



LA Civil Rights

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The Process is Product:
Operationalizing Equity in
Human Rights Agencies
through Processes,
Programs, and Services

Outline

- I. Leveraging Theories of Change
- II. Proxy Indicators & Language Mitigation
- III. Spatial Data: Targeting Impacted Populations
- IV. External Impact: ORE Action Plan, L.A. REPAIR Program
- V. Internal Impact: Cross Departmental Collaboration

Theories of Change:

Collective Impact

Collective impact brings people together in a structured way, to achieve social change.

- Collectively analyze problem
- Common agenda
- Shared vision for solution

Permaculture Design

Permaculture Design considers the ethics of

- People Care
- Earth Care
- Fair Share

Narrative Strategy

Narrative Strategy places storytelling at the center of social change by linking movement building with an analysis of narrative power

Proxy Indicators

- i. Housing & Built-Environment
- ii. Economic Opportunity & Community Wealth
- iii. Education, Access, & Attainment
- iv. Justice, Policing, & Civic Engagement
- v. Health & Well-being

Use Proxy Indicators to

- a. Validate the lived experience of Angeleno's or other target demographic.
- b. Center lived experience as expertise and allow for quantitative data to be qualitatively interpreted through impacted populations.
- c. Align community vision and impacted experience to identified policy windows for policy development, implementation actions, and investments.
- d. Mitigate language that creates compliance issues with Prop 209.

Data Considered

- The **CDC Social Vulnerability Index** determines a neighborhood's social vulnerability -- defined as a community's ability to prevent human suffering and financial loss in a disaster.
- The **CalEnviroScreen** identifies California communities by census tract that are disproportionately burdened by, and vulnerable to, multiple sources of pollution.
- The **Healthy Places Index** - an index compiled from 26 indicators in 8 categories: Healthcare Access, Clean Environment, Neighborhood Quality (parks, tree canopy, supermarkets, etc), Housing, Transportation, Education, Social (voting, household characteristics), and Economic.

Prioritizing Most Impacted Communities

The City's budget and investments should prioritize **underserved neighborhoods that have been greatly impacted by structural and historic racism.**

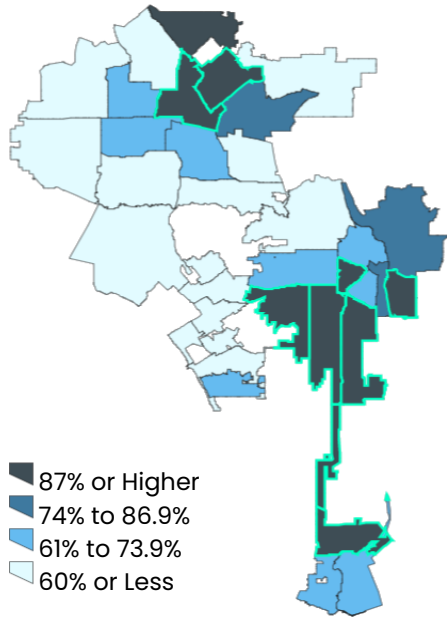
Factors for consideration include:

- Historically “redlined” neighborhoods
- Percent of households experiencing overcrowding
- Percent of households lacking access to Internet
- COVID-19 case rates
- Pollution rates

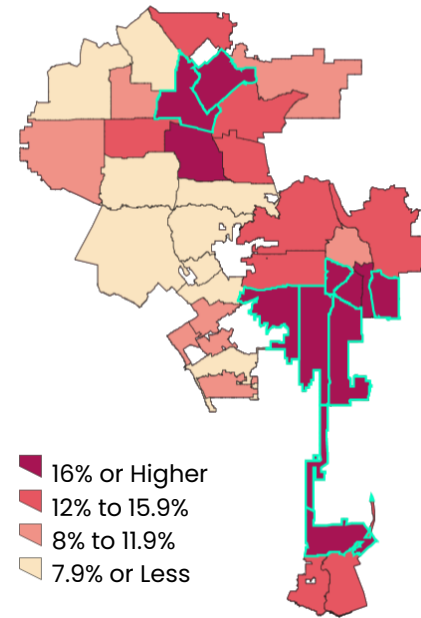
For most REPAIR Zones, the **geographic boundary is the same as Community Plan Areas**, connecting participatory budgeting to a larger, existing participatory process at the City.

Spatial Data Considerations

Community Plan Areas that have High Percentage **People of Color** and High Share of **Population Below Poverty Line**



Percent People of Color
(not white non-hispanic)



Percent Below Poverty Line

L.A. REPAIR Zones

Arleta - Pacoima

Population: 105,065
Council Districts 6, 7

Mission Hills - Panorama City - North Hills

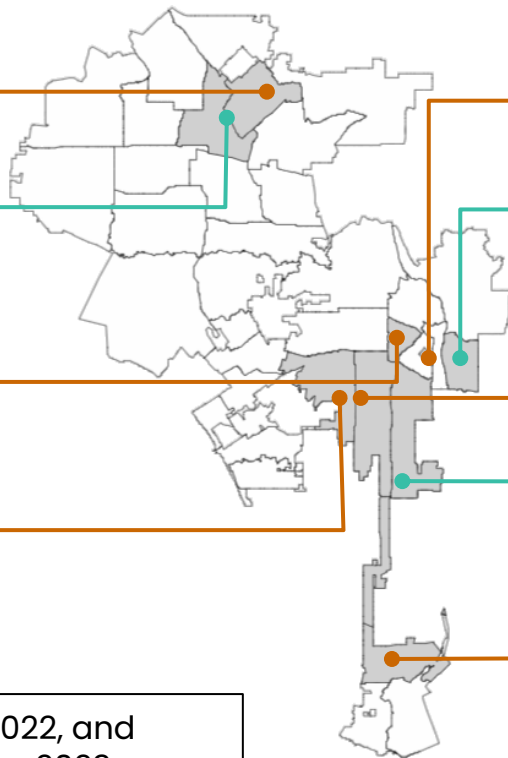
Population: 148,770
Council Districts 6, 7, 12

Westlake

Population: 118,392
Council Districts 1, 13

West Adams - Baldwin Village - Leimert Park

Population: 169,979
Council Districts 8, 10



Skid Row

Population: 7,500
Council District 14

Boyle Heights

Population: 89,477
Council District 14

South Los Angeles

Population: 291,343
Council Districts 1, 8, 9, 10

Southeast Los Angeles

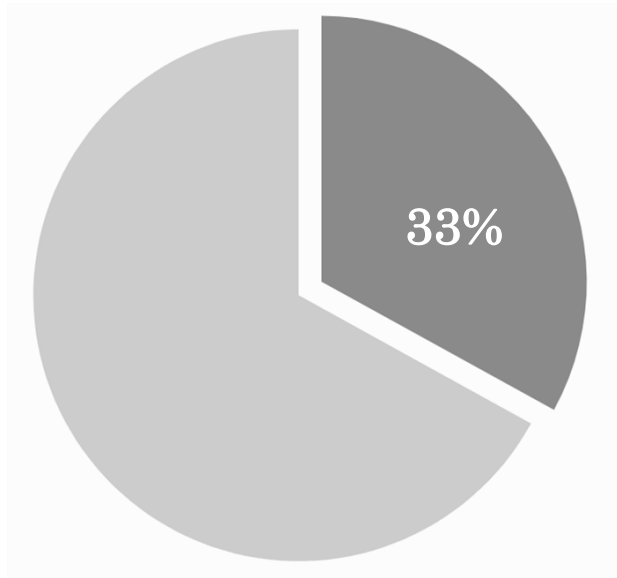
Population: 300,143
Council Districts 8, 9, 15

Wilmington + Harbor Gateway

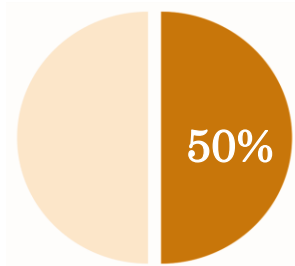
Population: 123,584
Council District 15

Group 1 in green will launch in June 2022, and
Group 2 in white will launch in January 2023.

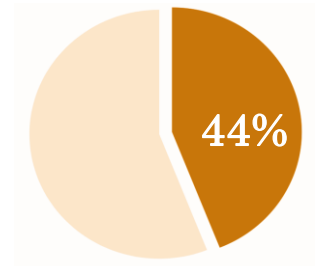
Population Across All Selected Zones



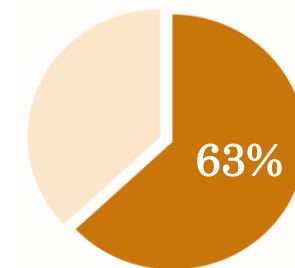
of All Angelenos



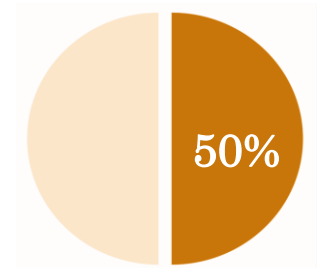
**of Angelenos
below Poverty**



**of COVID cases
in L.A.***



**of all Black
Angelenos**



**of all Hispanic /
Latino Angelenos**

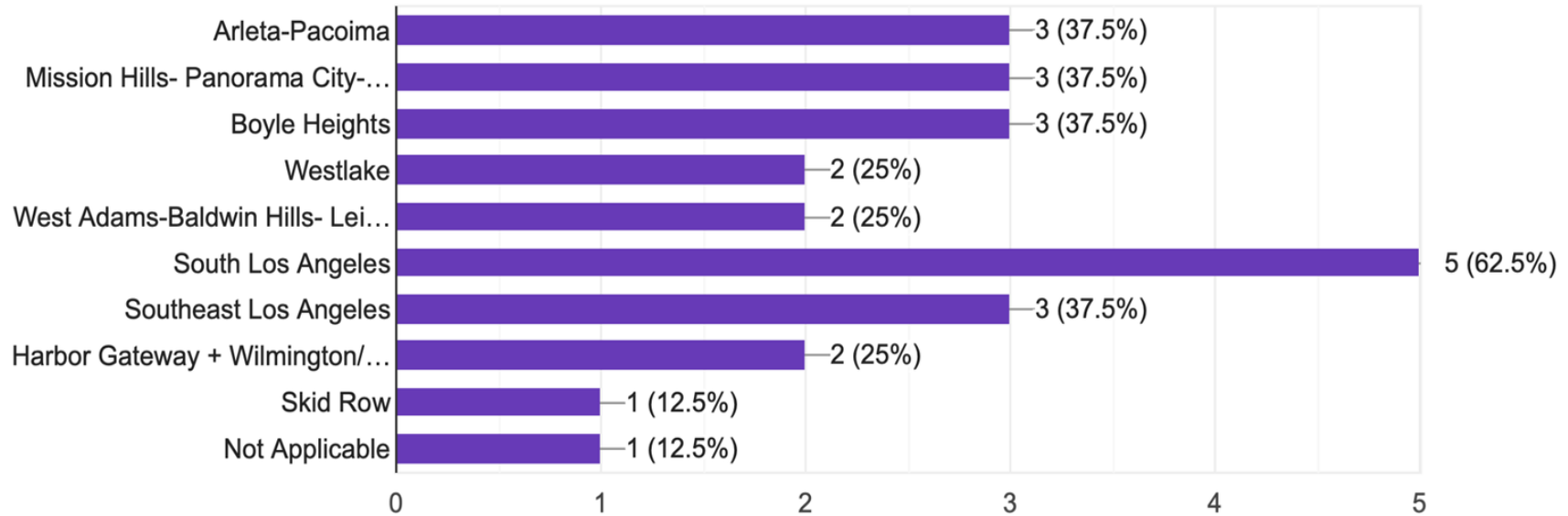
* As of 4/28/2021

Building Equity through Programs, Services, & Investments

Personnel & Budget					
Policy Window	Community Vision	Actions & Timeline	Accountability Partners	Performance Measurement	Total Proposed Budget
<p>a) Report to Council on framework of the ORE under the purview of the CHRED, an action plan for the incorporation of the following five functions identified in the original Motion:</p> <ul style="list-style-type: none"> I. Policy Analysis and Research II. Data Monitoring, Tracking, and Evaluations III. Technical Assistance and Training IV. Civic Engagement V. Community Racial Equity Advisory Committee (CREAC) <p>(File No. 19-1470)</p>	<ul style="list-style-type: none"> Establish the ORE within the Civil, Human Rights, and Equity Department (CHRED) with the necessary staffing, funding, and delegated powers to effectively carry out its mission and functions. Change the department's name to the Department of Racial Equity and Civil and Human Rights, to include race and equity, but not to the exclusion of civil and human rights, so that the Department adequately reflects the focus on both. Given the distinct purpose and functions of the ORE and the civil and human rights branches in the CHRED, as well as the scale and capacity necessary for each to be fully executed, co-executive directors should be set in place for the department, each focused on one of the programmatic branches, and working together to run the department as a whole. In hiring the ORE's executive director, include 	<p>Establish Staff positions: FY 2022-23</p> <p>I-V. Executive Leadership</p> <ul style="list-style-type: none"> Community Relations Advocate/Senior Management Analyst: \$113,379-\$133,424 Senior Project Coordinator: \$102,500-\$120,624 <p>II. Policy Analysis and Research</p> <ul style="list-style-type: none"> Management Analyst \$92,164 - \$108,472 Management Assistant: \$65,626 - \$77,236 <p>III. Data Monitoring Tracking and Evaluation</p> <ul style="list-style-type: none"> Data Analyst: \$93,626 - \$110,163 Geographic Information Systems Specialist: \$93,960 - \$110,580.48 <p>IV. Civic Engagement</p> <ul style="list-style-type: none"> Human Relations Advocates (2) \$88,698 - 104,359 <p>V. Community Racial Equity Advisory Committee (CREAC)</p> <ul style="list-style-type: none"> Human Relations Advocate: \$88,698 - 	<ul style="list-style-type: none"> CHRED Mayor's Office City Council Chief Administration Officer Chief Legislative Analyst Bureau of Contract Administration Personnel Department City Attorney Community Racial Equity Advisory Committee Transgender Advisory Council (TAC) Commission on the Status of Women (There is also a City/County coalition that we should also add as an accountability partner unless its City only) Human Relations Commission Office of Immigrant Affairs LA County Department of Neighborhood Empowerment 	<ul style="list-style-type: none"> Submit budget request for proposed staff, staff development, programs/functions, software, and consulting dollars FY 2022-23 <ul style="list-style-type: none"> Staff: \$157,790-\$185,708 Staff Development (\$) Projects/Programs (\$) Software(\$) Digital Inclusion (\$) Language Access (\$) Consulting (\$) FY 2023-24 <ul style="list-style-type: none"> Total\$ FY 2024-25 <ul style="list-style-type: none"> Total\$ FY 2025-26 <ul style="list-style-type: none"> Total\$ 	<p>Executive Leadership</p> <ul style="list-style-type: none"> Staff: \$215,879-\$254,048 <p>Policy Analysis and Research</p> <ul style="list-style-type: none"> Staff: \$157,790-\$185,708 <p>Data Monitoring, Tracking, and Evaluations (\$Total)</p> <ul style="list-style-type: none"> Staff : \$187,586-\$220,743.48 <p>Technical Assistance and Training (\$Total)</p> <ul style="list-style-type: none"> Staff: \$102,500-\$120,624 <p>Civic Engagement (\$Total)</p> <ul style="list-style-type: none"> Staff : \$290,775-\$342,142 <p>Community Racial Equity Advisory Committee (CREAC) (\$Total)</p> <ul style="list-style-type: none"> Staff: \$219,949.04-\$298,438

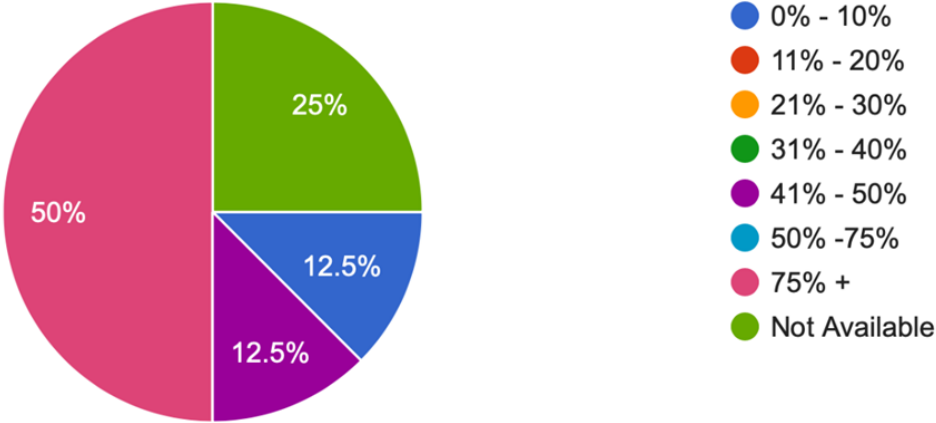
External Engagement & Aligning Community Vision

Community Collective Impact Survey Response, Community Served by Organizations Engaged



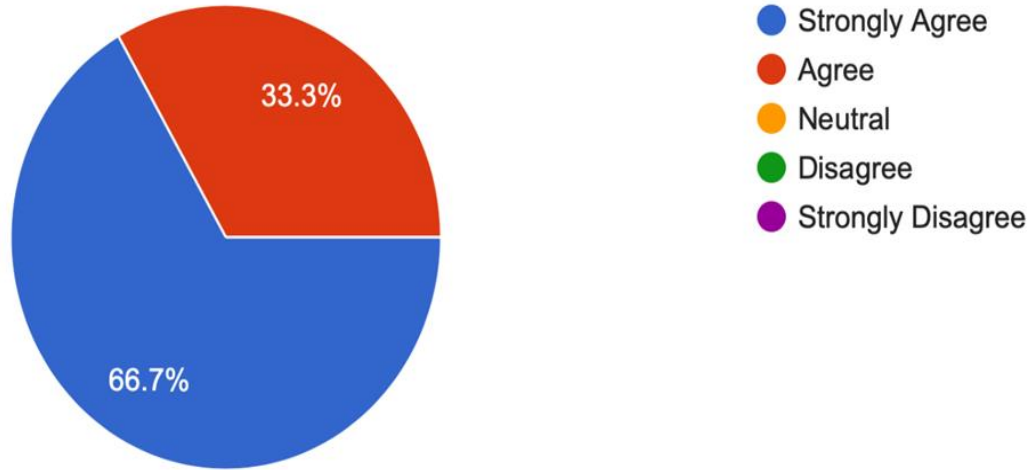
Impact of External Engagement

Percentage of organizations engaged serving Angelenos with english as a second language.



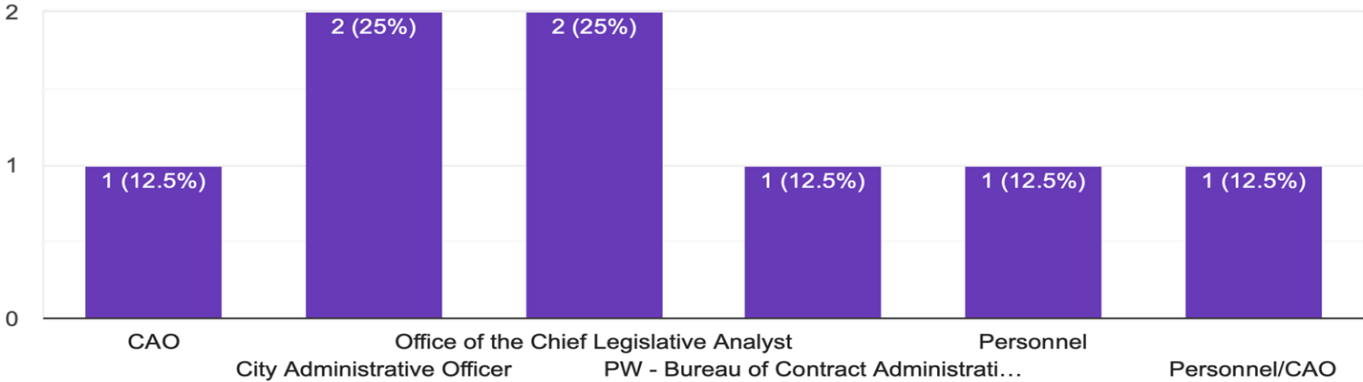
Impact of External Engagement

Percentage of participants that felt heard during the collective engagement process and agree that the proposal reflects the community's vision.



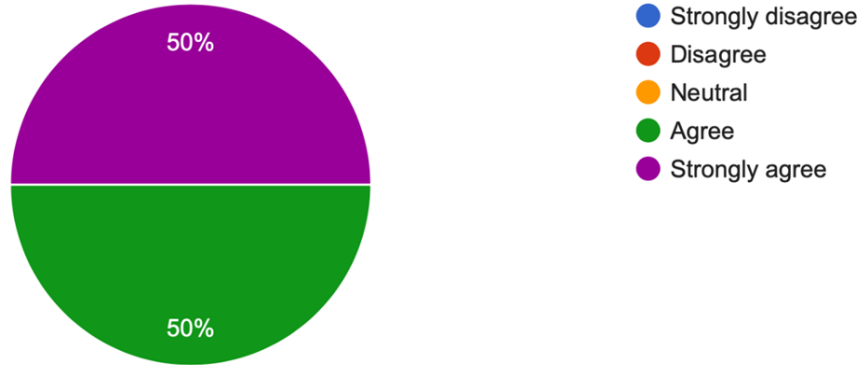
Internal Engagement & Alignment

Departments that Completed the Collective Impact Survey



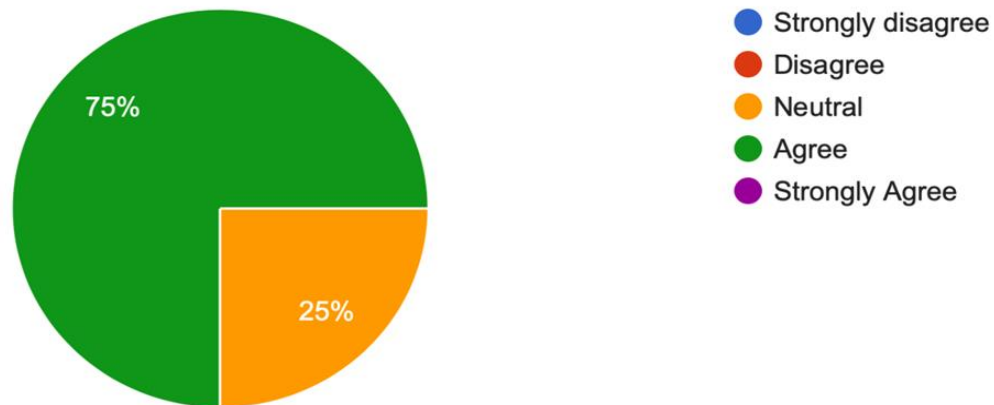
Impact of Internal Engagement

The Office of Racial Equity engagement process was inclusive of participant ideas and feedback.



Impact of Internal Engagement

Percentage of Departments engaged that would adopt a collective impact approach to developing programs, projects, and services.



Any Questions?

Contact Info

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