



Annual Report 2010-11

OC Human Relations Commission Turns 40

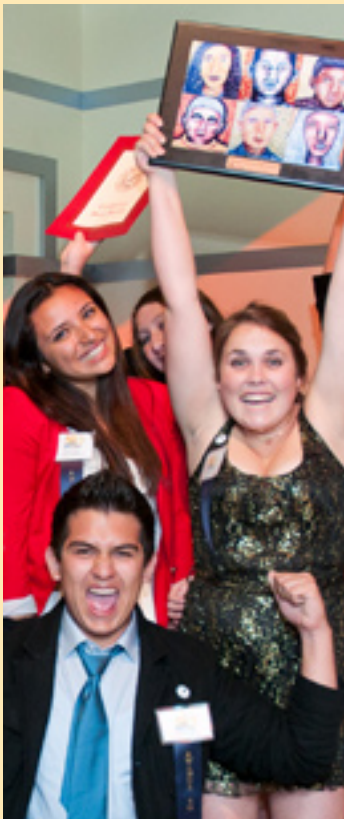
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Over the last 40 years we have seen Orange County change dramatically from a sleepy suburban community to a diverse urban county of more than three million people. With that transition came changing communities, different languages and new customs. At times, though, it also brought hate crime, struggles between emerging and existing communities and intergroup conflict.

During these years, the OC Human Relations Commission developed programs and projects to bring people together, foster understanding and acceptance and prevent violence.

We have helped create safe and inclusive schools and equipped them with young leaders through our BRIDGES School Program. We have trained countless mediators to resolve conflict peacefully in their homes, workplaces, schools and communities. And, we have responded to hate crimes by assisting those who have been targeted and by helping to heal the communities divided by those hate crimes.

Forty years has also brought change within the Commission: once we resisted a police chief serving on the Commission, now we thrive with the new perspectives added to the mix; once we struggled with the idea of raising funds, now we are empowered by our success at it; once we were entirely government staffed and funded, and now we have no government staff and our funding is diverse.

Our community, state, country and world are in a constant state of change, and while that change brings challenges, together we have learned to grow and thrive with the changes, adapting to each new normal. Everyone resists change, but our future depends on our learning to adapt to a changing environment and finding new ways to appreciate the opportunities it provides. Thanks for sticking with us.

Handwritten signature of Rusty Kennedy in blue ink.

Rusty Kennedy, Executive Director



Outcomes

CREATE SAFE AND INCLUSIVE COMMUNITIES

...through the award winning BRIDGES: School Inter-Group Relations and Violence Prevention Program in 20 Middle and High Schools throughout Orange County.

- **40,500 People** participated in this year's **BRIDGES Program**
- **448 Students** and **20 Teachers** participated in **22 Task Force Retreats**
- **719 Students** participated in **14 Human Relations Retreats**
- **21,719 Students** participated in **74 Human Relations Initiatives**
- **10,674 Students** took part in **436 Task Force Meetings**



DEVELOP DIVERSE LEADERS

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

- **122 People** completed **4 Basic Mediation Certification Trainings**
- **39 Advanced Mediation Workshops** were offered to **1,169 People**
- **70 Police Officers** participated in **Diversity Training Sessions**
- **16 High School Students** completed a year-long **Human Relations Internship**



MEDIATE CONFLICT

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

- **5,498 People** received **Mediation Services**
- **2,258 Mediations** were conducted with a **78% Success Rate**
- **136 Volunteer Mediators** served in our **Dispute Resolution Program**
- **50 Police/Community Reconciliation Cases** were handled from **20 Law Enforcement Agencies**



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.

- **450 Participants** attended **12 Hate Crime Presentations**
- **20,328 Residents** heard **821 Human Relations Presentations**
- **200 Sikhs and Muslims** participated in **Human Relations Commission Listening Sessions**
- **550 students and teachers** attended **Walk In My Shoes Symposium** at UCI



Creating Safe and Inclusive Communities

Schools Participating in BRIDGES 2010-2011

Anaheim

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

Buena Park

Buena Park Junior 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

Huntington Beach

Huntington Beach High School

Newport Beach

Newport Harbor High School

Placentia

Valadez Middle School Academy

Westminster

La Quinta High School

County-Wide BRIDGES Programs

OC Youth Organizers
Walk In My Shoes Youth Conference
BRIDGES Summer Leadership Camp
BearPaw Preserve Retreats

Residents get \$750k for Safer Route to School

When residents of the Las Palmas neighborhood in Central San Clemente came together to improve their community they quickly decided it was **all about safety**. Young children and parents had to navigate a number of tricky traffic obstacles on foot in order to get to school. For two years, residents attended community meetings and leadership trainings, led by OC Human Relations, to learn how low-income residents could work together to create change. Last year their efforts paid off when they worked with city staff and city council members to get \$750,000 allocated to create a safer route to school through Max Berg Park! Residents are currently monitoring the progress of the new plan to ensure its completion.



No B.S. at School!

In spring 2011 the BRIDGES School Program at Savanna High School revealed a **new campaign to increase respect and acceptance** on campus. The eye-catching title “No B.S.” stands for “No Bullying or Stereotyping.” More than 60 students and staff shared their personal stories and experiences on the topic, which were then made into posters and hung around campus.

This is just one example of the way BRIDGES is making a difference in OC 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.

Students, faculty and staff 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 different people from different backgrounds, cultures and experiences, while helping to prepare them for higher education and a diverse work force.

When all people feel safe and included and schools create communities and campuses where everyone feels they belong, we maximize the learning of our students and the teaching of our educators.



Making Success a Reality at an Alternative High

During the 2010-2011 academic year, the BRIDGES Program **branched out in a new direction**. Partnering with the Community Day Alternative School in Anaheim, BRIDGES staff delivered a 10-week component of BRIDGES called the Skills for Success Program. Twenty-five students successfully completed the program.

Skills for Success is designed to help students who are performing below expectations and assist them in the areas of goal setting, conflict resolution, self-esteem and identity, developing communication, decision-making, and academic planning skills. The students were given activities, role plays, and other interactive exercises to help illustrate to them the value and significance of these skills in achieving success.

Developing Diverse Leaders



Growing Community One Seed at a Time

When the small Los Mares neighborhood in San Clemente was first identified by our Community Building team as a site for a **community garden**, it was unclear if the neighbors would welcome the project. But last year “El Jardin de Los Mares” was completed and the residents have grown to love the garden and the sense of community it has fostered.

Families and volunteers work in the garden every weekend and use the fresh herbs, fruits and vegetables in their homes throughout the week. OC Human Relations partnered with Temple University’s Intergenerational Center and their Communities for All Ages initiative to work in the Los Mares neighborhood. Over the past 18 months, our staff has worked with residents of all ages to: form a neighborhood leadership group that meets weekly; create a youth group that receives training from the OC Sheriff in leadership development and self-esteem; organize community clean ups with the City of San Clemente; and, is working to create a mural to welcome visitors to the Community Garden. The OC Sheriff reports that residents are reaching out to law enforcement for the first time and are taking the lead in creating a safer community for their neighbors and for themselves.



Over 550 Students Attend Walk in My Shoes Youth Conference

Middle and high school students from throughout Orange County came together for the 22nd Annual Walk In My Shoes Youth Conference in November 2010, to explore issues of identity and culture, develop their leadership skills and be exposed to examples of successful youth activism. Held at UC Irvine, the goal of WIMS is to empower and mobilize students to work towards creating positive social change. WIMS continues to be a favorite event among Orange County’s students and teachers.

Young Leaders go to BRIDGES Boot Camp

OC Human Relations offered two dynamic **student-leadership camps** for 40 diverse BRIDGES Program students at the BearPaw Preserve in the San Bernardino Mountains. Students participate in activities, dialogues and skill building exercises about human relations and social justice issues. They learn mediation and negotiation techniques as they develop the skills to organize their peers and take a stand against hate and violence, combat injustice and create schools and communities that are safe, inclusive and equitable for ALL students.



“The BRIDGES camp opened my mind in ways I could never imagine.

This gives us a time to express our ideas and be with people who share the same interests and values.

One word that describes this camp would be simply: empowering.”

—BRIDGES Camp Graduate

2010-2011 OCYO Graduates

- Andy Tovar**, Loara High School, Anaheim
- Kara Bumer**, Loara High School, Anaheim
- Wendy Almaguer**, Loara High School, Anaheim
- David Villanueva**, Los Amigos High School, Fountain Valley
- Kathy Tran**, Los Amigos High School, Fountain Valley
- Julian Quinones**, Servite High School, Anaheim
- Amanda Recio**, Western High School, Anaheim
- Francisco Mariano**, Western High School, Anaheim
- Abriana Fernandez**, Magnolia High School, Anaheim
- Jennifer Ledesma**, Magnolia High School, Anaheim
- Susana Flores**, Magnolia High School, Anaheim
- Amanda Bastien**, Corona del Mar High School
- Rachael Somerville**, Corona del Mar High School
- Maria Contreras**, Katella High School, Anaheim
- Christopher Nguyen**, La Quinta High School, Westminster
- Jen Beard**, Newport Harbor High School



Student Leaders Making a Difference in the World

Orange County Youth Organizers (OCYO) is a **year-long internship** program that provides advanced human relations training to a diverse cross-section of Orange County youth. Students meet monthly to discuss social justice issues, learn new skills and develop workshops and community presentations. OCYO 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.

“I’ve been involved (in OCYO) for three years and I think within those three years I’ve grown more than probably the rest combined.”

—Rachel, 2011 OCYO Graduate



2011 YouthSpeak Speech Contest

When we asked OC students, “Why and how are youth the right people to put an end to bullying?” 2011 YouthSpeak winner Elisa Rodriguez submitted her answer along with over 70 other local students who submitted entries. OC students in grades 8 through 12 were invited to prepare a short **speech about ending bullying**.

Through the generous donations of our Board Members and Community Partners, finalists Jimmy Tran of Magnolia High School and Bushra Malik of Sunny Hills High School received \$250 scholarships, and winner Elisa Rodriguez received a \$500 scholarship. These exceptional students prove that they are the right people to put an end to bullying—as Jimmy Tran put it, “Believe that you are enough, believe that we are enough. Be a youth who stands for peace, respect, and harmony, not discrimination, prejudice, or hate. United, we are the youth of America, and we can stop bullying.”

“I can change the world and together we can all stop bullying.”

—Elisa Rodriguez

Mediating Conflict

Diverse Volunteers Boost Mediation Program

One hundred twelve volunteers completed our **32-hour Basic Mediation Training**, coming from the community and schools including the University of California at Los Angeles, Riverside and Irvine, Chapman University, Cal State University at Dominguez Hills, Fullerton, Humboldt, Long Beach, and San Diego, New York University, Creighton University, Whittier Law School, Western University College of Law, Sarah Lawrence College, New York Law School, Pepperdine University, University of Florida, Ave Maria Law School, Orange Coast Community College, Lakewood College, and One Stop Centers, as well as students from Germany, Belgium, and Egypt.

This year **Advanced Mediation Trainings** were also offered in small claims judgment/debtor agreements, cross cultural communications, mediating civil harassment cases, mediating unlawful detainer cases, mediating mandatory settlement conferences, and limited & unlimited civil cases.

Volunteer Profile: Julea Love

*During a career transition in November 2010, I walked into the Irvine One Stop Center and signed up for the Managing Conflict Workshop, presented by OC Human Relations. **Helping others to resolve conflict through communication that fosters understanding has always been in my DNA, so I was thrilled to learn about the upcoming Basic Mediation Training. The rest is history. I absolutely love mediating and plan to be doing it in some form for the rest of my days! Mediation skills greatly enhance personal and professional development in any stage of life. I'm so appreciative of the OC Human Relations staff for the exceptional mediation training and services they provide. I'm honored to be part of OC Human Relations and to share how the staff and organization have impacted my life.***

"In these times of international turmoil and conflict, national partisan bickering, and local insensitivity to diverse residents stoked by anonymous taunting, there is a crying need for peace makers, mediators and bridge builders."

—Marcus Gonzalez, President, OC Human Relations Board of Directors

Mediation Coming to a Neighborhood Near You

Mediation Clinics were expanded this year to include Abrazar, El Modena, Garnett, Gilbert, Richman, and Corbin Community Centers in Westminster, Orange, Fullerton and Santa Ana.

In partnership with One Stop Centers, we delivered **40 Human Relations Workshops** to build community skills in conflict resolution and reconciliation.

Community Skills Workshops

- 20** Managing Conflict
- 7** Diversity Awareness
- 7** Facilitating Dialogues
- 2** Landlord/Tenant Rights and Responsibilities
- 2** Stress Management and Mediation Services
- 2** Identity Theft Prevention

Family Disputes Settled

The new **Family Mediation Program** handled 100 mediations this year and achieved a 71% agreement rate for the 74 of those cases that were court-based. An additional Family Mediation Training was offered in February enabling OC Human Relations to expand its pool of volunteer mediators.



56 Hate Crimes Reported in Orange County in 2010, by victim:

- 18 African-American
- 8 Muslim/Arab
- 4 Latino
- 5 Gay/Lesbian
- 3 Jewish
- 3 Asian
- 3 Christian
- 8 Multiple Targets
- 4 Other (2 White, 1 Buddhist, and 1 Disabled)

10 Years After 9/11—Sikhs and Muslims Share Stories at Listening Sessions

The OC Human Relations Commission decided to look into the **status of some of the groups** that were victims of hate crimes after 9/11, now that 10 years have passed. In particular Muslim and Sikh concerns were reported to the Commission, so initial outreach focused on those two communities. To surface their stories, two Listening Sessions were conducted in May 2011 at the Sikh Gurdwara services in Santa Ana and Buena Park. Two Muslim Listening Sessions were held in June at the Islamic Institute of Orange County in Anaheim and at the Islamic Society of Orange County in Garden Grove. Many stories were shared by both communities.

Both communities reported an increase in discrimination and harassment and have feared for their safety in the last ten years. Both also stressed the importance of sharing their stories and finding ways to introduce their faith to others. A report on the Listening Sessions that includes stories, key issues and recommendations was released by OC Human Relations in September 2011 and is available on our website.

Hate Crime Continues Four-Year Downward Trend

OC Human Relations has been **tracking hate crimes and incidents in Orange County** since 1991. In 2010, the number of hate crimes decreased, but some disturbing trends continued. African-Americans accounted for about one-third of all reported hate crimes in 2010. In addition, underreporting, especially by the LGBT and



immigrant communities, seems to have continued. Community leaders expressed grave concern about the reported numbers as they felt the number of crimes reported does not reflect the actual, larger number committed each year. The full report can be viewed at www.ochumanrelations.org.

Commission Calls for a Return to Civility

The OC Human Relations Commission has stayed **committed to the safety and well-being of the people** in Orange County and the importance of respecting all the differences that make our county so unique. To that end, the Commission released a statement in March 2011 in response to speakers and protests at a Muslim charity event held on February 13, 2011 at the Yorba Linda Community Center. Among other things, the Commission called on leaders who speak to large groups and have many people who listen to their words, to tamp down the generalizations that vilify whole groups of people, called on organizations and groups to shun speakers whose hateful rhetoric and violent innuendo polarizes people, scapegoats, and incites bigotry and violence and called on all Orange County residents to come together to condemn these acts of bigotry. The full statement can be read on our website in the press release archives.

When Bullying Meets Technology

In 2010, a rash of bullying-related suicides made national headlines and our nation grappled with **how to support young people** who embrace the technology that is so dominant in their lives. OC Human Relations responded by pulling together a panel of experts addressing both social media and bullying. The event was a great success as the panel spoke to a packed room, many of whom “tweeted” their thoughts and questions live. To follow up, bullying resources were posted on-line and OC Human Relations made additional presentations at schools and conferences throughout the county.



“I was a kid when September 11 occurred. It was the worst thing that ever happened to me. I was constantly harassed. I got beaten up in the locker room, they would pull my scarf but I didn’t want to tell anybody.”

—Orange County Muslim Student

AWARDS 40: OC Human Relations Celebrates 40 Years of Service to Orange County

On May 5, 2011, OC Human Relations celebrated its 40th Anniversary with a packed house and an enthusiastic crowd as it **honored 11 remarkable community leaders, law enforcement agencies and schools** for their outstanding human relations efforts. Presented by title sponsors ING, AWARDS 40 was held at The Grove of Anaheim and was one of OC Human Relations' most successful and well-attended events.



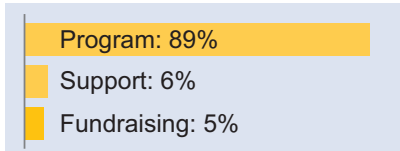
Program Support

Complete Audit

The private non-profit 501(c) (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, 2011 concluding that OC Human Relations' finances were in compliance with standard accounting principles.

OC Human Relations' Fiscal Year 2010-11 total cash expenses were \$1,843,000 and income was \$1,473,000. In-kind contributions were valued at \$156,000. The audit reported assets of \$1,940,000 with Liabilities of \$277,009, equity of \$1,663,000 for a year-end total liabilities and equity of \$1,940,000.

Where the Money Goes



County Support of Public Commission

Facing continuing budget challenges, the Orange County Board of Supervisors froze the Commission's General Fund support at \$302,000 for Fiscal Year 2010-11. This was augmented in 2010-11 with \$232,000 from private sources to support the OC Human Relations Commission. The Board of Supervisors also voted to eliminate the County staff support of the Commission as of July 1, 2011, and contract out with the non-profit OC Human Relations Council, to provide staff support for the Commission at a flat rate set for 5 years at \$302,000 annually.

Private Support of Non-Profit Programs

Generous donations from individuals, businesses and foundations totaling about \$502,000 were facilitated by the investment of time, energy and resources by our Community Partners and Board of Directors. Fees for services brought in \$693,000 of income, twenty-two cities paid \$102,000 in dues, and interest accounted for \$16,000. These funds supported the non-profit charitable programming expenses of \$1,843,000 in FY 2010-11.

2011 Human Relations Awards

Lifetime Achievement Award

Sisters of St. Joseph of Orange

Civil Rights in History Award

Sandra Robbie

Community Leader Awards

Ralph Bauer

Dr. Muzammil Siddiqi

Felipe Heras

Sundaram Rama

Dr. Thomas Parham

Rabbi Allen Krause

Distinguished School Awards

Los Amigos High School

Newport Harbor High School

Community-Policing Award

Tustin Police Department

Staffing

The total non-profit staff was reduced by two to 19 full-time equivalent positions for the fiscal year ending 6/30/11. They were augmented by 10,033 hours from volunteers who serve as mediators, Board members, Commissioners, Partners, and interns, as well as individuals who donated their professional services.

The Commission staff consisted of three County positions at year end.



Dr. Gurpreet Singh Ahuja pictured here with Eli Reyna at the Sikh Listening Session. This was Eli's last project before ending his 20 years with OC Human Relations.

Thank You to Our Donors...

...for helping to make Orange County a better place for ALL to live, work, go to school and do business.

Donors FY 2010-11

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AWARDS 40 Lifetime Achievement Awardees Sisters of St. Joseph of Orange

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 OC Community Housing Corporation
 OC Department of Education
 OC Employees Association
 Ondina Hernandez
 Oppenheimer Funds Legacy
 Patrick P. Spielman
 Patty Juarez
 Paul Greenwald
 Paul Tuck
 Paula Guerra
 Peter G. Welsh
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Sande Hart
 Sea Country Counseling Services
 Shannon Stealey
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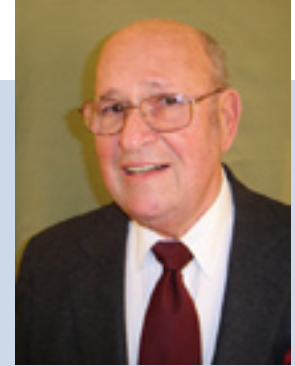
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On July 4, 2011 longtime Commissioner and Board member, Felix Schwarz, passed away while on vacation in London. His advocacy of health care for all and dedication to human relations will be missed.

"As the world undergoes great turmoil and our local communities experience the uncertainties of the global economy, we are challenged to continue to invest in human relations institutions that create stability and unity. We remember those who died ten years ago on 9/11 and come together across our differences to show the world the strength that comes from diversity."

—Mark Gaughan, President, OC Human Relations Community Partners
Public Affairs Director, The Gas Company & SDG&E

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