



This Year:

Police-Community Conflicts Reconciled *p2*

BRIDGES Reaches 47,000 People *p3*

Growing Up and Growing Older Join Forces *p5*

Mediation Program Serves More Than 5,500 OC Residents *p6*

New Program Eases Conflict in Family Matters *p6*

Young Leaders Remind Adults to Follow "Civility" Rules *p7*



Students at the BRIDGES Youth Leadership Camp in the San Bernardino Mountains

The Defining Reality of Orange County

From a Stereotype of Intolerance to a Legacy of Civil Rights Activism

By Rusty Kennedy, Executive Director, OC Human Relations

After the fatal shooting of an African American man and the savage beating of a Native American by white supremacists, City Council-members Ralph Bauer and Shirley Detloff stood in the face of hate and led a campaign to make Huntington Beach safe for ALL people.

As the twin towers burned, County Supervisors and the Sheriff stood in solidarity with interfaith clergy to publically mourn the dead, honor the first responders, and protect those in Orange County who might be targets of misdirected rage in the aftermath of 9/11.

After an immigrant Latina housekeeper was assaulted, humiliated, beaten and robbed in Ladera Ranch, Supervisor Pat Bates and Sheriff Sandra Hutchens called a press

bigotry head on. Orange County has a rich history and commitment to civil rights and we are proud to have played a pivotal role in making it a better place for ALL people to live, work and do business.

When the Board of Supervisors stepped forward in 1971 and made a public commitment to create the Orange County Human Relations Commission, they were setting a community standard that discrimination and hate were not going to be the defining reality of Orange County moving forward.

This public commitment at the highest level of our organized society remains as vital today as it was the day in the 1950's when one woman stepped forward because the Chin



“Orange County has a rich history and commitment to civil rights and we are proud to have played a pivotal role in making it a better place for ALL people to live, work and do business.”

conference to shine a spotlight on this hate crime and affirm that the perpetrators would be brought to justice.

As Muslim, Jewish and Arab students and community members went head-to-head in nationally-covered confrontations at UCI, the administration worked tirelessly to create a safe and open environment for all.

The common thread in all these narratives is the deep desire and necessity of the County of Orange to face hate and

family was refused housing in my neighborhood because they were Chinese. That person, my mother Natalie Kennedy, who passed away this year, went door-to-door with her children in strollers to get her neighbors to sign a petition that allowed Fullerton's first Chinese family to buy a home.

At OC Human Relations we ask you to join us and keep these courageous men and women and their actions as the ever-defining reality of Orange County.

Police and Community Agree: Reconciliation Program Works!



“I appreciate the opportunity to speak with someone from the Sheriff's Department. It was easier than I thought.”

Resident L.B.

Almost 40 years of Police/Community work and relationship building by the OC Human Relations Commission is paying off. The Police Community Reconciliation Program (PCRP) is getting great reviews from both sides and more people are utilizing the process.

With the assistance of a professional, neutral third party mediator, the PCRP facilitates communication to resolve complaints between community members and law enforcement officers. Parties involved are able to hear each other's side in a safe and structured environment.

Fifty-one cases were handled last year with 18 cases proceeding to a face-to-face mediation with officers.

“I like the process and would use it again.”
OCSD Lt. A. F.

OC Human Relations appreciates the support of the OC Board of Supervisors for the PCRP. Together we provide an alternative to the complaint process for the Sheriff's Department and create better relations between law enforcement and the community. For more information, contact James Armendaris at: james@ochumanrelations.org.

Mission:

To foster mutual understanding among residents and eliminate prejudice, intolerance and discrimination in order to make Orange County a better place for ALL people to live, work and do business.

2009-10 Outcomes

Create Safe and Inclusive Communities

through the award-winning "BRIDGES" School Program in **27** Middle and High Schools throughout Orange County.

47,192 total participants in the BRIDGES Program

838 Students and **48** Teachers participated in **39** Task Force Retreats

439 students participated in **22** Human Relations Retreats

23,244 students participated in **69** Human Relations Initiatives

11,318 students took part in **461** Task Force Meetings

Develop Diverse Leaders

through interactive leadership programs to empower people to have a voice in the decision-making process of the institutions that affect their lives.

58 people completed 32-hour Basic Mediation Certification Trainings

71 Police Officers participated in **4** Diversity Training sessions

65 community members were engaged in **10** Community and Parent Leadership Trainings

Mediate Conflict

throughout Orange County and encourage dialogue as an alternative to violence and litigation.

5,453 people received Mediation Services

51 police/community conflicts were handled

247 volunteer mediators served in Dispute Resolution cases

Build Understanding And Respect

among diverse communities, law enforcement and residents so we can discover that we have more in common as human beings than that which separates us.

5,538 community members participated in **444** community meetings

50 participants attended **3** Hate Crime Presentations

182 staff members participated in collaborative meetings, community events and one-to-ones

1,546 residents engaged in **31** Community Forums

100 police and community members came together at a hate crime conference



“As the fabric of our society is stretched to the breaking point we need to invest in non-profits, businesses and government organizations that reinforce the connections, trust and understanding amongst the people in our diverse communities.”

Mark Gaughan,
President, Community Partners
OC Human Relations
Regional Public Affairs,
Sempra Energy

Making a Difference in Schools

The BRIDGES School Inter-Group Relations and Violence Prevention Program works to improve inter-group relations by partnering with schools and communities to create and sustain a safe, inclusive school climate that respects society's diversity. Since 1988, BRIDGES has worked cooperatively with entire school communities—students, parents, teachers, administrators and staff— to develop ways to address the critical issues that impact students' success and opportunities.

Young people and their adult allies are empowered to identify, investigate and address the human relations needs on their campus via a series of trainings and dialogues.

Students' worlds grow larger as they are exposed to diverse people from different backgrounds, cultures and experiences. This also helps prepare them to enter higher education and a diverse work force.

When all people feel safe and included, and when schools create communities and campuses where everyone feels they belong, everyone wins because our students increase their academic success and our educators are better able to do their jobs.



South County Residents Improve their Community

Low-income residents in San Clemente are now empowered to have a voice in the institutions that affect their lives. The residents worked with city and school personnel to make school routes safer, build and repair sidewalks and to improve street lighting. They developed a plan for the local Max Berg Park that includes a senior playground, a community garden and walking paths.

OC Human Relations engaged these residents and others in a long-term community building initiative that provides a Parent Leadership Institute, a Grassroots Community Leadership Program, a Homework Club, and a year-long youth program. These new community leaders are also working to improve safety, reduce gang activity and build infrastructure for a better neighborhood.

Building Healthy Communities

In 2009 the California Endowment selected the City of Santa Ana as one of 14 places in the state for a deep, sustained and community-driven initiative to create a place where families are safe and healthy and kids are ready to learn. OC Human Relations facilitated the initial planning and application process for the local initiative. This complex and challenging project resulted in 31 community forums that collected feedback from over 1,500 residents. After six months of involvement with OC Human Relations, the Steering Committee was able to step up to take a lead role in shaping the initiative. Latino Health Access in Santa Ana partners with the Steering Committee in this successful collaborative, forming a hub for the coordination of this place-based experiment with many partner agencies and organizations.

2009-10

Participating Schools in BRIDGES

Anaheim

Anaheim High School
Community Day School
Sycamore Jr. High
Loara High School
Magnolia High School
Ball Jr. High
South Jr. High
Katella High School
Western High School
Savanna High School
Servite High School
AUHSD Teacher Training

Buena Park

Buena Park Jr. High

Corona del Mar

Corona Del Mar High School

Cypress

Cypress High School

Fountain Valley

Los Amigos High School
Fountain Valley High School

Fullerton

Fullerton Union High School

Garden Grove

Garden Grove High School
Irvine Intermediate School

Huntington Beach

Huntington Beach High School

Los Alamitos

Laurel High School

Newport Beach

Newport Harbor High School

Santa Ana

Santiago Creek Day School

Rancho Santa Margarita

Rancho Santa Margarita
Intermediate

Westminster

La Quinta High School

DEVELOP DIVERSE LEADERS

Growing Up and Growing Older Join Forces *Communities For All Ages Initiative*



What happens when people of all ages work together for our communities? In the next two years OC Human Relations is going to find out! We secured funding for an exciting two-year endeavor that brings together residents of all ages to work together to take shared steps towards creating vibrant, healthy places for growing up and growing older.

This intergenerational initiative is sponsored by the Kellogg Foundation through Communities for All Ages. The City of San Clemente was chosen to be the first site in California. This project has allowed OC Human Relations to expand its reach to the older adult community and will make important and unique connections within the community.

Residents identified parent education, strong families and safety as their priorities for their intergenerational cooperation in two neighborhoods in San Clemente. To find out more, go to www.communitiesforallages.org. Additional funding for this initiative is provided by the Orange County Community Foundation and the Archstone Foundation.

New Parent Leaders Emerge in Huntington Beach

When they arrived, this group of over 25 parents never imagined themselves able to address the Huntington Beach City Council. A year later they graduated from OC Human Relations' Parent Leadership Institute, a year-long program to empower Latino residents to work collaboratively with the school, city and community organizations. They attended bi-weekly meetings during the year and met with staff from the school, city, police, college, and local agencies. Inspired by the experience, they asked the City Council how to get more involved. As a result, parents were invited to Huntington Beach Human Relations Task Force meetings and represented the underserved residents of city. The Mayor, School Board, Police Department, local agencies, and Human Relations Task Force were so impressed by their success that they all attended their graduation to offer congratulations.

BRIDGES Youth Organizing Camp

"Ain't No Power Like the Power of the Youth, Cuz the Power of the Youth Don't Stop!" If you stopped in at the 2009 BRIDGES Camp you might have heard the campers chanting this rally cry. The 32 organizers in training spent five days learning the importance of working for social justice in diverse communities and the powerful role of youth in the movement.

Every summer OC Human Relations offers two dynamic organizing camps for the diverse BRIDGES School Program students at the BearPaw Preserve in the San Bernardino mountains. Students learn mediation and negotiation techniques and develop skills to organize their peers to take a stand against hate and violence and create schools and communities that are safe and equitable for ALL.



*“I am so grateful for
OC Human Relations’ services.
You have helped me and my
family more than
you will ever know,”*

Family Mediation Client

Easing Conflict In Family Matters

Conflicts involving family members can be especially challenging. Our Family Mediation Program allows families to reach agreements that are as unique as their family. Our services address: family law matters; care of aging parents; parent/teenager disputes; and, issues between couples who cohabitate. The Family Mediation Program, launched in January 2010, is staffed by mediators with expertise in handling these diverse matters. The program provided information, referrals or mediation services for 62 cases in 2010.

Mediators Save OC Courts Money and Time

Since 1998, litigants in Orange County have benefitted from the opportunity to resolve disputes outside the courtroom through our Dispute Resolution Program. This year, we served approximately 5,500 people through our court and community efforts. Mediation empowers parties to resolve disputes themselves, which means that fewer people end up in court. Fewer people in court allows court personnel to better serve those who do need their services.

Experienced Mediators Trained in Family Mediation

In June 2010, we were pleased to conduct our very first 28-hour Family Mediation Training. This engaging training provided experienced mediators with the knowledge and skills necessary to assist couples in dissolving their relationships to create a comprehensive settlement agreement. Staff from Community Service Programs, OC Human Relations and 11 current DRP volunteer mediators participated in the training. The training covered topics including the psychology of marriage and divorce, domestic violence, family law and mediating property division, child custody, visitation and support issues. The participants are currently completing the mentored clinical practicum portion of the training.



Volunteers Get Hands-on Training

OC Human Relations’ Dispute Resolution Program relies on its accomplished volunteers to provide free mediation services to the community. Community members who volunteer receive extensive classroom training along with opportunities to develop their newly acquired skills under the supervision of seasoned mediators. These volunteers help people in the community and courts to resolve their conflicts. The 32-hour mediation training that begins the volunteer experience is offered four times a year. Last year, 58 people completed this mediation training. For more information, refer to our Volunteer & Internship page at www.ochumanrelations.org or call 714-567-7470.



*Volunteers donated the
equivalent of 5 full-time
staff positions to OC
Human Relations last year*

Responding to Hate Crimes

Hate directed against one member of a community impacts everyone in that community. OC Human Relations recognizes the importance of combatting hate and supporting victims in collaboration with law enforcement and community-based organizations.

Since 1991, the OC Human Relations Commission has collected data from law enforcement and community agencies to publish an annual report of hate crimes and incidents in the county. In October 2009, the Commission offered its second annual "OC Conference Against Hate Crime" that brought together over 100 law enforcement and community members to attend expert-delivered workshops and develop prevention strategies. The workshops included: Hate Crime: 1st Response Through Prosecution; Hate Crime 101; Underreporting: A Community Issue; Bullying in Schools: Harassment Puts Gay Youth at Risk; and, A Protocol for Responding to Hate Crimes and Incidents on Campus.

77 Hate Crimes Reported in Orange County in 2009

BY VICTIMS

- 16 African American
- 16 Multiple
- 14 Jewish
- 10 Muslim/Middle Eastern
- 6 Latino
- 6 Gay/Lesbian
- 7 Asian
- 2 White

The full 2009 report is available on line at www.ochumanrelations.org

Orange County's Favorite: Walk in My Shoes Youth Conferences

More than 1,000 students, teachers and administrators from 50 Orange County middle and high schools attended this year's Walk In My Shoes Youth Conferences. Conferences were held at UC Irvine for high school students and Cal State Fullerton for middle school students. Students reported that they left inspired and motivated to create change in their schools and communities.



What's Up With Adults?

Dismayed by so many incidents of adult rudeness in the media, interns with the Human Relations Associates' Program developed a cross-generational campaign to challenge adults to treat each other with dignity and respect, hence, "What's Up with Adults?"

In a thought-provoking video, OC Human Relations' HRAPers remind adults to "listen and don't interrupt, give everyone the opportunity to be heard, be open to learning, it's OK to disagree, no put downs," among other suggestions. After the video, viewers were encouraged to take a test to find out just how "mature" they really are when confronting difficult situations.



I Change Myself, I Change the World

After discovering that students at Cesar Chavez High School in Santa Ana couldn't name any female role models outside of their families or the tabloids, Senior Human Relations Specialist Rigo Maldonado began a six-month project to educate and empower the students. Students were challenged to think about ways to break barriers, build community and deepen their understanding of women's histories.

The resulting mural - featuring four of the women they studied - was unveiled to a crowd of students, teachers, local elected officials, school board members and community allies on March 26th, 2010 as part of the Cesar Chavez Day Celebration.

Recognizing Efforts Of Local Leaders

Over 500 guests attended AWARDS 39, an inspirational multi-media event on May 1, 2009 at the Grove of Anaheim. OC Human Relations rolled out the red carpet to honor schools, community members and law enforcement for their efforts to make Orange County a safer and more respectful place for all people to live, work and attend school. Our title sponsor, ING, was joined by our other sponsors including businesses, cities, foundations, college districts, universities and individuals to honor those in our community who strive to make it a better place for everyone. This annual fundraiser also helps support OC Human Relations' school and community-based programs. This year's awardees were:

Distinguished School Inter-Group Relations Awards recognize exceptional contributions to promoting, nurturing, protecting and/or cultivating a campus that is safe, welcoming and equitable.

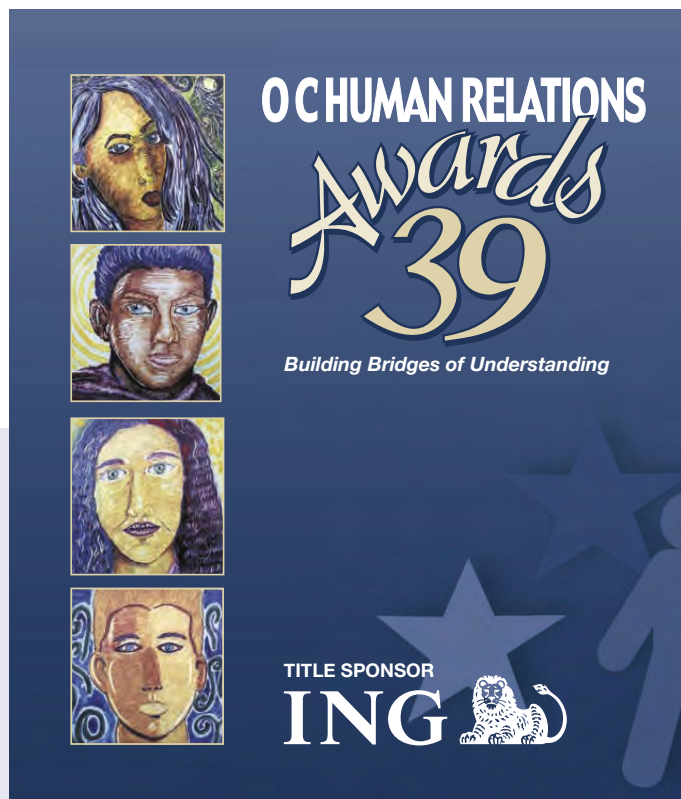
- Buena Park Jr. High School
- Fullerton Union High School
- Loara High School

Model Community-Policing Awards recognize departments that have tailored creative strategies to provide service and build positive relationships with their communities.

- Santa Ana Police Athletic and Activity League (SAPAAL)
- City of San Juan Capistrano Gang Reduction and Intervention Program (GRIP)

Diverse Community Leadership Awards honor individuals or groups that made extraordinary contributions to Orange County in human or civil rights.

- Dr. Arinder Singh Chadha
- Jacqueline Johnson
- Students ACT, CSUF
- Kimberly McGlaughlin and Roxanna Jimenez
- Tom Thorkelson
- Leonel Velazquez
- **"Courage in the Media" Award**
Yvette Cabrera, The Orange County Register



Complete Audit

The private non-profit 501©3 OC Human Relations Council's independent audit was conducted by the firm Sasaki/Shishima & Company, CPA's. The auditors issued an unqualified opinion for the year ending June 30, 2010 concluding that OC Human Relations finances were in compliance with standard accounting principles.

OC Human Relations Fiscal Year 2009-10 total cash expenses were \$1,942,246 and income was \$1,925,339. In-kind contributions were valued at \$318,090. The audit reported Assets of \$2,443,696 with Liabilities of \$409,895 for a year-end Equity of \$2,033,801.

Functional Expense Breakdown

Program Services:	89%
Support Services:	6%
Fundraising:	5%

OC Human Relations shows **good stewardship** of your donations - 89% goes directly to programs.

OC Human Relations is a partnership between OC Human Relations Commission, a public institution, and OC Human Relations Council, a non-profit. 501(C) 3 organization.



OC Human Relations Staff

Staffing

The total non-profit staff grew by two to 21 full-time equivalent positions in the fiscal year ending June 30, 2010 with the expansion of the mediation program. They were augmented by 13,615 hours from volunteers who served as mediators, Board members, Commissioners, Community Partners, and interns, as well as individuals who donated their professional services. The Commission staff lost a position to the fiscal crisis this year ending the year with 3 full-time positions.

County Support of Public Commission

The Orange County Board of Supervisors, facing the most difficult budget year in a decade, reduced the Commission's funding by 24% from \$399,000 this year to \$302,000 for Fiscal Year 2010-11. This was augmented in 2009-10 with \$213,000 from private sources to support the OC Human Relations Commission.

Private Support of Nonprofit Programs

Generous donations from individuals, businesses and foundations totaling about \$1,072,000 were facilitated by the investment of time, energy and resources by our Community Partners and Board of Directors. Fees for services brought in \$750,000 of income, twenty-two cities paid \$89,000 in dues and interest accounted for \$23,000. These funds supported the non-profit charitable programming expenses of \$1,945,000 in FY 2009-10.



Platinum - \$10,000 - 24,999

Alcoa Foundation
Crevier BMW
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Employees Community Fund of Boeing CA
Hoag Hospital

Silver- \$2,500 - 4,999

Allergan Foundation
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Tina Correa

OC Human Relations Community Partners

Titanium - \$25,000 and above

County of Orange
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Foundation

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So Cal Gas Co & SDG&E
Wells Fargo Foundation
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Gold - \$5,000 - 9,999

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Team Kids, Inc
William Gillespie Foundation

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Margolis Family Foundation

N.O.C. Community College District
OC Credit Union

Parking Concepts
Robert L. Hill

Sares-Regis Group
Schools First Federal Credit Union

SCMA Education Fund
S.O.C. Community College District

Tom Thorkelson
University of California, Irvine

Bronze - \$1,000 to 2,499

Angels Baseball
Albert Ehrke
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Christ Our Redeemer AME Church
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Laguna Niguel
La Habra
Lake Forest
La Palma

Los Alamitos
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Santa Ana
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Yorba Linda

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Paula Guerra
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Quang Tue Tran
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Stephen Connolly
Deirdre and Steven Franks
Steven Coskie
Sue Blandford
Susan Parmelee
Suzanne Darweesh
Suzanne M. Casazza
T.R Black
Tamara Polk
Tami A. Sato
Tammy Peng
Tawny Mazareh
Teresa Gomez
Terry Erwin
The Grove of Anaheim
Tim Schilling
Trader Joe's
Transportation Corridor Agency
Trevor Meyer
Trudi Meyers
Tycho Lorenzanz
Vicki Walker
Victor Pham
Victoria Stephenson
Vincent DeVargas
Vincent White
Virginia & Bob Gardner
Wagma Yonus
Wanda Shaffer
White Apron Meats
Yadira Gomez
Yolanda Hernandez
Yvette Garcia
Zachary Taylor Yates
Zonta Club of Newport Harbor Inc.

Thank You!



Team Building at BearPaw Camp

Located in the beautiful San Bernardino National Forest, **BearPaw Preserve** is home to a unique camp operated by OC Human Relations' BRIDGES program. Last year, BearPaw welcomed 355 students and 31 teachers at 19 retreats and two week-long human relations camps. While there, students participated in dialogues, trainings, workshops, role-plays and art projects to build human relations awareness, knowledge and skills.

Students are trained in group facilitation, conflict resolution, and youth organizing. Each camp is further enhanced by outdoor team-building activities, including a lower ropes course, trust walks, hikes and campfires. BearPaw provides an extraordinary opportunity for students of diverse backgrounds to gain human relations experience through this invaluable facility.

21 Diverse Student Interns Develop Advanced Leadership Skills

The Human Relations Associate Program (HRAP) is a year-long internship program that provides advanced human relations training to a diverse cross-section of Orange County middle and high school students. HRAP members are expected to take the skills learned back to their schools to empower the efforts of their peers in creating safe, inclusive and equitable school campuses.

Social Justice Week

Helping coordinate activities to support social justice in Orange County.

What's Up With Adults?

Developing a five-minute video about civility and presenting it on Youtube.

READY TO CHANGE THE WORLD

Take a look at what these young leaders have been doing in the last year with your support:

Youth Speak

Organizing a county-wide speech contest on civil rights issues.

Board Of Directors

Representing youth voices as a voting member of our Board of Directors.

Walk In My Shoes

Serving as hosts, emcees and presenters for 1,000 Orange County students at this human relations conference.

Creating Campus Change

Working with our BRIDGES program to create safe, inclusive and equitable schools.

Inter-campus Networks

Sharing strategies about projects and campaigns on their campuses.

Speakers Symposium

Speaking on human relations and human rights issues and bringing dozens of presenters to high school campuses to raise awareness.

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Printing of this annual report was made possible by a generous donation by Don Crevier, Crevier BMW

