



# Orange County Human Relations Commission July 2017 – June 2018 Annual Report



## THE COMMISSION'S BACKGROUND AND MISSION

The Orange County Human Relations Commission is contracted by the County of Orange to work closely with law enforcement, nonprofit organizations, diverse faith leaders, and community members to respond and track hate crimes and incidents on behalf of the County.

The Commission was founded in 1971 as an official governmental commission by the Orange County Board of Supervisors with the purpose of seeking out tension and

conflict, discrimination and intolerance, and attempting to eliminate those causes.

The Commission's role is to respond to contentious issues relating to discrimination, intolerance and prejudice in the community. Most importantly, the Commission has a large focus on prevention and awareness efforts to promote understanding and respect so we may celebrate Orange County's rich diverse culture.

## BUILDING UNDERSTANDING AND RESPECT

The Commission facilitated discussions between middle school youth, the parents at Currie Middle School in Tustin and Tustin Police Department to create a better understanding of each other's role in the community and to address stereotypes and negative perceptions between law enforcement and Latino parents and youth.

*"I've worked in law enforcement for 40 years and I have never participated in something like this. I feel it's beneficial and this is something that should continue and expand to other departments in the County"* – Officer

The Commission also facilitated **29 Police-Community Reconciliation** requests that included mediation/conciliation, information and referral and navigation services involving 12 police departments in the county. In addition, they held six meetings with **30 interfaith leaders and law enforcement** on issues such as conversations with ICE Agents, police involved shootings and trainings, Coroner's office operations and law enforcement and homelessness issues.

Lastly, they convened **Hate Crime Network meetings** with 49 individuals for the purpose of fostering a safe and inclusive community, to strengthen collaboration and increase reporting of hate crimes and incidents.



*"Thank you for opening a communication channel with the police department."* (Original quote in Spanish) – Parent

## POLICE AND COMMUNITY TRAININGS

CONTRACT ACTIVITY	TO-DATE	GOAL	STATUS
A. Monthly HRC meetings	8	12	67%
B. HRC Annual Report	1	1	100%
C. Police-Community Reconciliation cases	20	20	100%
D. Community-Police Meetings	4	4	100%
E. Tustin Chief's Advisory Board & Sherriff's Interfaith Council	11	8	138%
F. Community Outreach & Relationship Building meetings	61	40	153%
G. Police/Diverse Community Dialogues	2	2	100%
H. Hate Crime Report & Network Meeting	2	1	200%
I. Support to hate crime victims	9	8	113%
J. Outreach efforts (speeches, presentations, etc.)	15	10	150%
K. Community training on intergroup relations topics (i.e. Sheriff's Academy, Implicit Bias, etc.)	12	4	300%
L. Annual Awards program	1	1	100%
M. In-Collaboration with OC Human Relations – Bridges Program	20,498	10,000	205%
N. In-Collaboration with OC Human Relations – Restorative Justice program	5	3	167%
O. Participate in community-based/outreach symposiums	2	2	100%

Research shows that subconscious attitudes and stereotypes affect understanding, actions and decisions in an unconscious manner. The Commission believes that raising awareness of the impacts of biases is one of the ways to build mutual understanding in Orange County.

This year the Commission delivered **five Sheriff's Academy Trainings** on working with diverse communities to **280 police recruits** and trained more than **190 County, nonprofit, and education professionals** on the topic of Implicit Bias.

*"Learning from different communities and cultures was very beneficial. It helped to reinforce the idea of being a lifelong student and expanding my horizons."*  
– New police recruit on attending the Sheriff's Academy training on cultural sensitivity

## HATE CRIMES AND HATE INCIDENTS

The 2017 Orange County Hate Crimes Report shows an increase in hate crimes and incidents. **56 hate crimes** were documented, an increase from 50 hate crimes reported last year. However, the most dramatic increase was seen in the number of hate incidents, which in 2017 totaled 94 compared to the 72 reported in 2016 and 46 reported in 2015.

In California, hate crime is defined as: a criminal act committed, in whole or in part, because of one or more of the following actual or perceived characteristics of the victim: Disability, Gender, Nationality, Race or Ethnicity, Religion, Sexual Orientation, or association with a person or group of persons with one or more of the preceding actual or perceived characteristics.

What can YOU do to Stop Hate?

- Learn to recognize hate crimes and incidents.
- Report suspected hate crimes and incidents to your local police department and Orange County Human Relations Commission.
- Maintain a respectful, inclusive climate in your school, community, neighborhood, work, and/or business.
- Create diverse teams to encourage people to work together on common goals.
- Model respect and inclusion towards others, especially when you are around children.
- Offer support and assist victims to let them know they are not alone.
- Speak out against acts of prejudice, discrimination, and hate in your community.

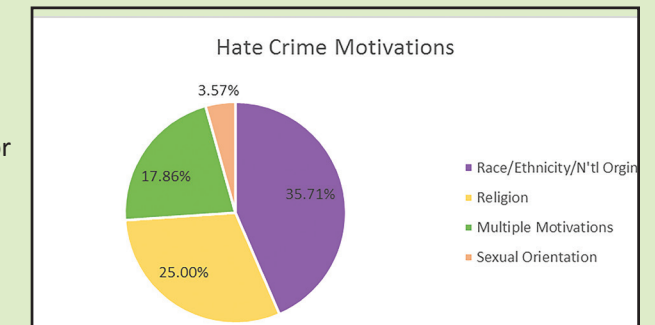
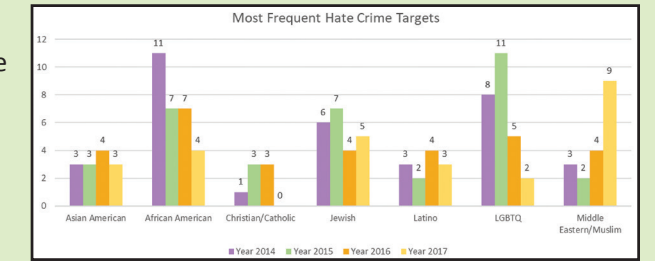
## HATE FREE OC CAMPAIGN: TO SUPPORT A RESPECTFUL AND INCLUSIVE COMMUNITY

The OC Human Relations Council launched the "#HateFreeOC" Campaign in 2017 and partnered with Orange County's Human Relations Commission with the goals of creating a hate-free environment in Orange County, by bringing diverse communities together and promoting a peaceful and inclusive community where everyone can thrive.

This fiscal year the Commission provided **16 presentations** to bring awareness and educate the community on hate crime prevention strategies and resources available for victims.

**Additional activities supporting the #HateFreeOC and #kNOwhate Campaign:**

- "Building Peace in Our Communities" Workshop with **40 attendees** in response to Charlottesville incident where staff reviewed nonviolent approaches to conflict and reviewed hate crime stats, and shared resources with community.
- "Indivisible CA 39: Keeping Peace in Our Communities" Forum with **80 attendees** in response to the rise of hate motivated behavior in Orange County and to offer tools



*"When there is hatred, it needs to be called out as such and responded to with a loud voice that is unequivocal. That is what our Commission does and should continue doing."*  
– Rabbi Rick Steinberg, Chair of Orange County Human Relations Commission

to peacefully address the increase of hate activity in our communities.

- Presented the campaign to California Association of Human Relations Organizations (CAHRO) SoCal Summit to **75 attendees**.
- "Life After Hate" Presentation and panel discussion attended by **69 individuals**, including law enforcement, community leaders, grassroots organizations, universities and nonprofits. The educational presentation focused on powerful stories of transformation and unique insight of former members of extremist groups presenting on the causes of intolerance, sharing experiences of life in the movement and discussing what draws individuals to extremist groups, and why they leave.

*"Definitely eye opening for me. It was interesting to stop and think about what my personal biases are. I look forward to applying what I have learned here today in both my professional and personal situations."*  
– Participant attending Implicit Bias training

# ORANGE COUNTY HUMAN RELATIONS COMMISSION



## County of Orange Board of Supervisors

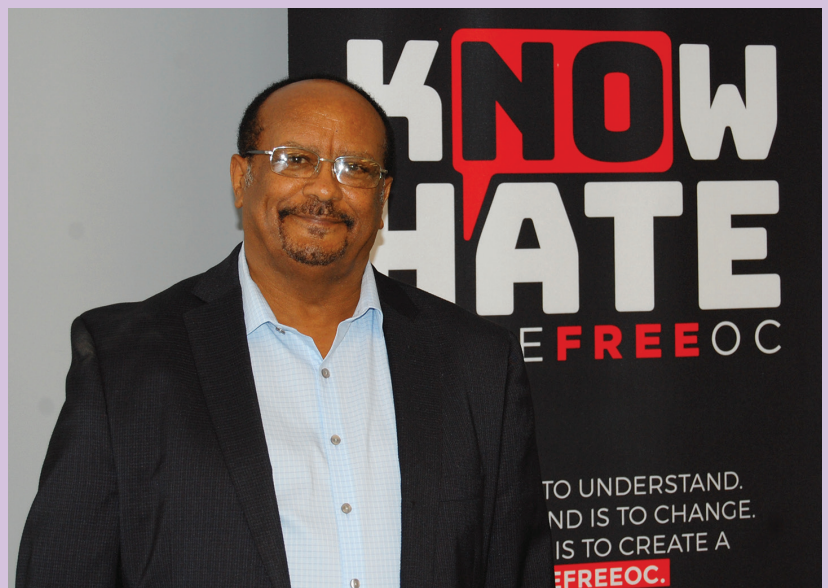
Andrew Do, Chair, First District  
 Shawn Nelson, Vice-Chair, Fourth District  
 Michelle Steel, Second District  
 Todd Spitzer, Third District  
 Lisa Bartlett, Fifth District



## Orange County Human Relations Commission

July 2017 - June 2018

Rabbi Richard Steinberg, Chair  
 Dr. Chiarina Piazza, Vice-Chair  
 Bekele Demissie  
 Don Sedgwick  
 Jany Lee  
 Dr. Kerry Reynolds  
 Kim Toan Do  
 Michael Reynolds  
 Michele Steggell  
 Chief Mike Hamel



To learn more about services provided by the County through the Human Relations Commission, please visit [www.occommunityservices.org](http://www.occommunityservices.org).