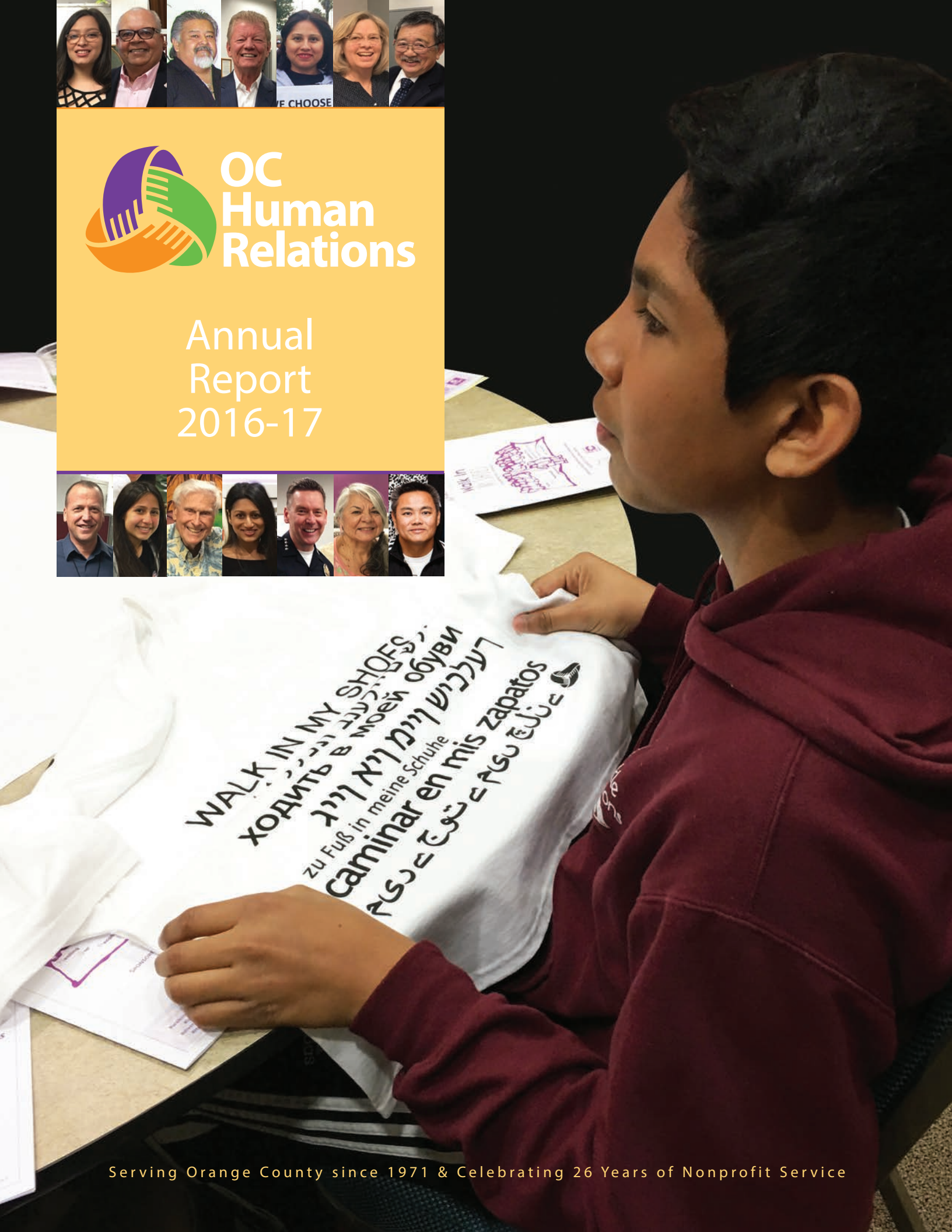
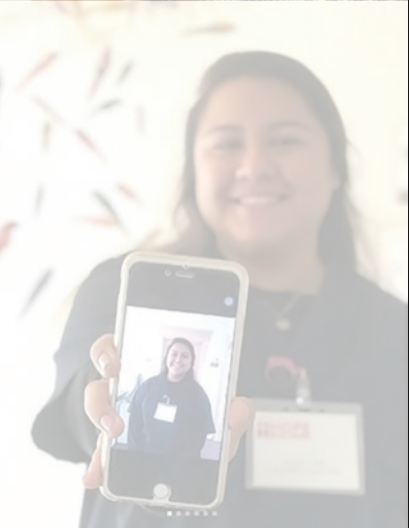




OC
Human
Relations

Annual
Report
2016-17



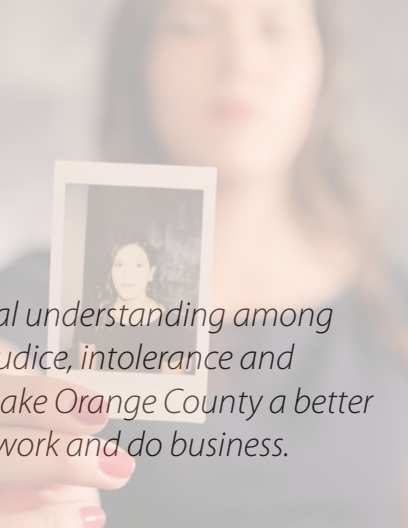
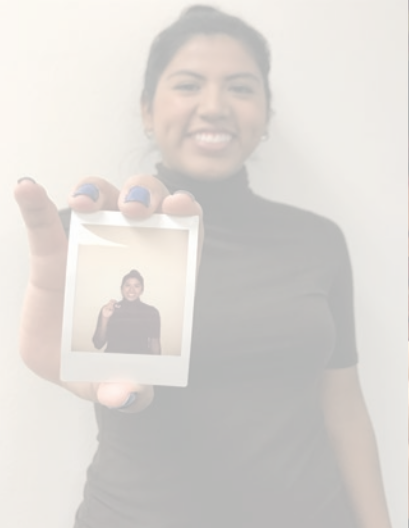


KNOW HATE

#HATEFREEOC

TO KNOW IS TO UNDERSTAND.
TO UNDERSTAND IS TO CHANGE.
TO CHANGE IS TO CREATE A
#HATEFREEOC.

www.knowhateoc.com



Our 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.

We are OC Human Relations

A Message from Our President

"Build the wall!" was chanted by elementary school children directed at their Latino janitor in the cafeteria. Privileged student athletes smashed a watermelon on the porch of their African American teammate and yelled the "N" word. A Muslim woman was assaulted and had her hijab ripped off while she jogged in the park. A Korean church was spray painted with huge red swastikas.

Since November 2016, OC Human Relations documented a spike in hate crimes and incidents in Orange County. Respect for others who are different is slowly diminishing, civility in the public arena is the exception rather than the rule, and social media seems to be fueling unvarnished bigotry based on myths and fear.

We believe that ALL people have a right to live free from discrimination and violence based on their race, religion, sexual orientation, gender, ethnicity, disability, or any other aspect of their being.

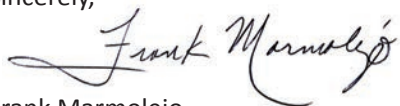
To address the increase in hate activity in our community, we are launching a public awareness and education campaign called #HateFreeOC. The #HateFreeOC campaign is designed to help de-escalate tensions and promote a hate-free environment where everyone feels safe, respected and welcomed while sending the message that hate activity won't be tolerated in our community. We are mounting this positive initiative to engage communities, schools, places of worship, law enforcement, businesses, community organizations, youth groups and other stakeholders in working together to build respect, compassion and empathy for all people. We hope to tell the stories of the amazing people of Orange County who come together from all over the world to make this community great and invite you to participate in this county-wide campaign with us.

At OC Human Relations we:

- Listen to others in order to understand their stories;
- Bring diverse communities together around their common interests;
- Protect people from hate crime, discrimination and marginalization;
- Teach understanding and appreciation of those who are different;
- Resolve conflict through mediation and reconciliation;
- Advocate for all people to have a voice in the decision-making process;
- Develop diverse leaders in schools and communities.

Thank you for your support of this vision to make Orange County a better place for ALL people to live, work, go to school and do business.

Sincerely,



Frank Marmolejo
President
OC Human Relations Board of Directors

"By working together as a community, we will continue to make Orange County a better place for ALL people to live, work, go to school and do business. Thank you for your continued support over the decades."

– Rusty Kennedy, CEO



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Making Orange County better for ALL

During 2016-17, we impacted the lives of over **42,000** students, families, educators and residents across Orange County.

42,000 people

The Mission of OC Human Relations

Our mission is 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 OC Today

Orange County is the third largest county in California, with a population of nearly

3.2 million

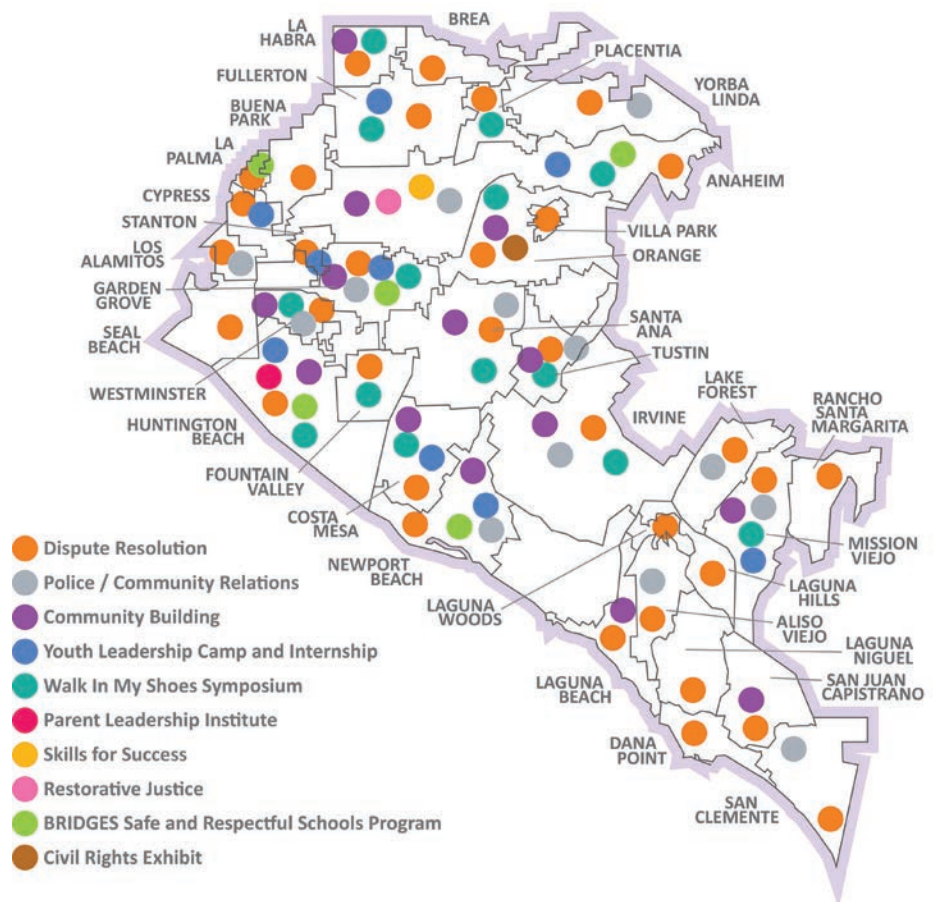
and ranks the **sixth most populated county** in the nation, with more residents than 22 states.

We are richly diverse with a K-12 student population that is: **50% Latino, 27% White, 16% Asian, 1.5% African American and 6% of other backgrounds.**

Our Community Impact

In 2016-2017, we:

- Brought together more than **22,380** students, staff, administrators, parents and community members in partnership with schools from all over Orange County.
- Educated **14,159** people through Dispute Resolution Program Presentations and Educational Workshops.
- Trained more than **200** mediators in basic and advanced mediation workshops.
- Provided free and affordable mediation services to more than **3,480** residents.
- Engaged more than **130** volunteers in over **6,690** hours of service.



Our Partners: *Investing in Good*

Champions

\$25,000 and above

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Draper Community Investment Fund at Draper Family Foundation

Hoag Memorial Presbyterian Hospital

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Thank You for Caring About Orange County

OC Human Relations is grateful to be supported by a caring community of individuals, foundations and businesses.

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BRIDGES Safe and Respectful Schools



BRIDGES Safe and Respectful Schools

Building Lasting Institutional and Individual Change

In our multi-year BRIDGES program, our staff help schools develop their vision for creating campuses where all people feel safe, respected, and connected. School-wide projects help participants identify school climate needs related to **safety, relationships, and the campus environment**.

This year, we led several events to provide students and adults skills, training and support to address their school climate needs:

- 216** New Mediators Trained
- 9** Staff Development Sessions
- 14** Incident Responses
- 24** Restorative Justice Circles
- 27** Human Relations Retreats
- 27** School-wide Events
- 38** Classroom Presentations
- 368** Meetings

Restorative Justice Approach

Restorative justice offers alternatives to traditional discipline in schools where young people and their community can work together to decide how to “make it right” instead of just kicking students out for a few days.

*In 2016-17 we supported **3 schools** in Anaheim as they learned about, and tried to integrate, restorative practices on their campuses. We served **more than 500 people** by providing restorative circles, informational workshops and alternatives to suspension.*

After assessing our model, we have retooled for 2017-18 and are excited to be embedding staff in **4 middle schools** in Anaheim and Tustin who will provide **30 hours of service a week** on each site. This will deepen our impact and each site’s ability to create restorative schools that serve and support all students.

Responding to Crisis

Supporting a School in Need

When a local confrontation between a middle school student and an off-duty LAPD officer escalated to gunshots, the students at the nearby junior high school struggled to understand what had happened and how to respond.



OC Human Relations was there the next day ready to help the campus respond. Within hours, our staff had lead restorative dialogues for **more than 200 students**, giving them a chance to be heard, ask questions, share feelings and rebuild their sense of community. Later that day, our leadership spoke at a press conference held at the Anaheim Police Department and shared our commitment to the community’s safety and well-being.

Over the next week, our staff were on campus, supporting students, staff and parents. We continued to do so in the coming months via our BRIDGES Safe and Respectful Schools Program, providing opportunities for youth, staff and parents to unite to build community and reach out to local leaders for support.

2016-2017 BRIDGES Schools: Anaheim High School * Ball Jr. High * Brookhurst Junior High * Dale Junior High * Garden Grove High * Gauer Elementary * Huntington Beach High * Katella High * Loara High * Magnolia High * Newport Harbor High * Orangeview Jr. High * Savanna High * Servite High * South Jr. High * Sycamore Jr. High * Western High *



Building safe, inclusive, equitable schools.

Walk In My Shoes Youth Leadership Conferences

Raise Your Voice, Take a Stand!

More than **1,000 middle and high school students** from throughout Orange County attended our annual **Walk In My Shoes Youth Leadership Conferences** during the 2016-17 school year thanks to funding from **Hoag Memorial Hospital Presbyterian**.

More than **500 middle school students and educators** attended Walk In My Shoes, Jr. in March at UCI and more than **500 high school students and educators** attended the Walk In My Shoes conference in November at CSUF. The conferences introduced human relations issues, performances, speakers and interactive workshops encouraging students and educators to make a difference in their schools and communities.

Workshops explored: hate crime/ incidents; anti-bullying; building safe; inclusive schools for LGBTQ students and families; social identity and privilege; safe dating; media literacy; mental health and ability; human trafficking; homelessness; sanctuary cities; and historical events of oppression.



Reactions to the Event

"It was more fun than I expected and I made a few new friends." - Student

"This year's Walk In My Shoes was very meaningful. It gave good insight." - Student

"Awesome! I'm so glad I came. I hope to do it again. It was really inspiring!" - Student

"This program was very interesting. I loved it. Totally recommend to others." - Student

"Great workshop selections!" - Student

"Great experience to educate children on society's topics and views." - Student

"It was my first time and I will definitely return. Thank you for this spectacular conference!" - Teacher

"I am sad that I've been teaching 17 years and I've never heard of this conference until this year. We'll be back!" - Teacher

BRIDGES

K-12 COMMUNITY PARTNERS

20,393 Students

113 Parents

225 Administrators

1,172 Teachers

273 School Staff

216 Community Members

17 Partner Schools

5 Districts

22,392 Total People Impacted

STUDENT

LEADER HIGHLIGHTS

- **25 Academically Challenged Students** graduated from our high school Skills for Success Program.
- **11 Youth Leaders** graduated from our annual BRIDGES Summer Leadership Camp.
- **21 High School Human Relations Ambassadors** completed our year-long youth internship/mentorship program.
- **More than 1,000 diverse Orange County junior and high school students and educators** united together at our annual Walk In My Shoes Youth Conferences.

"I liked learning about my conflict style so that I can avoid getting into fights in the future."

— Skills for Success Student

Community Building



ABC residents participating in Zumba

Leading Our Way into Safer Spaces

Community Building Initiative Update

We are now in the **third year** of our Community Building Initiative sponsored by the St. Joseph's Health Community Partnership Fund. We aim to empower residents and cultivate leaders in a very high-risk, low-income neighborhood in West Anaheim known as the "ABC Neighborhood".

In April the group of resident leaders, Grupo de Padres en Accion (GPA), hosted a successful Día del Niño event with **more than 90 residents** in attendance alongside community partners such as Project SAY, City of Anaheim Community Services, Fun on Wheels, ICNA Relief,

WIC, CHIRLA, and more. This event was designed to make positive use of otherwise poorly maintained community spaces often referred to as a crime "hotspots". GPA leaders didn't stop there. In May, GPA leaders decided to start hosting aerobics and dance classes in each of the four neglected community spaces in an effort to use them for positive rather than negative activities. Now, the group has certified a resident leader as a Zumba instructor and meets four times a week to dance it out, share with their neighbors, and help make these spaces safer for all. Each class averages anywhere from **10-20 attendees!**

This year also included:

- a community clean-up
- a Flashlight Walk alongside Anaheim PD, Anaheim Community Services, and Anaheim Code Enforcement
- GPA weekly reporting walk with more than **200 reports** of graffiti, debris, water waste, and more
- a walk-through the community with Mayor Tom Tait bringing further action to efforts to revitalize community spaces
- new traffic signs, signals, and lines for a safer community

In the months ahead:

We will continue building relationships between the residents and community partners by: 1) increasing reporting of Part II crimes and continuing to

build trust between ABC residents and Anaheim PD; 2) decreasing opportunities for crimes in parking lots, carports, and apartment walkways; and, 3) increasing the use of communal spaces for positive activities and working towards their revitalization and transformation alongside our community partners.

Follow GPA's work on Instagram: @abcneighborhood

Parent Leadership

Our Parent Leadership Institute (PLI) is a comprehensive **six-session** training program designed to promote the development of language minority parent leaders in Orange County and their participation in the decision-making processes of their children's education.

PLI objectives include: increase understanding of the educational system, its programs, and parents' groups; enhance parents' skills in effective meeting techniques, public speaking and communication strategies; and, increase parent involvement in schools to enhance their children's academic achievement.

In 2017, we held our PLI program for **32 parents** at Huntington Beach High School. We also provided PLI workshops for **more than 200 parents** at Laguna Beach High School's ELAC program, OC Family Support Centers, and the FACT Annual Conference.





OUR IMPACT

THIS YEAR WE:

- **Graduated 32 Spanish-Speaking Parents** from our six-session Parent Leadership Institute at Huntington Beach High School.
- **Hosted 500 people at our annual AWARDS 46** dinner celebration and fundraiser, honoring local unsung heroes.
- **Involved 65 residents** in a flashlight walk with the police in the ABC neighborhood.
- **Engaged 130 people** in an ABC neighborhood celebration for Dia Del Nino and a community cleanup.
- **Documented 50 Hate Crimes** reported in 2016, an increase from 44 Hate Crimes reported in the previous year.
- **Delivered 6 Police Academy Trainings** to **308 new police recruits** in Orange County throughout the year on cultural sensitivity at the OC Sheriff's Basic Training Academy.
- **Investigated 29 cases via our Police-Community Reconciliation Program.**

Police and Community Dialogues

Santa Ana Police/Community Dialogue

OC Human Relations partnered with the Santa Ana Police Department and Kidworks to strengthen the relationships between the Santa Ana Police Department and residents of the Cedar-Evergreen neighborhood. The dialogues were conducted over a four-week period to assess perceptions of the officers and residents about each other, improve relationships between residents and law enforcement, and to establish joint strategies to improve community safety.

- The 21 residents and police officers found commonalities (*i.e.*, the need for good communication and listening skills, approachability, and equal treatment), as well as differences (*i.e.*, neighborhood vs. city-wide focus, community policing vs. not enough police force presence) in their discussions with one other.
- Police officers heard stories about common concerns in the neighborhood and residents' struggles to keep their neighborhood safe.
- Residents learned about police dynamics, budget, and officers' work to keep the city safe.
- Both groups discussed the importance of communication, consistent community engagement, and collaboration.



Tustin Police/Youth Dialogue Review

- Tustin area youth and police dialogue participants discovered that both groups were perceived similarly in the larger community (*i.e.*, angry, uncaring, patronizing, fearless, aggressive, robotic and reckless).
- Participants took part in community building activities to help humanize the officers and help the students feel more comfortable and open to express themselves in dialogue.
- Both groups discussed the importance of communication, consistent community engagement, and collaboration.
- Police officers helped clarify misinformation (*i.e.*, Traffic officers aren't paid by how many tickets they give, but rather by the hours worked).

"The Parent Leadership Institute helped me understand my rights and obligations. I am now more confident navigating the school system and hope that my child attends college."

– Parent Graduate



Dispute Resolution



Inexpensive Alternatives to Litigation

OC Human Relations trains and certifies volunteer mediators to mediate in our local communities and courts.

This year, we certified **104 new mediators**, elevated **112 mediators** through advanced training, and mentored **107 Volunteer Mediators** who mediated conflict at three local *civil and small claims courts and family court*. They also assisted with walk-in cases that arrived at our office. These services are offered on an income-based sliding scale, making it affordable for everyone. In all, we were able to help **3,488 people** in conflict with our mediation services. And, our volunteer mediators gave us **5,579 hours of service!**



Mediating Elder Issues

In February 2016, the Restorative Justice Team and the Dispute Resolution Team launched an initiative to explore using mediation services to address conflict needs within the growing senior population here in Orange County. Given the ongoing relationship with the OC Superior Courts created by the Dispute Resolution Programs Act grant, a logical place to start was with the Probate Court that handles a large number of elder abuse, conservatorship, guardianship, and trust and estate cases daily. Staff began attending the elder abuse calendar one day a week to offer mediation services to interested litigants and completed 8 cases through the end of the fiscal year. The majority of the cases involved families struggling over how to address care and financial issues for elders slipping into dementia. These cases are especially challenging because of the highly emotional situation and the complex relationship dynamics that exist within family structures. As a result, they are less likely to reach a resolution through traditional mediation approaches than civil case matters that are less entangled with relationship issues. OC Human Relations staff is currently developing a restorative conferencing approach to conflict intervention for these cases. The conferencing approach has the added advantages of bringing a larger number of family members into the conversation

as well as providing an opportunity to connect the family directly with valuable community resources. OC Human Relations is currently piloting this restorative conferencing approach in the courts as well as seeking out community-based referrals.

Civil Mediation Appreciation Reception

In spring of 2017, OC Superior Court administrators and a judicial officer honored our volunteer mediators at the North Justice Center with 45 people in attendance. In addition, 20 volunteer mediators were appreciated (or hosted) at a DRPA Collaborative Picnic during the year.

Spread the Word
Find our annual Mediation Training calendar online at ochumanrelations.org/training





OUR IMPACT

THIS YEAR WE:

- **Helped 3,488 People** in conflict with mediation services.
- **Conducted 1,657 Mediations and 315 Family Mediations**, of which 70% were resolved successfully.
- **Certified 104 New Mediators** who completed our Basic Mediation Training and Basic Divorce Mediation Training series.
- **Elevated 112 Mediators** and their skill level via 9 Advanced Mediation Workshops.
- **Educated 14,159 People** at 462 Dispute Resolution Program Presentations and 16 Educational Workshops.
- **Utilized 107 Volunteer Mediators** in our Dispute Resolution Program from California Baptist University, Chapman University, CSU Dominguez Hills, CSU Long Beach, Grand Canyon University, UC Irvine, and Williams College.
- **Engaged Volunteer Mediators in 5,579 Hours of Service** via courtroom and office walk-in mediation support.



Family Mediation Program Recognized

This year, the Family Mediation Program, at the Superior Court of California, was recognized by the Judicial Officers in an appreciation event hosted by the Judges. Volunteer Mediators received certificates acknowledging their continued support and dedication to the Family Mediation Program. The Judges also acknowledged the Volunteer Mediators who went above and beyond in their volunteer hours. The Judges spoke very highly of our program, and were extremely grateful for the work that we do.

Restorative Justice Course

As an alternative form of dispute resolution, OC Human Relations offers a Restorative Justice program as part of OC Probation's reentry initiatives for ex-felon men and women at a day reporting center in Santa Ana. This program is considered an Honors Course and is voluntary for participants. Each series is held once a week for 90 minutes over a period of nine weeks.

This Restorative Justice course is an intensive review of all the negative ramifications of crime, including the victim, the community, the offenders' families and the offenders themselves. There is much discussion around exploring who was hurt by the crime so that the offenders have more understanding and information to make better choices in the future.

Participants learn that their families have been hurt by their past actions, often distancing themselves because they are afraid of more hurt.

I FIND ALL THE TOPICS THAT WERE BROUGHT UP IN THIS CLASS VERY IMPORTANT. HOWEVER, THE TOPIC THAT REALLY TOUCHED ME THE MOST IS THE EFFECTS OF CRIME AND INCARCERATION ON YOUR FAMILY. I THINK THAT MOST OF THE TIME PEOPLE WHO COMMIT CRIMES DON'T THINK ABOUT THE CONSEQUENCES OF THEIR ACTIONS. THEY MIGHT THINK OF THE CONSEQUENCES, BUT IN A LIMITED WAY. THEY DON'T REALIZE THAT NOT ONLY DO THEY HURT THEIR DIRECT VICTIM, BUT THEY ALSO AFFECT THEIR FAMILY, FRIENDS, AND THE COMMUNITY. AND LITTLE DO THEY REALIZE THAT THEY THEMSELVES BECOME VICTIM OF THEIR OWN CRIME. WHEN THE REALIZATION COMES INTO MIND, IT'S AWFUL.

I will be forever grateful for all the tools that you have given me to understand the influence that I have caused to all those involved.

I have learned a lot of things in restorative justice. I did not think the class would be so helpful but it really did teach me a lot. Plus it also helped to know that there is people that care and understand and are willing to take time out of their lives to come teach this class. I would say the thing I learned that stuck with me the most is about Trauma. About how things from your childhood can affect you when you get older. I would say that was very helpful and very important to know for myself and for my kids and also for other family and friends. I thank you both for taking your time to teach this class to us. I really did enjoy it and I'm sad it's ending today.

Students learn that they have to earn everyone's trust again, that years of bad decisions will take time and effort to rebuild. With this insight, they are able to approach their families in a more constructive way.

These workshops are designed to open minds and hearts--many times the results are immediate.

Nonprofit and County Commission Launch #HateFreeOC Campaign



HateFreeOC Pledge

You can join the effort by taking the #HateFreeOC Pledge online at www.ochumanrelations.org/hatefreeoc/pledge/

I PLEDGE to respect others regardless of their race, ethnicity, gender expression, sexual orientation, physical or mental ability, age, or religious affiliation.

I PLEDGE to do my part to create an inclusive, hate-free environment in my community, neighborhood, business, workplace and/or school.

I PLEDGE to speak up in instances of prejudice and discrimination.

I PLEDGE to challenge myself to be a more effective listener to the concerns of others who have different perspectives and experiences than mine.

I PLEDGE to eliminate all forms of prejudice from my words and actions.

I PLEDGE to report hate activity and hate crimes.

I PLEDGE to be an ally to communities that have been targeted by hate and prejudice.

Therefore, I will treat all people with dignity and respect; and I will strive daily to honor this pledge, knowing that the world will be a better place because of my effort.

Hate Free OC

To Support a Respectful and Inclusive Community

During the 2017 presidential election, emotions and rhetoric ran high and relationships between the diverse people of our nation were strained. Locally, we saw an uptick in reports of hate motivated behavior as well. In response, OC Human Relations partnered with Orange County's Human Relations Commission to launch the "#HateFreeOC" Campaign with the goals of creating a hate-free environment in Orange County, bringing diverse communities together, and promoting a peaceful and inclusive community where everyone can thrive.

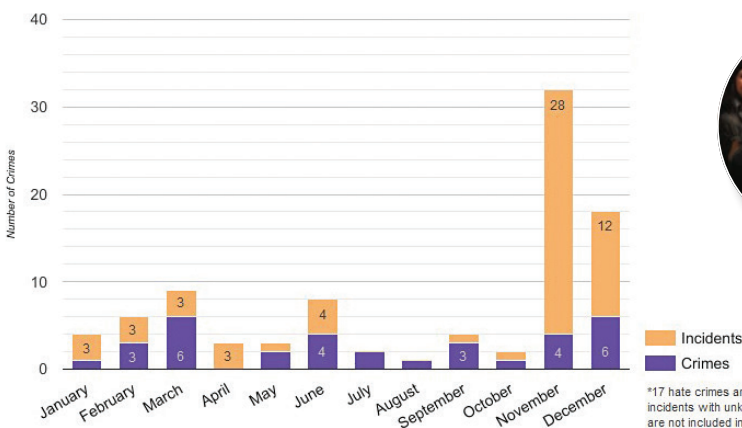
The campaign has consisted of increased outreach to community leaders and residents to better understand and report hate crimes and incidents, a public education campaign geared toward youth, and the reconvening of the Hate Crime Network – a collaborative of non-profits, civic organizations and law enforcement who partner on hate crime education and prevention efforts.



"When there is hatred, it needs to be called out as such and responded to with a loud voice that is unequivocal. That is what our Commission does and should continue doing."

– Rabbi Rick Steinberg, OC Human Relations Commissioner

Hate Crimes and Hate Incidents by Month



"We are as important today for the same reasons we were important yesterday and will be tomorrow. That is because OC Human Relations is an organization dedicated to creating an atmosphere that makes everyone in Orange County able to enjoy living and working here, and experiencing all that Orange County has to give."

– Dr. Gregory McQuater, Community Partner

The OC Human Relations Commission

Building Understanding and Respect

Police - Community Relations

The Commission facilitated discussions between Orange County's Sheriff Sandra Hutchens and diverse faith communities. The Sheriff's Interfaith Council hosted up to 30 interfaith leaders who addressed issues of immigration, OC jail conditions, law enforcement body cams, hate crime, and more.

In collaboration with Christ Our Redeemer AME Church and Orange County Solidarity, the Commission hosted a Solidarity Summit Reconvening where 65 community leaders and officers from OC Sheriff's, Garden Grove, and Irvine Police Departments identified the following areas of priority: citizen trainings at churches/schools; community-oriented and relationship-based policing; media accountability; and cultural sensitivity training for officers.

Listening Sessions

In response to the highly polemical rhetoric during the presidential campaign, the Commission held a series of Listening Sessions with the transgender community and ethnic studies advocates. Additionally, the Commission endorsed and participated in the OC Interfaith Network speaker series "The More You Know, The Less You Hate" focused on strengthening communities against hate and bigotry.

Police and Community Trainings

Research shows that residing deep in our subconscious are attitudes and stereotypes that affect our understanding, actions and decisions in an unconscious manner. These biases, whether favorable or unfavorable, activate involuntarily and mostly without intentional control. The Commission firmly believes that by raising awareness of the impacts of biases and building the capacity within community leaders for cultural sensitivity is one of the many ways in which we will build mutual understanding in Orange County.

This year the Commission delivered six Police Academy Trainings on cultural sensitivity to a total of 308 new police recruits at the OC Sheriff's Basic Training Academy and trained more than 300 County, nonprofit, and education professionals on the topic of Implicit Bias.

Increase in Hate Crimes

The **2016 Orange County Hate Crime Report** shows that hate crimes increased in 2016. The Commission documented **50 hate crimes**, an increase from 40 hate crimes reported last year. The most frequently targeted were African Americans, the LGBT community, and Latinos. They make up the top three groups. However, the **most dramatic increase** was seen in the **number of hate incidents**, which in 2016 totaled **72 compared to the 43 reported in 2015**. The 2016 reported hate incidents primarily targeted the Muslim community.



Orange County Human Relations Commission

In 1971 the OC Human Relations Commission was created by the OC Board of Supervisors, in collaboration with the League of Cities, to build mutual understanding among Orange County residents and eliminate tension, conflict, intolerance and discrimination.

The Commission's Mission:

Seek out the causes of tension and conflict, discrimination and intolerance, and eliminate those causes.

OC Board of Supervisors

Michelle Steel, Chair, Second District
Andrew Do, Vice-Chair, First District
Todd Spitzer, Third District
Shawn Nelson, Fourth District
Lisa Bartlett, Fifth District
Frank Kim, County Executive Officer
Dylan Wright, OC Community Resources Director

OC Human Relations Commission

Rebecca Esparza, Chair
Rabbi Richard Steinberg, Vice-Chair
Bekele Demissie
Kim Toan Do
Chief Mike Hamel
Mark Miller
Dr. Chiarina Piazza
Dr. Kerry Reynolds
Michael Reynolds
Elliott Singer
Sean Thomas



Program Support



Sources of Income

- Generous donations from individuals, businesses, and foundations totaling \$766,360 were facilitated by our committed Community Partners and nonprofit Board of Directors.
- In-kind donations were valued at \$207,427.
- California Court filing fees funded a \$275,000 Dispute Resolution Program contract.
- The Board of Supervisors continued to fund a contract for \$252,000 for our nonprofit to provide staff support to the public OC Human Relations Commission.
- Fees for services brought in \$262,623 of income.
- 21 cities paid \$102,280 in dues.
- Interest accounted for \$11,861 of income.
- These funds supported the nonprofit charitable programming expenses of \$1,666,530 in FY 2016-17.

Our Staff

Wesley Acker
 Jim Armendaris
 Sara Babadi-Sharif
 Antonio Benitez
 Alfonso Clarke
 Adriana Cortes Luna
 Alison Edwards
 Karla Estudillo
 Peko Gomis
 Don Han
 Barbara Hunt
 Rusty Kennedy
 Maggie Lauder
 Norma Lopez
 Edgar Medina
 Melisa Montano-Ochoa
 Melissa Morgan
 Marco Ortega
 Rebecca Perezchica
 Joyce Sanchez
 Seema Shah
 Kathy Shimizu
 Kristian Vallee
 Julie Vue
 Sheri Wingate



Complete Audit

The private nonprofit 501(c)(3) OC Human Relations Council's independent audit was conducted by the firm J.G. Davidson & Co. Auditors issued an unqualified opinion for the year ending June 30, 2016 concluding that OC Human Relations' finances were in compliance with standard accounting principles. OC Human Relations' Fiscal Year 2016-17 expenses were \$1,666,530 and income was \$1,877,551 including in-kind contributions valued at \$207,427. Total Unrestricted Net Assets were \$1,389,965 with Total Liabilities and Net Assets of \$1,678,869.



Staffing

Full time permanent staff increased to 22 this year, augmented by more than 6,600 hours from volunteers who served as mediators, Board members, Commissioners, Community Partners, and interns, as well as individuals who donated their professional services.

Transitions

In Appreciation of 16 Years of Service: James Armendaris

James Armendaris came to OC Human Relations as a volunteer and donor long before joining our Dispute Resolution staff as a court and community mediator and trainer. Later, James joined our Community Building team as a Sr. Human Relations Specialist, working with Hate Crimes and the Police-Community Reconciliation Program. He was always available to support his colleagues and the community. We thank James for his 16 years of dedicated service to Orange County's diverse communities.

Succession Planning Underway

With CEO **Rusty Kennedy's** retirement expected in the coming fiscal year, staff, Board and Community Partners have engaged in strategic planning for our nonprofit's sustainability, invested in our Development team and fundraising strategy, hired a dedicated Human Relations Commission Director, and will be moving into a new office. While Rusty can never be replaced, the organization is well-prepared for the future.

AWARDS 46: Honoring Orange County's Human Relations Heroes.



Celebrating Justice, Diversity and the Human Spirit!



OC Human Relations' annual AWARDS celebration brings together more than **500 leaders and residents** from across Orange County to honor the work of local unsung heroes and celebrate justice, diversity and the human

spirit. This year, the event was held on May 4th as our annual AWARDS celebration and fundraiser. This inspirational event, hosted at the City National Grove of Anaheim, recognized community leaders, police officers, a BRIDGES school, and a business in Orange County – all who promote diversity and justice in our communities.

Save the Date!

AWARDS 2018 will be held Thursday, May 3, 2018!

Become a Sponsor. Contact OC Human Relations at 714-480-6580 or www.ochumanrelationsawards.org



2017 AWARDS Honorees:

Diverse Community Leaders

Bill Bracken
Rev. Dr. Charles Dorsey
TyRon Jackson
Laura Kanter
Bang Van Pham
Juana Trejo

Community Policing

Det. Noah Daniels,
La Habra Police Department

Outstanding BRIDGES School

South Junior High School

#HateFreeOC Profile in Courage

Andrew's Ice Cream

Distinguished Business: Embracing Diversity and Inclusion

Target

Thank You to Our AWARDS 46 Sponsors:

Title Sponsor
UPS

2017 BRIDGES Safe & Respectful Schools Sponsors

Banc of California
Bill Witte and Keiko Sakamoto
The Crevier Family Fund
Keith Swayne

Community Sponsors

Gibson Dunn
Hoag Memorial Hospital
SoCalGas, A Sempra Energy Utility
Wells Fargo

Supporters

The California Endowment - Chevron - Dr. Kevin Scott - Oscar Garza - Rutan & Tucker LLP - Susan and John Reese - Target - Union Bank

Media Sponsor

CBS2/KCAL9

"OC Human Relations has steadfastly worked to build understanding between diverse communities ...the meaningful relationships that have been the fruit of these efforts is a prime legacy the organization leaves for future generations."

— Dave Southern, Donor



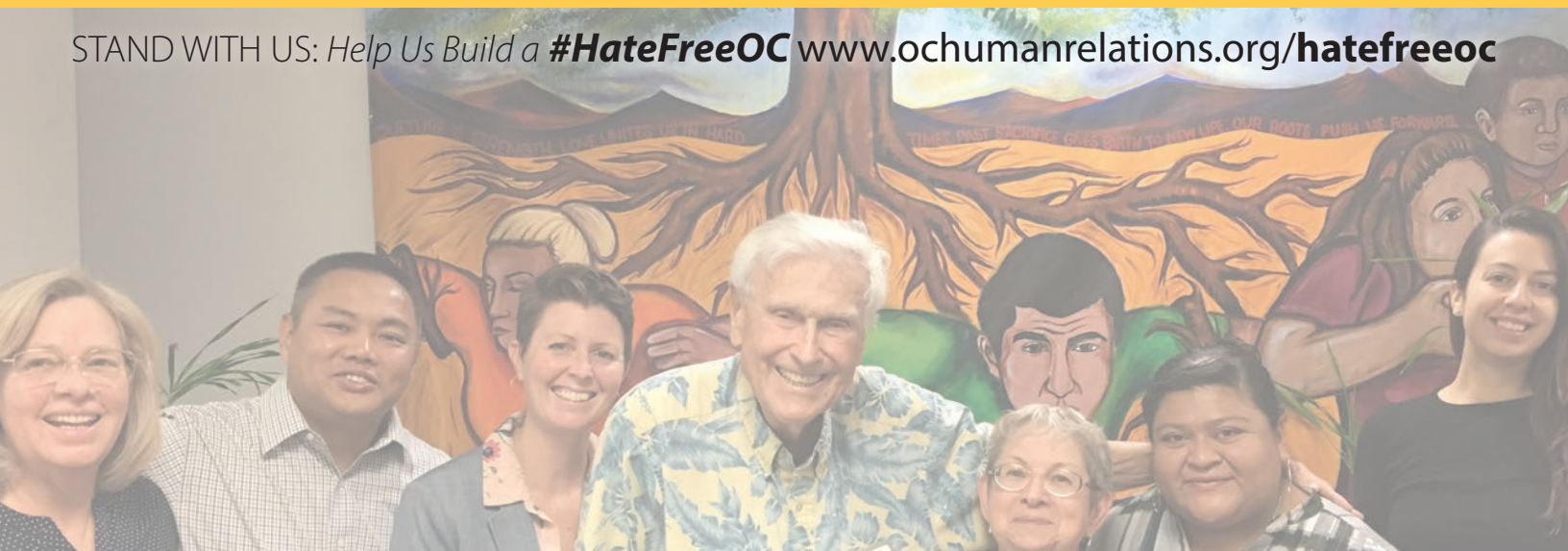
OUR CITY PARTNERS

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

"As a child of immigrants, I care about this place. I'm regularly outraged by the prejudice I see around us—it has to be stopped. That's why I support what OC Human Relations is doing, that's why I admire what they do. OC Human Relations is a very important dimension of our society."

— Ralph Bauer, Community Partner

STAND WITH US: Help Us Build a **#HateFreeOC** www.ochumanrelations.org/hatefreeoc



We are Grateful to Our Community Partners Advisory Board for Investing in Our Future:

- Neena Master, President**
Director of Community Relations, SoCalGas
- George Gibbs, Vice-President**
Mgr, Community Affairs, UPS
- Ralph Bauer**
Ret. Mayor, Huntington Beach
- Kay Carpenter**
Ret., 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
- Oscar Garza**
Partner, Gibson, Dunn & Crutcher LLP

- Dr. Jerry Hunter**
Chancellor Emeritus, North Orange County Community College District
- Kenneth K. Inouye**
Partner, Inouye, Shively & Klatt, LLP
- Jim Lehmann**
Consultant, Partners Advantage
- Dr. Greg McQuater**
Ret. Exec., Taco Bell Corp.
- James McQueen**
Partner, McQueen & Ashman LLP

- Susan Reese**
Owner, Susan Reese Design
- Joe Slowensky**
Vice Provost of Institutional Effectiveness and Faculty Affairs, Chapman University
- Keith Swayne**
Founder, Keith and Judy Swayne Family Foundation
- Jack Toan**
Vice-President, Wells Fargo
- Bill Witte**
Chairman & CEO, RELATED California



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OC Human Relations is a 501(c)(3) charitable organization that can thrive with the help of supporters like you! Tax ID #33-0438086



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- [weareoneoc](https://twitter.com/weareoneoc)

Text: **HATEFREEOC** to 22828 to join our e-list.

Share Our Annual Report Online: www.ochumanrelations.org/annualreport