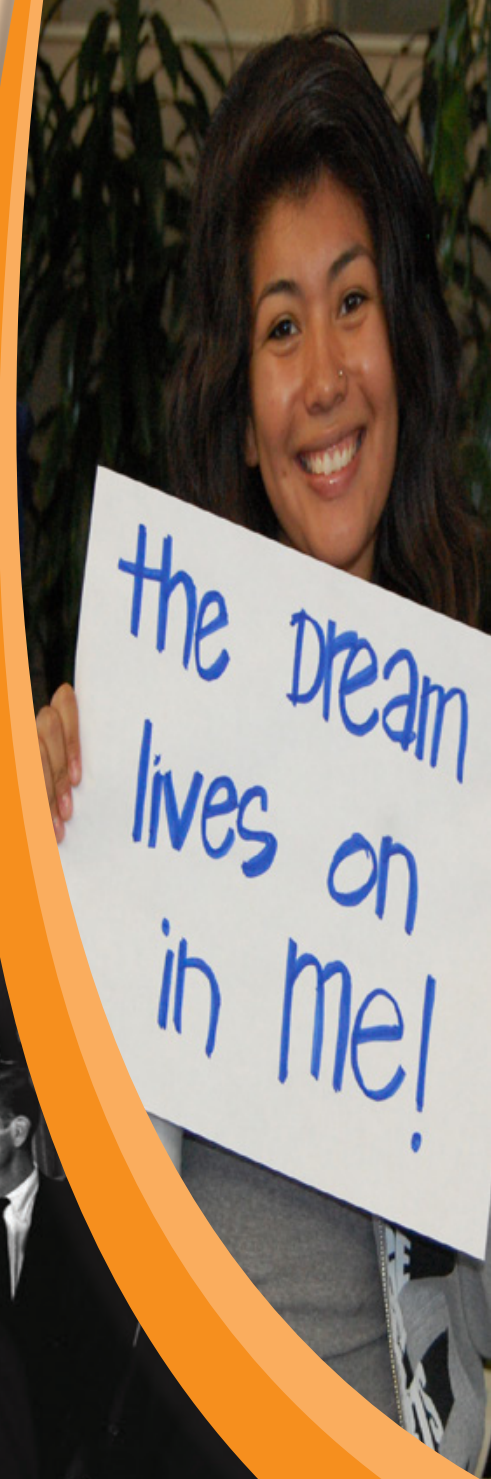


Annual Report 2013-14



OC Human Relations

Building community by fostering respect, resolving conflict and pursuing equality





OC Human Relations

Building community by fostering respect, resolving conflict and pursuing equality

Board of Directors

Jim McQueen, *President*
Attorney, McQueen & Ashman
LLP

Susan Reese, *Vice-President*
Business Owner, Susan Reese
Design

Lin Fujitsubo, *Secretary*
Development Consultant,
Community Enhancement Services

Veronica Nguyen, *Treasurer*
Founder, BeSmartee.com

Rusty Kennedy, *CEO*
OC Human Relations

Gurpreet Singh Ahuja, M.D.
Surgeon, Children's Hospital
Orange County

Julio Badin
Director of Operations,
Disneyland Park

Becky Esparza
Community Leader

Marcus Gonzalez
Graphic Design Manager,
Walt Disney Parks & Resorts

Judy Iannaccone
Director, Public Affairs &
Publications, Rancho Santiago
Community College District

Kenneth K. Inouye
Partner, Inouye, Shively,
Longtin & Klatt, LLP

Christian Lopez
Student

Minzah Malik
Manager, Hoag Hospital
Community Health

Frank Marmolejo
Historian

Leticia Mata
Assistant Vice-President,
OC Credit Union

Dr. ChorSwang Ngim, Ph.D.
Professor, CSULA

Sean Thomas,
President, TLIS

Carol Turpen
Senior Manager
Communications, Ingram Micro

Bill Wood
Retired, PacifiCare Health System

Message from the Chair

Bigotry, prejudice, and discrimination have no place in our schools or communities. As we mark the 50th year anniversary of the signing of the US Civil Rights Act, pictured on our cover, OC Human Relations has been very busy spreading this still relevant message and empowering residents to make it a reality.

We are so proud to work with Orange County's young student leaders in middle and high schools who speak up and take a stand when they witness injustice or bullying.

And, we can't help but feel optimistic when we see once disenfranchised low-income, immigrant residents consulted by city staff when prioritizing street and sidewalk improvements to better their neighborhoods.

We know that we are making important progress every day when we mediate conflict in courts and in the community, making sure that each disputant is heard and treated with respect.

This has been an exciting year for OC Human Relations! We welcomed new programs, staff, and volunteers to our organization, and increased our ability to create an Orange County where ALL people can live free from discrimination, harassment and violence.

We thank each of you who have contributed to our successes through donations, time, and your tireless commitment to treating others with respect and dignity every day.

With thanks and gratitude,

Leticia Mata
Board Chair, 2014-15

Who We Are

OC Human Relations is a non-profit, charitable 501(c)(3) organization with a 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.

The organization was first created in 1971 by the Board of Supervisors and the League of Cities to address issues of prejudice and discrimination in Orange County. In 1991 OC Human Relations was founded as a private, non-profit organization that serves all of Orange County.

We provide quality programs in schools, communities and courts to build safe and strong schools, empower active and engaged residents, find innovative ways to resolve conflict, and take a stand against hate and discrimination.



Program Outcomes

BRIDGES SAFE AND RESPECTFUL SCHOOLS PROGRAM

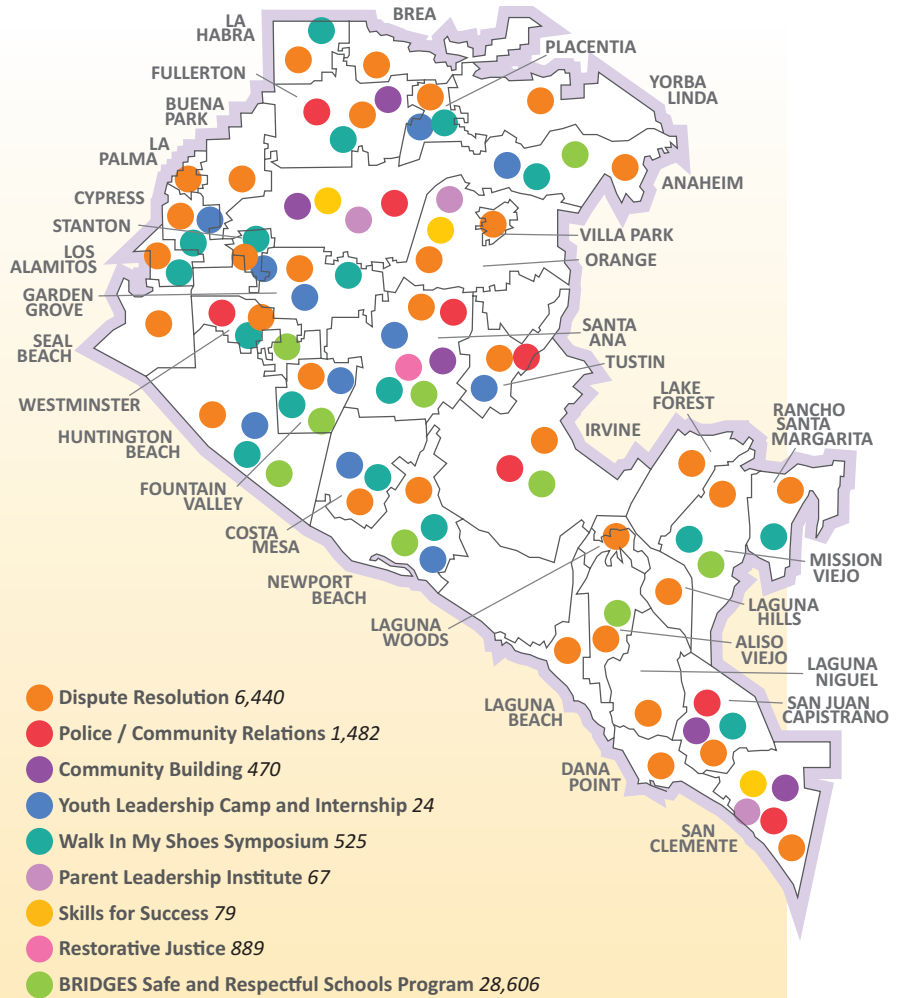
- **28,606 Students, Teachers, Staff and Parents** were impacted by the BRIDGES Program
- **525 Students and Teachers** attended the Walk in My Shoes Youth Conference
- **22 Youth Leaders** graduated from the BRIDGES Summer Leadership Camp
- **67 Language-Minority Parents** graduated from the Parent Leadership Institute
- **79 Academically At-Risk Students** completed the Skills for Success Program
- **24 BRIDGES Youth Leaders** completed the year-long OC Youth Organizers Internship Program

COMMUNITY BUILDING

- **60+ Elected Officials and Police Chiefs** attended a presentation on Managing Hate Speech at Public Meetings
- **200+ People** attended two openings of the OC Civil Rights exhibit in Santa Ana
- **49 Hate Crimes** were tracked and documented in our annual Hate Crime Report
- **30 Police Complaints** were handled through mediation or referrals to our Police Community Reconciliation Program

DISPUTE RESOLUTION

- **68 People** completed four Basic Mediation Certification Trainings and one Basic Divorce Mediation Training
- **1,197 Mediators** participated in 29 Advanced Mediation Workshops
- **6,440 People** received Mediation Services through our Dispute Resolution Program
- **2,959 Mediations** were conducted with a 71% Success Rate
- **13,154 Hours of Service** were provided by Volunteers



“Partnering with Orange County Human Relations is one of the best things you can do for a school. It brings great training and development for student leaders and staff. I have been able to rely on them to address crucial issues on our campus and in our community. The three Orange County high schools I have worked in that partnered with OC Human Relations all saw measurable improvement in their campus culture.”

—Robert Cunard,
Principal, Magnolia High School,
Anaheim Union High School District

BRIDGES SAFE AND RESPECTFUL SCHOOLS PROGRAM



BRIDGES Summer Camp: an intense, week-long camp that brings together youth from diverse backgrounds to develop their human relations knowledge and leadership, facilitation and youth organizing skills.

- 22 Students
- 10 Cities
- 13 Schools

OC Youth Organizers: a year-long internship designed to provide advanced training and skills to a cross section of youth leaders from the BRIDGES Program.

- 24 Graduates
- 11 Cities
- 9 Schools

Walk in My Shoes Youth Conference: a day-long youth conference that brings together students and educators to learn strategies for creating safe, respectful and inclusive school climates.

- 525 Participants
- 18 Cities
- 24 Schools

BRIDGES STATISTICS Total Participants— 28,606

- 26,248 Students
- 1,452 Teachers
- 332 School Staff
- 235 Administrators
- 257 Parents
- 82 Community Members
- 9 Cities
- 15 Schools

Participating Schools

- Anaheim Community Day
- Fountain Valley High School
- Huntington Beach High School
- Loara High School
- Magnolia High School
- Mission Viejo High School
- Newport Harbor High School
- Savanna High School
- Servite High School
- Spring View Middle School
- Sycamore Junior High
- Valley High School
- Western High School
- Westminster High School

Restorative Justice (RJ): RJ has recently breathed new life into school discipline policies and practices nation-wide. Last year, we started a local partnership with Santa Ana Valley High School to determine if RJ can be part of the school's plan to reduce suspensions and expulsions in order to help prevent young people from dropping out or being pushed out of school. We are still in the beginning phases of implementation, but we are encouraged by the student and staff leaders on campus who have embraced the transformation.



BRIDGES is a multi-year program that improves school climate by partnering with schools and communities to create, advocate for and sustain a safe, inclusive and equitable campus. BRIDGES empowers members of the campus community to identify and address the human relations needs on their campus via trainings and dialogues. They acquire the skills to work with diverse groups while improving school climate.

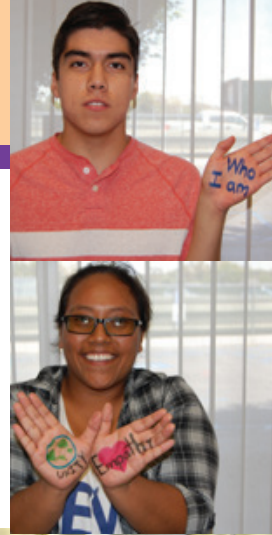
www.ochumanrelations.org/programs/bridges

Parent Leadership Institute: a six-session training program that develops language-minority parents into leaders who participate in the decision-making processes of their children's schools.

- 67 Parents
- 3 Cities
- 3 Schools

Skills for Success: a 12-week program to help students who are performing below expectation, assisting them in goal setting, self-esteem, developing communication skills, decision-making, and academic planning.

- 79 Students
- 3 Cities
- 3 Schools



Program Support

Complete Audit

The private non-profit 501(c)(3) OC Human Relations Council's independent audit was conducted by the firm Paul Shishima & Company, CPAs. The auditors issued an unqualified opinion for the fiscal year ending June 30, 2014, concluding that OC Human Relations' finances were in compliance with standard accounting principles.

OC Human Relations' Fiscal Year 2013-14 total cash expenses were \$1,376,962 and income was \$1,271,469. In-kind contributions were valued at \$88,990. The audit reported Assets of \$1,651,741, with Liabilities of \$231,608, Equity of \$1,420,133, for a year-end Total Liabilities and Equity of \$1,651,741.

Staffing

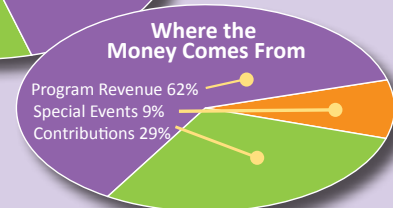
The full-time permanent staff changed to 17 during the fiscal year, augmented by 15,974 hours from volunteers who serve as mediators, Board members, Commissioners, Community Partners, and interns, as well as individuals who donated their professional services.

Sources of Funds:

Generous donations from individuals, businesses and foundations totaling about \$473,103 were facilitated by the investment of time, energy and resources by our Community Partners and Board of Directors. Court filing fees funded a \$330,000 Dispute Resolution Program grant; the County of Orange granted \$252,000 for support of the public OC Human Relations Commission; fees for services brought in \$119,752 of income; 20 cities paid \$92,060 in dues; and interest accounted for \$9,554 of income. These funds supported the non-profit charitable programming expenses of \$1,376,962 in FY 2013-14.

Staff

- Jim Armendaris
- Sara Babadi
- Seema Bhakta
- Alfonso Clarke
- Nabil Dajani
- Alison Edwards
- Peko Gomis
- Don Han
- Barbara Hunt
- Jennifer Jones
- Rusty Kennedy
- Adriana Cortes Luna
- Edgar Medina
- Melissa Morgan
- Joyce Sanchez
- Kathy Shimizu
- Crystal Sicairos
- Juan Villavicencio
- Sheri Wingate



DEVELOPING DIVERSE LEADERS AND STRONG COMMUNITIES



2014 Legacy Awards Sponsored by Wells Fargo

Recipients:

- Dorothy Mulkey and Robert A. Johnson
- Jean and Frank Forbath
- Amin David
- The Estrada, Guzman, Mendez, Palomino, and Ramirez Families
- Pastor Mark Whitlock
- Tina Correa
- Mary Anne Foo
- Annan Aboul-Nasr
- Jennifer Rojas
- Rabbi Stephen J. Einstein

Celebrating the Icons and the Torch

Bearers: In light of the 50th anniversary of the Civil Rights Act, in 2014 we took a detour from our annual AWARDS Gala format to honor local civil rights icons and those who carry the torch of those struggles to the next generation. The 2014 AWARDS gala, entitled *The Legacy Awards*, was a fitting tribute to the local contributions that Orange County has made to the national civil rights landscape.

- 16 Legacy Awards Recipients
- 500 Attendees



“The time has come for us to finish the dream of equality for all. If we do as such, we will set off a chain reaction of action. We can... we must... we will make the dream of eliminating inequality, prejudice, intolerance, and discrimination of the Civil Rights Movement and Civil Rights Act... a reality.”

—Andres Guerrero, 2014 YouthSpeak Speech Contest Winner



Learn about the 2014 honorees and gala at www.ochumanrelations.org/awardsgala

Orange County Can Be Proud of Its Civil Rights Legacy— here are some notable dates from our OC Civil Rights Exhibit

Resident Voices Make the Difference: OC Human Relations has been facilitating place-based community building with low-income immigrant residents in San Clemente for over seven years. In that time, residents have learned how to navigate city government, and the city has learned how to engage these residents in their decision-making processes. This dynamic continued this year when city staff reached out to residents to determine city street and sidewalk improvement priorities. Not only did these residents attend the public comment session to advocate for improvements in their neighborhood, but they were virtually the only people who attended the meeting. Consequently, the Las Palmas neighborhood improvements were moved up the list and this pedestrian-heavy neighborhood will soon be getting wider sidewalks.



- 1892 Lynching in Santa Ana
- 1906 Chinatown Burned
- 1936 Citrus Workers Win Fair Wages
- 1930s-40s Public Segregation Overthrown
- 1944 Masuda Family Wins Right to Bury War Hero
- 1946 Five Latino Families Desegregate OC Schools
- 1958 John Birch Society Takes Hold in OC
- 1963 Mulkeys Sue for Rental Bias in Housing
- 1971 OC Human Relations Commission Created
- 1978 Police Brutality Sparks Changes in Anaheim
- 1978 Effort to Ban Gay Teachers Defeated
- 1989 BRIDGES Youth Program Begins in Schools
- 1991 Hate Crime Network Established
- 1992 Listening Sessions Conducted
- 1999 Gay-Straight Alliance Wins Permissions
- 2002 Living Room Dialogues Launched
- 2008 Police Community Reconciliation Program Created
- 2011 Homeless Issues Highlighted with Kelly Thomas Killing



Celebrating the Civil Rights Act of 1964: 2014 marked the 50th Anniversary of the passage of the Civil Rights Act. To recognize this historic legislation, we looked back at our local history to honor the extraordinary contributions of our civil rights leaders and highlight our local history via the creation of our Orange County Civil Rights History Exhibit. This traveling exhibit highlights Orange County’s civil rights history and our contributions to the nation’s struggle toward equality. It is our sincere hope that this look back will empower us, as members of the Orange County family, to own our past and use it as a source of inspiration to continue the struggle to make this a county where ALL people live free from violence and discrimination.

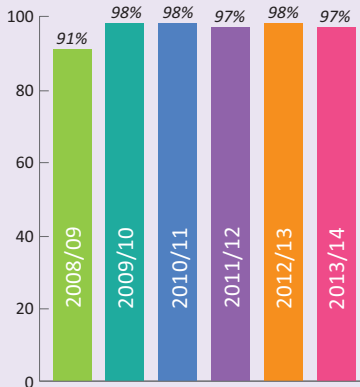


To host the exhibit, or view it virtually, visit www.ochumanrelations.org/civilrightshistoryexhibit

BRINGING PEOPLE TOGETHER AND MEDIATING CONFLICT



Satisfaction Survey



Our Dispute Resolution Program asks each client to rate our services. Over the last 6 years the program has boasted these stellar results.



Diverse Volunteers and Interns Represented in Mediation Program:

Volunteers came from the community, colleges and universities, including: Cal State University at Dominguez Hills, Fullerton and Long Beach, Chapman University, Irvine Valley College, Loyola Law School, Pepperdine University, Trinity Law School, University of California at Irvine, and Whittier Law School.

■ **160 Volunteer Mediators** served in our Dispute Resolution Program

OC Mediation Conference:

Notable appearances at the UC Irvine University Club included the presentation of OC Board resolutions celebrating Mediation Week by Karen Roper, OCCS Director and Supervisor Todd Spitzer, welcome remarks by J. Michael Chennault, UCI Ombudsman, and OC Superior Court updates by Commissioner Carmen Luege and Judge Kirk Nakamura with keynote presentations by A. Marco Turk and Bill Eddy.

■ **150 People** attended the conference

Dispute Resolution

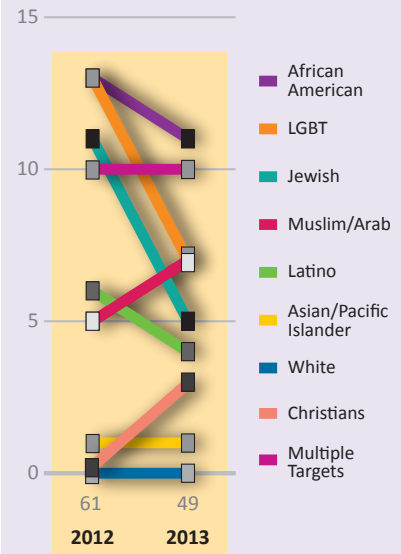
- **13,154 hours** of volunteer service were donated
- **68 People** completed four Basic Mediation Certification Trainings and one Basic Divorce Mediation Training
- **1,197 Mediators** participated in 29 Advanced Mediation Workshops
- **6,440 People** received Mediation Services
- **2,959 Mediations** were conducted with a 71% Success Rate
- **427 Family Mediations** were conducted
- **9,051 Residents** heard 469 Dispute Resolution Program Presentations

“I would like to thank [OC] Human Relations and whoever helped make sure we had these classes. I liked knowing that we have rights and that we have to be treated with respect, especially the children. And that we can sit down and talk to solve problems. Thank you very much for your attention. Excellent!”

—Parent Leadership Institute Graduate, Fairhaven Elementary

Find our annual Mediation Training calendar at www.ochumanrelations.org/training

Overall Hate Crime Numbers Fell While Violence Against People Increased



Uptick in Violent Hate Crimes* in 2013:

The Commission supported victims, educated the public about this reality for many people in our community, and trained law enforcement in building relations with diverse communities as a step in the fight against hate crime.

- Overall hate crime (including vandalism) fell by 20% in 2013 to 49
- Violent hate crimes against people actually increased from 24 in 2012 to 28 in 2013



Police and Community Relations Matter:

When an African-American resident of Orange County felt that her son was being unduly hassled by the police, she called us. When a motorist felt that she was treated rudely by an officer when she was cited for a traffic violation, she called us. When a cyclist felt that an officer was careless, driving too close to him, he called us. These are all cases that came to our Police-Community Reconciliation Program (PCRP). This program helps residents and members of law enforcement come together to resolve these complaints in a safe environment. The program is voluntary for all parties.

- 30 Police complaints came to the Commission for help and reconciliation
- 15 more conflicts were referred by law enforcement for resolution
- 87% Success rate for those who participated
- 100 Outreach presentations were made to the public and police about the program



Free Speech vs. Hate Speech:

Where do we draw the line? Sparked by an Anaheim man's controversial public comments, the Commission partnered with Board of Supervisors Chair Shawn Nelson and the Association of California Cities, OC to host a panel presentation about how to manage hate speech in public meetings.

- 60+ People attended, including local elected officials, City Managers, and Police Chiefs
- Result: Guidelines published by the OC Human Relations Commission to help those leading public meetings when they are faced with hateful or inappropriate speech



*See full hate crime report at www.ochumanrelations.org/hatecrime

Thank You to the People Who Make Our Work

Community Partners Advisory Board

Dr. Jerry Hunter, *President*
Professor, California State
University, Fullerton,
College of Education
Jack Toan, *Vice-President*
Vice President, Wells Fargo
Foundation
Ralph Bauer
Retired Mayor, Huntington
Beach
Olivia Campos-Bergeron
Director Public Affairs,
CBS 2/KCAL9
Kay Carpenter
Retired, ConAgra

Carol Chaney
Community Relations,
Schools First Credit Union
Donnie Crevier
CEO, Crevier Classic Cars
Lynn Daucher
Former Director, California
Department of Aging
Dr. Ned Doffoney
Chancellor, North Orange
County Community College
District
Margaret Furbank
Vice President, Union Bank
George Gibbs
Manager Community Affairs,
UPS

Kenneth K. Inouye
Tax Partner, Inouye, Shively,
Longtin & Klatt, LLP
Jim Lehmann
Sr. Vice President, Partners
Advantage
Eddie Marquez
Regional Manager,
Southern California Edison
Neena Master
Director Community
Relations, Southern
California Gas Company
Dr. Greg McQuater
Retired, Taco Bell Corp
Jim McQueen
Partner, McQueen & Ashman
LLP

Ron Minekime
Retired, City National Bank
Terry Mullin
President, ViridiSTOR
Susan Reese
Principal, Susan S. Reese
Design
Keith Swayne
Founder, Swayne Family
Foundation
Bill Witte
President, Related California

To learn more about Community Partners, visit www.ochumanrelations.org/communitypartners



Donors
Champions
\$25,000 and above
Hoag Memorial Hospital
Presbyterian
Wells Fargo Foundation

Sponsors
\$10,000 - \$24,999
Anita Varela and Rusty
Kennedy
City of Irvine
Donald Crevier Fund
Edison International
Judy and Keith Swayne Fund
Related California
Sisters of St. Joseph Healthcare
Foundation
Susan and John Reese

Swayne Family Foundation
Tarsadia Foundation
Weingart Foundation

Supporters
\$5,000 - \$9,999
Chevron Products Company
Disneyland Resort
Draper Family Fund
Employees Community Fund
of Boeing
Francisco Marmolejo
Pacific Life Foundation
Southern California Gas
Company
The Resnick Foundation
Ueberroth Family Foundation
University of California, Irvine
William Gillespie Foundation
William Witte

Advocates
\$2,500 - \$4,999
Anonymous Donor
California State University,
Fullerton
Christ Our Redeemer AME
Church
City of Anaheim
Craig Nickoloff
Gregory McQuater
Gurpreet Singh Ahuja, MD
Ingram Micro
McQueen & Ashman LLP
North Orange County
Community College District
OC Community Housing Corp.
OC Department of Education
Orange County's Credit Union
Ralph Bauer

Southern California Mediation
Association
Schools First Federal Credit
Union
St. Joseph Health Community
Partnership Fund
UPS
Community Partners
\$1,000 - \$2,499
Anonymous Donor
AT&T
Cheryl and Rene Rojas
ChorSwang Ngin
Clem C. Glass Foundation
Gonzalo Mendez
Islamic Institute of Orange
County
Jerome Hunter
Judith Iannaccone

View and share this report online at www.ochumanrelations.org/annualreport

Possible



Kay M. Carpenter
 Ken Inouye
 Lilia and Adrian Tanakeyowma
 Lin Fujitsubo
 Lyn Burke and Rick Balzer
 Lynn Daucher
 Margaret and Bartley Harloe
 Mary and Cesar Cappellini
 OC Community Foundation
 Sean Thomas and Dan Long
 Second Baptist Church
 The California Endowment
 Union Bank of California
 Willie Lewis III

Friends
\$250 - \$999
 Alison and Chris Edwards
 Amin David
 Anaheim Family YMCA
 Anthony Frisbee
 Bang Van Pham
 Bill Wood
 Carol Turpen
 Charles Celano, Jr.
 Church of Jesus Christ of LDS
 Foundation

Coast Community College
 Foundation
 Coleen Scherf-Ghara
 Congregation Shir Ha -Ma'alot
 Dolly S. Kaplan
 Don Han
 Don Mason
 Douglas Scheinder
 Eli Reyna
 Frank Benest
 Frank Nainoa
 Gaddi Vasquez
 Georgina Forbath
 Ingram Micro
 Irma Rodriguez and Fred
 Fernandez Fund
 Islamic Society of Orange
 County
 James Lehmann
 Jeannie Mendez
 Jeffrey Goh
 John Hambuch
 Kathy Esfahani
 Kellogg Garden Products
 Kimberly McGlaughlin
 Lawrence Kugelman

Luis Ortiz-Franco
 Margaret Gates
 Maria Khani
 Marie Otto
 Molly McClanahan
 Monica Ramirez
 Muslim Public Affairs Council
 Myrna Malki
 Nydia Hernandez
 Ora Ben-Barak
 Peter Anderson
 Peter Welsh
 Philip Yaeger
 Rebecca Esparza
 Rebecca and James Yacenda
 Robert Greene
 Santa Ana Unified School
 District
 Satinder Vir Singh
 Sharon and Mike Haber
 Simone and James Kozel
 Stephen Forbath
 Victoria Stephenson
 Vietnamese American Buddhist
 Center

Please contact us if there is an oversight in listing your contribution. Every effort was made to ensure the accuracy of our donor list for the period covering this annual report: July 1, 2013 - June 30, 2014.

For the full list of Donors and Partners, visit ochumanrelations.org/partners



OC Human Relations

Building community by fostering respect, resolving conflict and pursuing equality

www.ochumanrelations.org

1300 S. Grand Avenue, Bldg. B, Santa Ana, CA 92705 ~ (714) 480-6570

OC Human Relations is a 501(c)(3) charitable organization, Tax ID #33-0438086

Join our email list now. It's easy!

Send your email address by text message—

Text: EQUALITYMATTERS to 22828 to get started.

Or visit www.ochumanrelations.org/makeadifference to join.



OC HUMAN RELATIONS

Orange County Board of Supervisors

Shawn Nelson, *Chair*
 Pat Bates, *Vice-Chair*
 John M.W. Moorlach
 Shawn Nelson
 Janet Nguyen
 Todd Spitzer
 Michael Giancola, *CEO*
 Steve Franks,
Director, OCCR

OC Human Relations Commission

Carol Turpen, *Chair*
 Ken Inouye, *Vice-Chair*
 Nadia Saad Bettendorf
 Becky Esparza
 Timothy Kowal
 Col. Leslie K. Le
 Chief Dave Maggard
 Bang Van Pham
 Rev. David Rader
 Rabbi Richard Steinberg
 C. William Wood
 Doug Wooley

City Partners

Aliso Viejo
 Anaheim
 Brea
 Buena Park
 Dana Point
 Fullerton
 Garden Grove
 Huntington Beach
 Irvine
 Laguna Beach
 Laguna Niguel
 La Habra
 Lake Forest
 La Palma
 Los Alamitos
 Mission Viejo
 Newport Beach
 San Clemente
 Santa Ana
 Tustin

We envision a community that values...

We can change
the world
and make it a
better place.

It is in your
hands to make
a difference.

—Nelson Mandela



**OC
Human
Relations**

*Building community by fostering respect,
resolving conflict and pursuing equality*

www.ochumanrelations.org • 714-480-6570