



OC Human Relations

Building community by fostering respect, resolving conflict and pursuing equality



2011-12 Annual Report





Building Community

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OC Human Relations

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.*

President & Chair Message

In the aftermath of the tragic death of Kelly Thomas, a homeless, mentally ill man, at the hands of Fullerton Police officers, OC Human Relations was called on to help the city seek justice, promote transparency, and develop a comprehensive plan to prevent a similar tragedy from ever occurring again. This crisis intervention became the top priority of our organization last year and a model of community-wide collaboration for better human relations.

When Anaheim was rocked with increased gang violence and police shootings, OC Human Relations was there to facilitate a critical dialogue between police and the community, torn over the rumors regarding the death of Angel Hernandez.

As the Jewish community reacted with outrage over perceived anti-Semitic comments by a Santa Ana councilmember, OC Human Relations mediated and brought the Latino and Jewish communities together in a long overdue dialogue.

As headlines exploded with the deadly shooting of Sikhs at their temple in Wisconsin, the Commission's outreach to the Sikh and Muslim communities in Orange County and ensuing educational initiative to the community at large became particularly poignant.

*Together we can face these challenges, but we must remain vigilant in our investment in human relations programs that **Build Community by Fostering Respect, Resolving Conflict, and Pursuing Equality.** We believe that it is only through this investment that we have the human relations infrastructure in place, and are ready ourselves to turn conflict into learning, transform crisis into community building, and pursue the justice we all desire in the world.*

Carol Turpen, *Chair*
OC Human Relations
Commission

Jim McQueen, *President*
Board of Directors



Outcomes

FOSTERING RESPECT

...through the nationally recognized BRIDGES school anti-bullying program and the actions of the OC Human Relations Commission.

- **40,828 students, teachers, parents, administrators, staff and community members** engaged in this year's **BRIDGES School Inter-Group Relations and Violence Prevention Program.**
- **21,996 students** took part in **51 school-wide human relations initiatives.**
- **34 city councils and 28 school districts** learned through the **Commission's Listening Sessions Report** about the plight of the Sikh and Muslim children in Orange County.

RESOLVING CONFLICT

...throughout Orange County encouraging mediation and dialogue as an alternative to litigation or violence.

- **147 trainees** were certified in **5 Basic Mediation and 2 Basic Family Mediation Trainings** through the Dispute Resolution Program.
- **5,749 people** received **mediation services.**
- **2,000 mediations** were conducted with an **80% success rate.**

PURSUING EQUALITY

...on behalf of diverse communities through education, leadership development, and crisis intervention.

- **200 residents** engaged in the **Ponderosa Police/Community Forum** in the aftermath of the police shooting death of Angel Hernandez.
- **64 hate crimes** were **documented and responded to** with victim support.
- **50 meetings over 11 months, and hundreds of hours of preparation** were invested to **pursue the truth, and prevent a reoccurrence** in the aftermath of the death of Kelly Thomas, a mentally ill homeless man, at the hands of Fullerton police.





Fostering Respect

Listening Sessions Report Taken to Every City

In the aftermath of 9/11, Sikhs and Muslims were targets of hate crime in unprecedented numbers. The OC Human Relations Commission created Listening Sessions to determine the status of Sikhs and Muslims 10 years after this tragically misguided spate of hate crimes targeted them. The listening sessions were held after services at Sikh Gurdwaras and Muslim Mosques to hear directly from these communities.

Over the last year, OC Human Relations made presentations to every City Council in Orange County to present the findings of that report. Additionally, every school superintendent was delivered a copy showing the high level of bullying and harassment Sikh and Muslim children are experiencing in our schools.



PHOTOS BY SINGH JAG REYAT

Tragically this fiscal year ended with the murder of innocent Sikhs at their Temple in Wisconsin. OC Human Relations, in collaboration with the Sikh and interfaith communities, held a vigil to mourn this hate violence.

2012 Human Relations Awards

Community Leader Awards

Dr. Silas H. Abrego
 The Honorable Judge Wendy S. Lindley
 The Las Palmas Leadership Team
 Michael Penn
 Reverend Dr. Sarah Halverson
 Venerable Dr. Thich Vien Ly
 Vicki Tamoush

Distinguished School Awards

Centralia Elementary School
 Valadez Middle School Academy
 Magnolia High School

Community-Policing Award

OC Sheriff's Department—
 Neighborhood Enhancement Team
 Santa Ana Unified School District
 Police Department



Schools Participating in BRIDGES 2010-2011

Anaheim Community Day
Ball Jr. High
Buena Park Jr. High
Corona Del Mar High School
Cypress High School
Fountain Valley High School
Huntington Beach High School
Katella High School
La Quinta High School
Loara High School
Los Amigos High School
Magnolia High School
Newport Harbor High School
Ocean View High School
Savanna High School
Servite High School
Sycamore Jr. High
Valadez Middle School Academy
Western High School
Westminster High School

Respect...It's the New "R" Word

When we asked OC Students, "Why should young people stand up against injustice in their communities?" 2012 YouthSpeak winner Christian Lopez submitted his answer along with over two dozen other local students in grades 8 through 12.

Through generous donations, speech contest finalists Samantha Rae Chestang of Westminster High School and Jennifer Ledesma of Magnolia High School each received a \$250 scholarship. Winner Christian Lopez received a \$500 scholarship. These exceptional students helped their school communities with initiatives to empower and motivate their peers to stand up against injustice through organizing, facilitating and educating. As Christian, who uses a wheelchair, put it "I envision people making the disabled feel equal. Treat them the same while knowing where their limits are. I envision same but different. And I envision people using the only R word, respect."

BRIDGES Skills for Success Program

CHRC completed two semester-long Skills for Success sessions at Shorecliffs Middle School in San Clemente where there was a high percentage of low-income, academically at-risk students. A total of 38 sixth and seventh graders started with failing grades and ended up graduating from the program with a "C" or above in every subject, none failed any classes. Twelve out of the 38 students are now participating in the Capo Club Soccer team and preparing for high school soccer. The students who participated



in Skills for Success have developed their leadership skills, self-esteem, and built positive attitudes toward school to become positive role models in their neighborhoods.

C.D.M.— Conformity Doesn't Matter

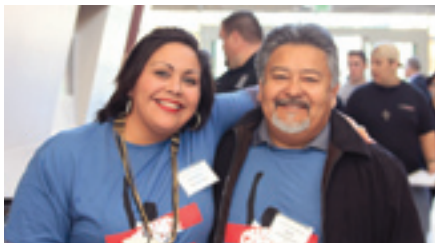
To build on the success of raising awareness around bullying last school year, Corona del Mar High School students developed a new campaign that would give tools to bystanders when bullying occurs. Corona del Mar High School's Human Relations Council developed their "Conformity Doesn't Matter" Campaign, which sought to empower the bystander and capitalize on the uniqueness of the individual. HRC students understood the importance of highlighting the diversity of the student body, and wanted to improve intergroup relations with a positive frame. Students collaborated and created allies with other leadership groups to garner support and create a stronger student movement and culture that celebrated the school's unique differences.

This year's highlights included the



30-Day Challenge, where students were challenged daily for 30 days to develop positive social habits including meeting new people, opening the door for people and eating lunch with someone new. Students also developed their "If You Really Knew Me" month where student leaders organized days in which students could write anonymous post-it notes with unique characteristics, facts and hobbies. The post-its were then collected, collaged and displayed in bright yellow arrows around campus, leading others in the right direction simply by being themselves. Students also organized "Silence the Violence Day," a day in which students took a vow of silence for victims of school violence and bullying, passed out bracelets and had a campus-wide moment of silence

administered by school administration. CdM's Human Relations Council celebrated this year's successes and is looking forward to continuing to create a campus culture that is safe, inclusive, and equitable.



Resolving Conflict

Commission “Saves Lives” In Anaheim

When Angel Hernandez was shot to death by an Anaheim Police officer, rumors swirled in the community where he lived. One story was that the police had shot him in the leg then came up and put a gun to his head and shot him point blank, execution style. The gang that Angel allegedly belonged to was rumored to have put out “a hit” on the Anaheim police.

So when Angel’s toddler son and widow joined a few hundred neighbors crowded into a room in their neighborhood to confront the police chief with these accusations, the tension was palpable. OC Human Relations Commission staff facilitated the dialogue and controlled the forum, allowing everyone to air their grievances and for Chief John Welter to respond. And respond he did, in the face of extreme emotion and

sadness Chief Welter took each person’s testimony and responded with grace, even when profanity, and overt hostility peppered the dialogue.

The truth came out: a call from the community about a group of armed gang members hanging out in an alley brought the police. The suspects ran, including Angel who was in possession of a rifle. Angel attempted to jump a fence but failed and turned with gun in hand to confront the officer. The officer shot twice and hit Angel once killing him on site.

Anaheim city manager, Bob Wingenroth approached Commission staff afterwards and said, “you saved lives that night.” He saw the community forums co-hosted by the Commission as the turning point in getting the truth to the neighborhood and helping make peace.

Kelly Thomas Death Spurs Community Action

When Kelly Thomas, a severely mentally ill homeless man, died after a tragic confrontation with Fullerton Police, the community convulsed in horror. Commission police/community relations staff immediately reached out to the family, police chief, and community to see how the Commission could help. When councilmembers and the city manager asked the Commission for assistance, we worked with them to develop a 4-part response to this human tragedy:

1. Independent criminal investigation of officers involved by District Attorney.
2. Office of Independent Review complete review of police department actions and policies.
3. Comprehensive police training in use of force, the mentally ill, and homeless.
4. Broad based community task force study of how to prevent a recurrence.

In June the City Council adopted the recommendations of the Task Force led by the Commission.



Next Generation of Peace Builders Learns How to Resolve Conflict

You don’t have to look far to find conflict – on TV, in the news and in our schools and communities. Now more than ever, it’s important that young people learn problem solving skills and how to manage conflict in a positive way. Last year over 130 Orange County students were trained by OC Human Relations, through the BRIDGES Program, to

be peer mediators who can now help students resolve conflicts on campus. Peer mediators learn how to facilitate a mediation, better understand conflict styles and how to apply the conflict cycle. Each year OC Human Relations trains students and adults of all ages to be mediators in schools, communities and courts. Learn more about our trainings on our website.

Community Skills Workshops

- 12** Managing Conflict
- 11** Diversity Awareness
- 8** Effective Negotiation
- 4** Facilitating Dialogues
- 1** Landlord/Tenant Rights and Responsibilities
- 8** Non-Verbal Communication and Active Listening
- 2** Stress Management and Mediation Services
- 1** Identity Theft Prevention

Diverse Volunteers and Interns Represented in Mediation Program

64 volunteers completed our 32- and 40-hour Basic Mediation Trainings, coming from the community and schools including California State University at Dominguez Hills, Fullerton and Long Beach, Chapman University, Creighton University, Cypress College, Irvine Valley College, Pepperdine University, Trinity Law School, University of Arizona, University of California at Irvine and Merced, University of Phoenix, Westwood College, Whittier Law School, and One Stop Centers, as well as a student from Colombia.

Common Ground Strengthens Partnership with the OneStops

The Common Ground Project, community-based mediation services, through the Dispute Resolution Program (DRP) at OC Human Relations continues to be a vital source of conflict resolution assistance to Orange County residents. For many years this project has served Orange County residents through direct services at various Community Centers welcoming walk-ins and making the service easily accessible.

Family Mediation Program Growing Steadily

The Family Mediation Program continued to grow during its third year of operation at OC Human Relations. During Fiscal Year 2011-12, the Family Mediation Program offered both court-referred and community-initiated mediation services for litigants involved in Family Court dissolution and parentage actions in Orange County.



2012 Orange County Mediation Conference co-sponsored by OC Human Relations, committee members from left to right: Debra Rocha (Chair), Alfonso Clarke (Treasurer), Senator Mimi Walters, Mari Frank and Jennifer Artim.

Program Support

Complete Audit

Sasaki, Shishima & Company, CPA's conducted the complete audit of OC Human Relations and issued an unqualified opinion for the year ending June 30, 2012 concluding that the finances were in compliance with standard accounting principles.

OC Human Relations Fiscal Year 2011-12 total cash expenses were \$1,612,000

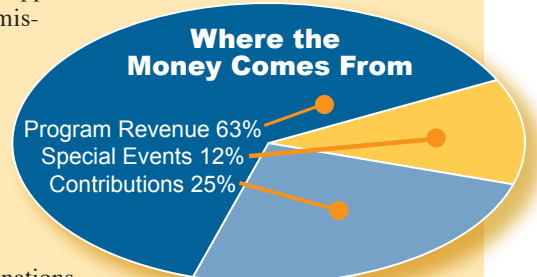
and income was \$1,606,000. Year-end assets were \$2,020,000, liabilities were \$363,000, equity was \$1,657,000, for a Total Liabilities and Equity of \$2,020,000.



County Support of OC Human Relations Commission

The County of Orange provided a grant of \$302,000 to the non-profit, OC Human Relations, to provide staff support to the public OC Human Relations Commission in the first year of a new five year agreement. Non-profit staff replaced the 3 County staff in supporting the Commission for Fiscal Year 2011-12.

The FY 2012-13 Orange County grant to the non-profit to provide staff support to the public Commission was cut to \$252,000.

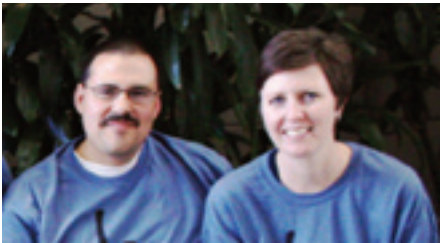


Private Support of Programs

Generous donations from individuals, businesses and foundations totaling \$539,000 were facilitated by the investment of time, energy and resources of our Community Partners and Board of Directors. Fees for services brought in \$659,000; Dues from 20 cities produced \$93,000; and \$13,000 was earned in interest; bringing total income to \$1,606,000 to support the private non-profit charitable programming expenses of OC Human Relations in FY 2011-12.

Staffing

The total staff was reduced to 19 in FY 2011-12 eliminating the County positions that had supported the Commission, and reducing the mediation staff mid-year as the Superior Court filing fees fell significantly. Volunteers serving as mediators, Board members, Commissioners, interns, Community Partners, and professionals augmented the paid staff with over 14,000 hours of donated time.



Pursuing Equality

San Clemente Communities for All Ages (CFAA)



This place-based, inter-generational initiative of the OC Human Relations Community Building Program brought residents from the Las Palmas and Los Mares neighborhoods of San Clemente together in community/police dialogues; leadership development training, and community building to

create places, practices, and policies that promote interaction across ages.

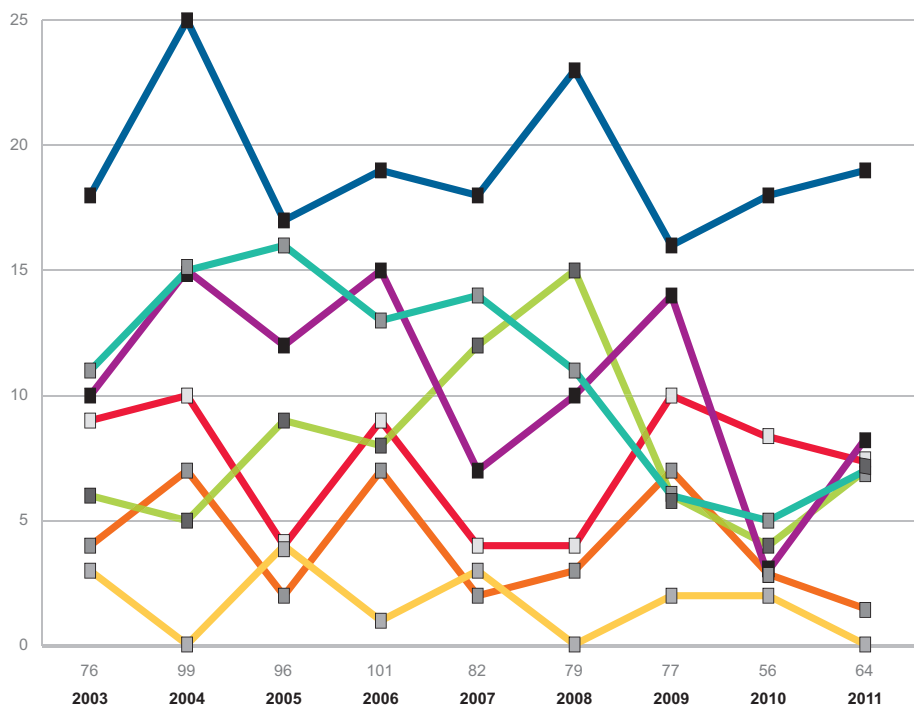
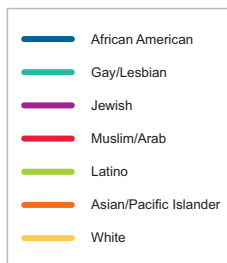
As a result of this project, the gang activities in Los Mares have decreased substantially and programs and services have increased in both neighborhoods. More than 60 youth, adults and older adults participated in the CFAA Inter-

generational Leadership Training to strengthen family function and increase civic engagement. Our partners include the San Clemente Collaborative, City of San Clemente, Henderson House, City's Human Affairs, local schools, Boys & Girls Club, OC Community Foundation, Temple University and local community members.

On December 6, 2011, the City Council approved \$915,000 for a Safe Routes to School Project. This marked the end of a two-year process to receive final approval by the members of the Las Palmas Residents Leadership Group who were relentless in their advocacy for the project. As a result, the city is placing an eight-foot wide sidewalk around the Max Berg Plaza Park, perimeter lights, and improving dangerous crosswalks between the park corners and adjacent streets. It also opened a door for park improvements and one of the group's priority streets, Calle Puente, was included in the top three priority streets that will be improved in the next three years.

Hate Crime on the Rise in Orange County in 2011

OC Human Relations Commission has documented hate crime in Orange County since 1991. In 2011 reported hate crimes rose to 64 halting a four year decline. Irvine Police Chief and OC Human Relations Commissioner, Dave Maggard, observed that he feared hate crime was significantly under-reported. He felt the Commission's leadership in documenting, responding to, and educating about hate crime was critical to encourage victims to come forward. He said OC law enforcement took every hate crime seriously knowing that these hate related crimes sought to strike terror to entire communities. The full report can be viewed at www.ochumanrelations.org.



2011-2012 OCYO Graduates

- Erika Aranda**, Savanna High School
- Evelyn Alcaraz**, Katella High School
- Francisco Mariano**, Western High School
- Jennifer Ledesma**, Magnolia High School
- Julian Quinones**, Servite High School
- Kathleen Reyes**, Loara High School
- Kathy Tran**, Los Amigos High School
- Kiefer Cohen**, Corona del Mar High School
- Maria Contreras**, Katella High School
- Marissa Arzate**, Newport Harbor High School
- Misbahun Zaidi**, Garden Grove High School
- Mason Lyle**, Corona del Mar High School
- Neetu Singh**, Loara High School
- Nicole Einbinder**, Beckman High School
- Ruby Aranki**, Savanna High School
- Paola Hernandez**, Magnolia High School
- Thao Cao**, Los Amigos High School
- Tom Le**, Los Amigos High School

Bully This!

During the 2012 school year, OCHRC staff helped schools in Orange County with initiatives to combat bullying. Staff provided professional development for educators, hosted speaker symposiums, facilitated anti-bullying student retreats, and presented at conferences sharing strategies to help schools become more compliant with California's newest anti-bullying legislation, Assembly Bill 9.

Sycamore Parent Leadership Institute

Over 25 parents from Sycamore and South Junior High Schools in the Anaheim Union High School District participated in the 2011-2012

Parent Leadership Institute. This comprehensive eight session program develops language minority parent participation in the decision-making processes of their children's schools.

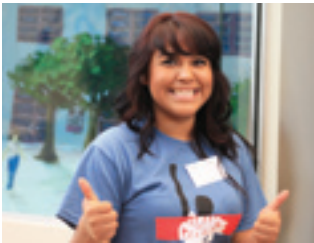
These parents come from the Anna Drive neighborhood of Anaheim and their empowerment embodies part of the solution to the challenges of this community.



Walk In My Shoes Conference Bursting at the Seams

31 middle and high schools throughout Orange County brought over 550 people to the 23rd Annual Walk In My Shoes Youth Conference in November 2011, to explore issues of identity and culture, as well as to develop their leadership skills to create safe and inclusive school campuses. Held at CSUF, the WIMS conference emphasized making a difference, with workshops including topics such as anti-bullying, body image, human trafficking, teen dating violence, and successful youth activism.





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 2011-12

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Communities for All Ages
Hoag Memorial Presbyterian Hospital
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Placentia Yorba Linda Unified School District

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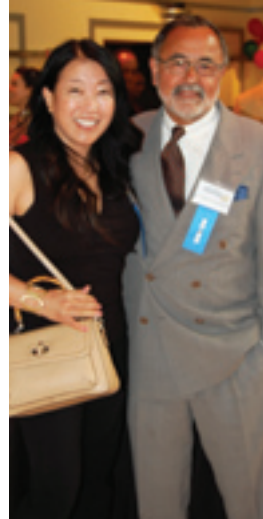
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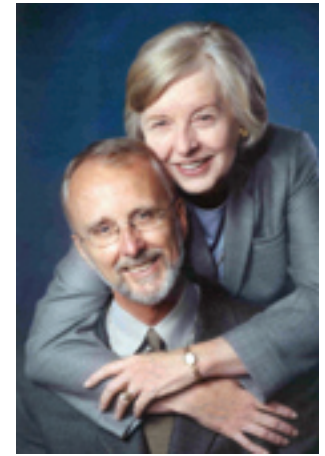
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Volunteers provided 14,372 hours of service as mediators and in other support roles to OC Human Relations. 211 Volunteer Mediators, some pictured above, served in our Dispute Resolution Program.



OC Human Relations

Building community by fostering respect, resolving conflict and pursuing equality

