were made.

IV. PRESENTATION

- Commission Chair Araceli Campos and Executive Director Capri Maddox introduced the LA Black Workers Center of UCLA Executive Director Janelle Bailey.
- Ms. Bailey introduced her co-presenter Ms. Mindy Garland.
- Ms. Bailey provided a short background overview of the cultural and historical framework for understanding the representation (or lack thereof) of Black workers in the labor force. She noted the LA Black Workers Center's mission to ensure black workers are thriving in an equitable economy that sustains and builds equitable communities. She emphasized that the LA Black Workers Center is working to create a more equitable culture for all workers across Los Angeles.
- Ms. Garland discussed the importance of advocacy in advancing worker's rights and the significance of coalitions in order to advance workers' rights and equitable access to jobs.
- Ms. Garland and Ms. Bailey spoke about the LA Black Workers Center role in advocating for the creation of LA City Civil and Human Rights Commission (CHRC). They both expressed interest in continued support

for CHRC and highlighted the importance of actively partnering to address discrimination targeting communities of color and disadvantaged communities.

V. EXECUTIVE DIRECTOR'S REPORT

- Executive Director Maddox shared that the Civil and Human Rights Department (CHRD) has been actively working in the areas of community engagement across a wide range of areas. She noted the launch of Mayor Garcetti's RENEW Initiative and explained that CHRD will play a critical role in the development of metrics on hiring, retention, and inclusion to ensure that these efforts are successful.
- Executive Director Maddox spoke of the budget challenges, but also noted the Department's effort to identify and apply for funding/grants and other in-kind support. She informed the commissioners that the CHRD's budget proposal will be heard at Immigrant Affairs, Civil Rights, and Equity Committee on October 19, 2020. Ms. Maddox stated that future council committee reviews will include Budget & Finance Committee, as well as the Personnel & Animal Welfare Committee and full City Council, and noted that dates will be shared once they are available.
- Executive Director Maddox updated commissioners regarding: (1) progress of office space construction, (2) the submission of the gender equity action plan as well as a racial equity action plan to the Mayor's Office, and (3) the launch of the CHRD website (civilandhumanrights@lacity.org). Additionally, she shared that the complaint intake process development is underway as part of establishing the department. She informed the commissioners that Angelenos are currently calling the department for help, and we will continue to respond to those calling to ensure that appropriate referrals are being provided in the meantime.

VI. DISCUSSION & ACTION ITEMS: No discussion or action items at this time.

VII. ANNOUNCEMENTS:

- Commissioner Campos noted that the December CHRC meeting will be cancelled. She also noted that the November meeting will include a presentation from the Human Relations Commission as well as the Commission on the Status of Women.
- Commissioner Ivie asked commissioners to share highlights from affinity group meetings with the Mayor at the next commission meeting in November.

- Executive Director Maddox shares that CHRD staff member Nason Buchanan will be transitioning to a role with the Brotherhood Crusade as the Vice President of the Boys & Men of Color Initiative.

VIII. ADJOURNMENT: Meeting adjourned at 3:31 p.m. Next meeting is scheduled for November 12, 2020 at 2:00 p.m.