



OC Human Relations

Building community by fostering respect, resolving conflict and pursuing equality

Community Building ■ Unity ■
Advocacy ■ Conflict Mediation ■
Building Bridges Since 1971 ■
Inclusion ■ Dispute Resolution ■
Leadership Development ■
Respect and Understanding ■
Diversity ■ Justice ■ Education ■
Community Empowerment ■

Annual Report 2014-15



Serving Orange County since 1971

We are OC Human Relations

2014-2015 BOARD OF DIRECTORS

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A Message from Our President



At OC Human Relations we are united by the belief that ALL people should live free from discrimination and violence. For more than four decades people like you have worked with us to create safe, respectful and inclusive schools, workplaces and communities in Orange County. We are grateful to you for your support.

The vision we share is clear: only by working together can we create an Orange County that promotes respect, empowers diverse communities,

resolves conflict respectfully and advocates equal justice. Can you picture it?

This year, while engaging our staff, nonprofit Board, and members of the OC Human Relations Commission in our annual strategic planning, we reflected on three traits that we feel best define the value we have to offer to you and our community:

We're passionate about making Orange County a better place for ALL people to live, work, go to school and do business. Our unique team aims to foster respect and mutual understanding, address bias and prejudice, resolve conflict, empower voices that are not heard and develop diverse leaders. That's a heavy load! This often difficult charge results in priceless outcomes we see in schools, neighborhoods, courtrooms and classrooms each day.

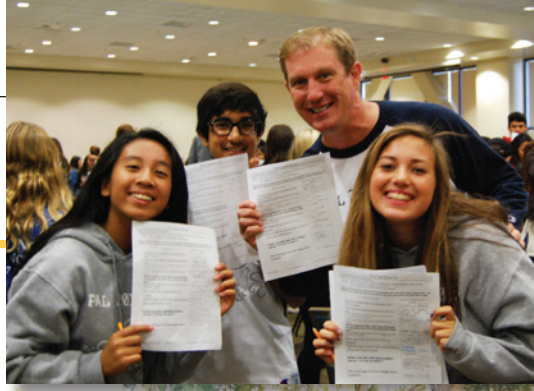
We've built incredible, long-standing, trusted partnerships in Orange County. We're in the business of building bridges of respect between diverse people, especially in times of conflict. Since being established in 1971, relationships have been key in our success to bring people together to solve many of the hot topic human relations issues each era has presented. We want to keep building these relationships, especially with you.

We have the expertise to foster respect and understanding between institutions, systems and people that are divided by bias or division. Whether working with students, educators, parents, grassroots leaders, disputing residents, volunteers, the police or public officials, we are skilled at addressing prejudice, discrimination and conflict through time-tested collaborative and inclusive processes. We're a resource to help guide, support, train and empower leaders of all ages from schools, neighborhoods, businesses, government, law enforcement, educational institutions and community groups.

Thank you for caring about Orange County. We sure do! **Please continue to utilize our expertise. Partner with us. Share our passion.**

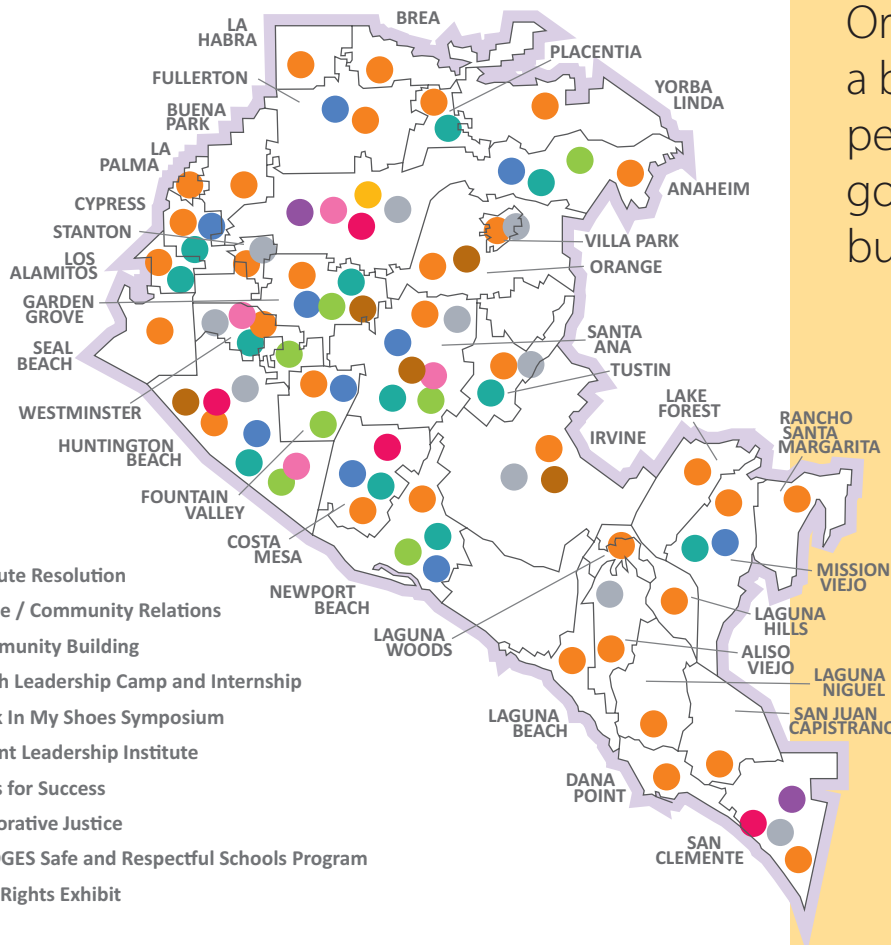
Sincerely,

Leticia Mata
Board President, 2014-2016



At OC Human Relations we believe that all people should live free from discrimination and violence. We have 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, go to school and do business.

OUR IMPACT



During 2014-15, we impacted the lives of over 50,000 students, families, educators and residents across Orange County.

BRIDGES Safe & Respectful Schools

A Year in the Life of BRIDGES Schools:

Loara High School

In 2014-15 the Loara BRIDGES Program launched an **anti-violence campaign** to build empathy, provide resources, and offer alternatives to violence. Activities included the **Not in Our School anti-bullying campaign** which reached more than 2,000 students through movie screenings, classroom presentations, an “upstander” pledge wall, art contest, lunch time activities and a homegrown play by Loara Thespians seen by more than 1,000 students. In addition, students led the **You are Not Alone depression awareness campaign** to support Suicide Prevention by showing PSA’s produced by the Loara Thespians in all classes, creating a “Send Silence Packing” backpack exhibition that students visited during lunch, and distributing yellow ribbons and life-line cards for all students. In addition, students will participate in **Peer Mediation and Community Circles** to equip students in peer mediation skills to resolve conflict, with the aim of violence prevention. Students will be trained by OC Human Relations to mediate peer-to-peer conflict and community building circles on campus.

Garden Grove High School

The BRIDGES Safe & Respectful Schools team at Garden Grove High School unified their campus during the 2014-15 school year around **civil rights history, school safety and issues of respect**. This group focused on civil rights history by hosting **OC Human Relations’ Civil Rights History Exhibit** on campus. Students also visited the Mexican American History Museum, hosted a forum around the Mendez v. Westminster case that desegregated Orange County schools, and participated in a **local Cesar Chavez Day march**. Students also focused on **Safe and Respectful Classroom activities**, including student-led trainings for 120 teachers on **Creating Safe Classrooms**, the recognition of 30 teachers who create safe classrooms, a collaboration with the Gay Straight Alliance to host the **National Day of Silence**, plus “**Love Doesn’t Have to Hurt**” training for 150 students, three all-day human relations retreats that integrated English Language Learners, and a **Unity Fest** with live music, cultural performances, a resource fair, food, and college and career information for over 300 students and parents.

Newport Harbor High School

Newport Harbor High School BRIDGES students focused their school year on **teacher appreciation and engagement, peer mediation and breaking down cultural divides** on campus. Activities included teacher engagement and appreciation. Students recruited teachers and parents to advise BRIDGES efforts and engaged adults through a kick-off event, trainings and presentations on **school data**. These allies integrated and promoted BRIDGES activities in their classrooms and campus organizations. In addition, two teachers, one counselor and one administrator were recognized for **creating safe classrooms** and spaces and **combating bullying** at an after-school reception in their honor. To show the power of positivity, students distributed over 500 compliments across campus during **BRIDGES Compliment Day**. Peer Mediation was also a focus, as a cohort of 30+ students were trained in **peer mediation** and continued the school’s commitment to offering mediation as an alternative to discipline. For more than 15 years, this effort has been supported by the administration and has been useful in peer-to-peer conflicts. Finally, students looked at **Bridging Cultural Divides**. During the spring, BRIDGES students began to raise questions about why the social interaction at lunch seemed to be largely segregated by race/ethnicity. They are currently planning a campaign to encourage students to “break down the walls” that divide them by inviting all students to eat lunch together.

“I learned how to communicate, to make new friends and I learned to respect others so others can respect me.”

—Josue, BRIDGES Skills for Success Student



We Create Safe, Inclusive and Respectful Schools

This year, with your support, our BRIDGES Safe & Respectful Schools Program team:

- **Engaged 24,977 Students, Educators, Families and Community Members** in over 600 intergenerational school Task Force meetings, retreats, trainings, programs, circles, presentations and school-wide events at 14 local BRIDGES schools.
- **United 650 diverse Orange County students and educators** from 26 Orange County junior and high schools, including two private schools, at our annual Walk In My Shoes Youth Conference.
- **Facilitated 109 Staff development sessions, parent presentations and classroom presentations.**
- **Led 102 Restorative Justice Community Circles** with students, educators and families in school settings.
- **Graduated 56 Spanish-Speaking Parents** from our 7-week Parent Leadership Institute at three local schools: Loara High, Savanna High and Bernice Ayer Middle Schools.
- **Supported 37 Academically Challenged Students** in our Skills for Success Program at one school.
- **Trained 20 Youth Leaders from ten cities** at our annual BRIDGES Summer Leadership Camp from ten cities.
- **Facilitated 20 Day-Long BRIDGES retreats.**
- **Mentored 19 High School BRIDGES Youth Leaders** in our BRIDGES year-long OC Youth Organizers (OCYO) Internship Program, from nine schools.
- **Coordinated 8 School-Based mediation trainings.**



Our BRIDGES Community

22,543
Students

504
Parents

194
Administrators

1,277
Teachers

304
School Staff

155
Community Members

Our Partner Schools

- Anaheim Community Day School
- Fountain Valley High School
- Garden Grove High School
- Huntington Beach High School
- Loara High School
- Magnolia High School
- Newport Harbor High School
- Savanna High School
- Servite High School
- South Jr. High
- Spring View Middle School
- Sycamore Jr. High
- Valley High School
- Westminster High School



Community Building

Community Building Initiative in Anaheim

- **Target Neighborhood:** “ABC neighborhood” (Alameda, Brownwood, and Catalina streets) in Anaheim, an under-resourced neighborhood where we have begun groundwork for a long-term capacity building and leadership development project.
- **Funding Source:** St. Joseph Health Community Partnership Fund
- **Partnerships:** Established new partnerships during our first phase of development, including: City of Anaheim-Community Services Division, Anaheim Police Department and the Anaheim Union High School District.

We have all heard the saying “it takes a village.” We want our children to grow up in a safe and healthy environment, free of violence. But how do we really accomplish that in a neighborhood riddled with problems of violence, drugs, gang activity, lack of safe outdoor spaces for children to play, and high crime rates?

OC Human Relations is working to build neighborhood leaders in a community in Anaheim that is facing

these challenges head-on. Together, we are working to develop grassroots leaders to collaboratively and strategically plan and map out a detailed blueprint, which will be implemented over three years. During this timeframe, results will be carefully measured and tracked in order to guarantee positive changes are occurring and improvement measures are working. Even though this community improvement project is in its early phases, positive outcomes are already starting to emerge and volunteer residents are seeing that when a community is empowered, their assets come alive and the transformation begins.

Thanks to funding from the St. Joseph Health Community Partnership Fund, we have been engaging community residents and partners to lay out the foundation of this community building initiative.

Over the next three years, OC Human Relations is excited to see how this community grows. Some key areas our project aims to target are low-level crimes, youth engagement, safety, green space, parental involvement, and community appearance. Though it will take time to collect data and see our vision unfold, unexpected outcomes are already starting to surprise us!

So far, our Community Building team has successfully:

- Hired and trained one new employee to join the OC Human Relations staff and to lead the initiative
- Facilitated 30 Core Team Meetings with engaged residents
- Led 5 Community Forums for residents
- Collected feedback from 240 households via door-to-door community input survey distribution
- Engaged the core team of neighborhood residents in over 600 hours of volunteer service
- Graduated one neighborhood leader from our Basic Mediation Certification Training

When Hate Comes to Town

What happens when an Orange County school is targeted by hate? How do we respond when our students feel targeted and confused? The answer is: with great love and great force.

Last April the City of Anaheim and Anaheim High School were notified that a nationally recognized hate group planned to hold a protest on the public property adjacent to the school, with the intent of spewing anti-gay slurs and sentiments. OC Human Relations was called on as a resource to support the school community with information, strategy development and people power. Our BRIDGES team was on campus in the days leading up to the protest and the day of the incident to provide safe spaces for students and staff to come together.

On the day of the protest our staff, Board members and Commissioners joined local education leaders, law enforcement, residents, alumni, students and supportive organizations from across the county to take a stand against hate. In its finality, the protest went unnoticed in comparison to our counter message of support and acceptance for all people.

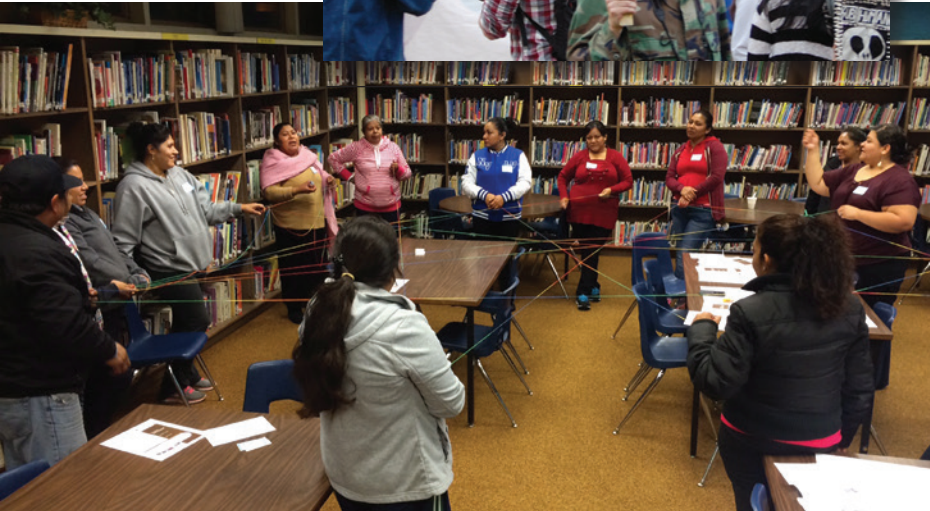
It is a proud day in Orange County when we come together to express to our youth and community that hate will never prevail when good people get involved and take a stand together.



We Build Community

This year, with your support, our Community Building team:

- Worked with more than 1,500 people through advocacy and support at community meetings, public forums, city council meetings and Board of Supervisor meetings to address homelessness issues in Orange County.
- **Delivered 28 presentations to brief Elected Officials and Police Chiefs** on local hate crime trends and concerns.
- **Documented 40 Hate Crimes** in our annual Hate Crime Report.
- **Responded to 12 Victims of Hate Crime** in Orange County.
- **Delivered 5 Police Academy Trainings** to 192 police recruits in Orange County.
- **Gathered 1,000 People at 11 showings** of our traveling OC Civil Rights History exhibit in Santa Ana, Irvine, Huntington Beach, Garden Grove and Orange.
- **Hosted 3 Listening Sessions to learn about the issues** related to discrimination faced by the Jewish Community, the Transgender community and the Chinese American community.
- **Facilitated 30 Core Team Meetings and 5 Community Forums** for residents from a targeted, under-resourced Anaheim neighborhood to begin groundwork for a long-term capacity building and leadership development project.
- **Engaged 400 Parents and Residents** in 17 presentations about hate crimes and immigration.
- **Attended 12 Diverse, Collaborative Community Events**, including marches, rallies and vigils for peace, equality and justice.



Community Empowerment: One Woman's Story

A key community volunteer is a mother named Debbie, who despite struggling financially and personally, has made it a top priority to be an integral part of the neighborhood organizing project in Anaheim. In fact, the project has empowered Debbie so much that she has been motivated to go back to school to attain an administrative certificate and has completed the required hours of training to perform mediation sessions in order to help her community further. It is our hope that as this community project unfolds, we will see other residents follow Debbie's lead to rise up, engage deeply and take their community back!

ANNUAL AWARDS 44 GALA CELEBRATED JUSTICE, DIVERSITY AND THE HUMAN SPIRIT

Our 2015 AWARDS Dinner and Fundraiser, sponsored by SoCalGas, celebrated local unsung heroes in our diverse OC communities, schools and businesses who engage in human relations issues in powerful and moving ways.



AWARDS 44 continues on page 12

Dispute Resolution Program

Fostering Police/Community Relationships

OC Human Relations has a long history of partnering with law enforcement and the community to promote community-oriented policing strategies. Our award-winning Police/Community Reconciliation Program offers residents assistance with understanding and navigating the OC Sheriff's complaint process. It also gives community members and police an opportunity to effectively and peacefully resolve complaints with the help of a neutral mediator.

Most recently, as relationships between law enforcement agencies and residents have been stretched to their limits, we have been leading local efforts to address tension and challenges between the community and the police.

Over the past few months, we have facilitated a series of community circles to engage residents and officers in dialogue to improve relationships and learn from each other how we can work more effectively at keeping our families, friends and neighbors safe and free from violence and discrimination.

This year, through our development of multiple on-going Police/Community Dialogues, we have been engaging diverse community groups such as the Transgender population, Latino neighborhood leaders, African American youth, and other groups with police officers. In these dialogues, we bring law enforcement and community members together to build understanding and trust, as well as dispel stereotypes that add to tension and could possibly escalate to confrontation or violence. We believe in the power of relationships

to create change and will continue to work to create effective ways to bring these groups together in the interest of the safety and well-being of our communities.

2014-2015 Family Mediation Program Grows

For the 5th year in a row, the OC Human Relations Family Mediation Program grew to better provide high quality mediation services to low income and/or self-represented litigants in family court cases.

Staff and volunteers mediated 36% more cases than in the previous year, opening 445 new cases and performed an additional 69 mediation sessions on existing cases. In over two-thirds of these cases, parties were empowered to create their own agreements rather

than relying on a judge to make critical personal decisions for them. The efforts of the OC Human Relations volunteers are greatly appreciated by the judges who refer cases to the program as noted in the comments of one judge, "They are miracle workers and the parties seem to feel really good about accomplishing something together. I am so glad we have this "tool" at our disposal."

Another focus of the Family Mediation Program has been to expand its comprehensive training program and reach out to professionals who engage with divorcing families, such as private mediators, attorneys, psychologists and divorce financial analysts. When these professionals incorporate mediation skills into their practice or consider referring parties to mediation, even more families in need are impacted in a positive way.

"I believe that mediation can be a powerful process for change—it has the potential to transform difficult situations into improved outcomes for families. The Divorce Mediation Training is comprehensive and was a great opportunity to add to my skill set."

—Training Participant, Licensed Clinical Social Worker



"Working with OC Human Relations' mediation program is a special honor. I get to work with a variety of clients on all sorts of challenging matters and, in most cases, facilitate a settlement that solves some immediate problems and often resolves some longer-term issues. It's a pleasure to work with my fellow mediators—people who bring expertise and wisdom from their careers and who foster a collaborative atmosphere."

—Ross Conner, Volunteer Mediator



We Bring People Together To Mediate Conflict

This year, with your support, our Dispute Resolution Program team:

- **Handled 30 Police Complaints** brought to the Commission for help and reconciliation.
- **Investigated 8 Conflicts** referred by law enforcement for resolution.
- **Delivered 61 Presentations** to the public and police about the Police/ Community Reconciliation program.
- **Helped 4,551 People** in conflict with mediation services.
- **Conducted 2,106 Mediations, and resolved 66% successfully.**
- **Provided 499 Family Mediations.**
- **Certified 146 People** who attended eight Basic Mediation Certification Trainings and two Basic Divorce Mediation Trainings (more than doubling last year's attendance).
- **Elevated 1,126 Mediators** and their skill level via 29 Advanced Mediation Workshops.
- **Brought together 150 Local Mediators** at our annual OC Mediation Conference.
- **Educated 16,071 Residents** at 502 Dispute Resolution Program Presentations and 119 people in 17 Educational Workshops.
- **Utilized 78 Volunteer Mediators** in our Dispute Resolution Program, representing Chapman University, CSU Dominguez Hills, CSU Fullerton Pepperdine Law School, Trinity Law School, UCI, University of San Diego, Wellesley College, and Westwood College.
- **Engaged Volunteers in 10,200 Hours of Service** via courtroom and office walk-in mediation support.

"This was the most meaningful and relevant internship I have ever had. I learned a lot from the staff, fellow interns, and volunteer mediators."

—Dispute Resolution Program Intern



Volunteer Mediator Profile: Sean Thomas, OC Human Relations Board Treasurer

Sean Thomas not only serves as treasurer for OC Human Relations' Board of Directors, but he also devotes much of his time to volunteering, mediating, fundraising and participating in events for the organization. As a boy living in both Puerto Rico and Central New York with his Puerto Rican mother and Irish and Polish father, he learned from a very young age that even though we may have different words and ethnicities "we can live together in peace."

When Sean and his partner of 43 years, Dan, moved to their home in Brea, they were warned: "[their] kind were not welcome in the neighborhood." Residents even started a petition in an attempt to force Sean and Dan out of the neighborhood. However, the couple stood their ground.

Sean has spent his whole life standing up for the oppressed. He has been a voice, a leader, a helper and a tireless fighter for human rights.



OC Superior Court Partnership

OC Human Relations mediates conflict in the community, as well as in courts. Our team coordinates services and support at three local courts: Central Justice Center and North Justice Center (civil and small claims courts) and Lamoreaux Justice Center (family court). In an expression of our valued partnership, the OC Superior Court, judges and administrators honored our entire Dispute Resolution Program staff and volunteer mediators at their spring DRPA Civil Mediation Volunteer Appreciation Reception.

Orange County Mediation Conference

As co-sponsor of the annual OC Mediation Conference, we brought together 150 mediators at the UCI University Club. The program featured OC Board resolutions celebrating Mediation Week, shared by the Orange County Community Investment Division, presentations by an UCI Ombudsman, and OC Superior Court updates by commissioners and judges.

OC Human Relations Commission

Today, the County of Orange utilizes our nonprofit, OC Human Relations, as contracted staff support to the Commission. Naturally, our nonprofit programs directly relate to the Commission's public charge, as the Commission is the root of our nonprofit's existence.

Advocating for a Multi-Service Homeless Shelter and Permanent Supportive Housing

The Commission led the City of Fullerton's Task Force on the Mentally Ill and Homeless, created in the aftermath of the death of Kelly Thomas in 2011. From that focused study on how we can do a better job protecting the vulnerable members of our community, emerged two top recommendations consistent with the OC Ten Year Plan to End Homelessness. First: create multi-service homeless shelters around the county to consolidate the system of care for the homeless; and second: promote Permanent Supportive Housing developments to serve mentally ill people experiencing homelessness.

This year the Commission collaborated with faith communities, non-profit providers, housing advocates, public agencies, business leaders, and local leaders to support several **multi-service homeless shelters**, bringing this critical need very close to becoming a reality with the first such shelter in Anaheim. Additionally, the Commission successfully advocated the development of *A Community of Friends* **Permanent Supportive housing project** in Fullerton which will integrate housing units to support people with mental illness.

Facilitating Police/Community Dialogues

A critical need to facilitate dialogue between police and diverse youth and adults was identified by the Commission as a priority response to growing tension, hostility and fear across the nation and in Orange County. The Commission worked to help ease animosity and suggest a path forward when residents concerned about police abuse of Latino and other diverse communities responded with anger. Police/Community dialogues

with Latinos in English and Spanish, and the Lesbian, Gay, Bisexual, Transgender (LGBT) community were the initial elements of this strategy.

Leading Listening Sessions with Diverse Communities

To gain insight into Orange County's diverse communities, the Commission conducted Listening Sessions, going out to venues where people gather and engaging them in conversation. This year the Commission learned two challenges facing the **Transgender** community: issues related to feeling respected on the streets and feeling safe when interacting with law enforcement. Another Listening Session at Congregation Shir Ha Ma'alot gave insight into concerns about the international **Jewish** community as well

as concerns here in Orange County. The session at the South Coast Chinese Cultural Center was a lesson in the different historical experiences and current issues of the **Taiwanese, Hong Kong, and Mainland Chinese Americans**.

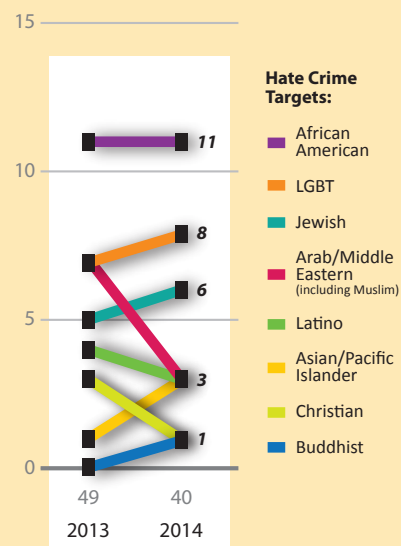
Handling Police Complaints and Reconciliation

Seven years ago the Board of Supervisors asked the Commission to take responsibility for handling police complaints by adding a Police/Community Reconciliation process to the tools available to residents. In 2014-15 our staff fulfilled the Commission's charge by handling 38 police/community cases with face-to-face reconciliation sessions, assistance in navigation of complaints, and mediation.

Documenting Hate Crime: 2014

Since 1991, the Commission has supported hate crime victims, educated the public and police on hate crime issues, and published an annual report on reported hate crime and the targets of that bigotry. A ten-year downward trend continued in 2014 when **40 hate crimes were reported**, about half of those reported ten years ago. Race/ethnicity continues to be the most frequent motivation, followed by perceived sexual orientation and then religion.

Overall Hate Crime Numbers Fell While the New Trend of Violence Against People Remained in 2014



- One-third of reported hate crimes in 2014 were violent crimes, up from historical local trends.
- Continuing a 20+ year trend, African Americans remain the most frequently targeted group in Orange County. While making up close to 2% of the county's population, African Americans were targeted in 28% of reported hate crimes.
- The number of reported hate crimes targeting the gay and lesbian community and those perceived to be gay or lesbian rose slightly from 7 in 2013 to 8 in 2014.
- There were 6 hate crimes targeting the Jewish community, up one from 5 in 2013.



We Stand Behind the Orange County Human Relations Commission

For decades, a critical element of our nonprofit work has been to support the efforts of Orange County's Human Relations Commission. In 1971, when the OC Human Relations Commission was created by the Board of Supervisors, in collaboration with the League of Cities, we were assigned the responsibility to build mutual understanding among Orange County residents and eliminate prejudice, intolerance and discrimination.

OC HUMAN RELATIONS COMMISSION

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



The Human Face of Hate

- In August a lesbian couple was shopping at a local store. A man approached them and asked if they were lesbians. When they confirmed, he assaulted both of them, leaving the women in need of emergency room treatment. When the police arrived and interviewed witnesses, they originally classified the crime as a robbery. After the OC Human Relations Commission and The Center OC contacted law enforcement, police authorities determined that the crime would be charged as a hate crime and presented to the District Attorney for prosecution.
- While a senior Vietnamese American woman traveled on her daily trip to a convalescent hospital where her husband lived on life support, she was targeted by a man upon getting off her bus. The man shouted racial slurs at her, kicked her in the chest and knocked her to the ground. When people from the bus came to her aid, the perpetrator fled and was not caught. OC Human Relations was contacted for support. A Commissioner and our CEO visited the woman to provide emotional support and resources.





Awards 44



Celebrating Justice, Diversity and the Human Spirit

OC Human Relations' annual Awards celebration brings together over 500 local, diverse community and business leaders to celebrate unsung heroes who have made exemplary contributions to human relations in schools, cities, businesses and police departments in Orange County. Supporters of this event send an important message to the community that they are committed to creating an Orange County where ALL people are valued and respected.

2015 Awards Honorees:

Community Policing

Officer Jenny Lindsey,
Irvine Police
Department

Diverse Community Leaders

Farrah N. Khan
The Bravo Family
Gloria Banks
De Colores
Organization
Father Michael
Mai Khai Hoan
Nicholas
Academic Centers

Distinguished School

Savanna High School

Distinguished Businesses, Embracing Diversity and Inclusion

PIMCO
U.S. Bank
Union Bank



Sponsored by



A Sempra Energy utility



Program Support



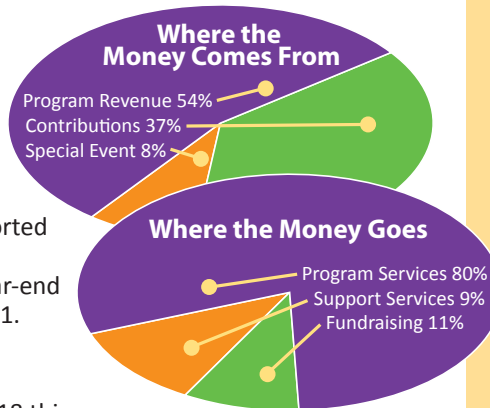
Complete Audit

The private, nonprofit 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 year ending June 30, 2015 concluding that OC Human Relations' finances were in compliance with standard accounting principles.

OC Human Relations' Fiscal Year 2014-15 total cash expenses were \$1,545,321 and income was \$1,482,400. In-kind contributions were valued at \$84,893. The audit reported Assets of \$1,822,881 with Liabilities of \$465,669, Equity of \$1,357,212, for year-end Total Liabilities and Equity of \$1,822,881.

Staffing

Full time permanent staff increased to 18 this year, augmented by 10,200 hours from volunteers who serve as mediators, Board members, Commissioners, Community Partners, and interns, as well as individuals who donated their professional services.



Where the Money Comes From

- Generous donations from individuals, businesses and foundations totaling about \$661,368 were facilitated by the investment of time, energy and resources by our Staff, Community Partners, and nonprofit Board of Directors.
- California Court filing fees funded a \$300,000 Dispute Resolution Program grant.
- The County of Orange provided \$252,000 for our nonprofit staff to support the public OC Human Relations Commission.
- Fees for services brought in \$166,230 of income.
- 20 cities paid \$93,089 in dues.
- Interest accounted for \$9,635 of income.
- These funds supported the nonprofit charitable programming expenses of \$1,482,400 in FY 2014-15.

Our Staff

- Jim Armendaris
- Sara N. Babadi-Sharif
- Seema Bhakta
- Alfonso Clarke
- Nabil Dajani
- Alison Edwards
- Peko Gomis
- Don Han
- Barbara Hunt
- Jennifer Jones
- Rusty Kennedy
- Norma Lopez
- Adriana Cortes Luna
- Edgar Medina
- Melisa Montano-Ochoa
- Melissa Morgan
- Joyce Sanchez
- Kathy Shimizu
- Kristian Vallee
- Sheri Wingate

SOURCES OF FUNDS

Thank You for Caring About Orange Co

It's Good for the Community, It's Good for Business.

Our community partners are successful business and community leaders who support and promote respect and understanding in Orange County's increasingly diverse communities. The philosophy we share: greater community harmony creates an environment conducive to building an equipped and viable workforce for our future, making Orange County a better place to live, work and do business.

Thank You for Caring About Orange County

We are grateful to these incredible supporters whose investments are making a difference in our community.

Community Partners Advisory Board

Jack Toan, President

Vice-President, Wells Fargo

Neena Master, Vice-President

Director of Community Relations,
SoCalGas, A Sempra Energy Utility

Ralph Bauer

Retired Mayor,
Huntington Beach

Rhonda Bolton

Corporate Diversity,
Kia Motors America

Kay Carpenter

Retired, ConAgra

Carol Chaney

School and Community Relations,
SchoolsFirst Federal Credit Union

Donnie Crevier

CEO, Crevier Classic Cars

Lynn Daucher

Former Director, California
Department of Aging

Gary Dunn

Executive Vice President,
Banc of California

Rossina Gallegos

Director, Union Bank

George Gibbs

Manager, Community Affairs,
UPS

Dr. Jerry Hunter

Retired Chancellor,
North Orange County
Community College District

Kenneth K. Inouye

Partner,
Inouye, Shively & Klatt, LLP

Jim Lehmann

Consultant, Partners Advantage

Dr. Greg McQuater

Retired Executive,
Taco Bell Corp.

James McQueen

Partner,
McQueen & Ashman LLP

Susan Reese

Business Owner,
Susan Reese Design

Keith Swayne

Founder, Keith and Judy Swayne
Family Foundation

Bill Witte

President, Related California

Champions \$25,000 and above

Crevier Family Fund
Hoag Memorial
Hospital
Presbyterian

Kia Motors America
Orange County
Community
Foundation

SoCalGas, A Sempra
Energy Utility

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