

We Are



OC Human Relations



Annual Report
2018-19

Celebrating 28 Years of Nonprofit Service

We are OC Human Relations



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A Message from our President



As a nation, we have witnessed the flames of hate, violence, bigotry and divisiveness fanned higher during this past year. Unfortunately, Orange County was not exempt from these abhorrent events and they have had a direct impact on our schools and communities. For four consecutive years, OC Human Relations has received and documented a steady increase in reported hate crimes and hate incidents. When hate activity occurs, it's not just an act against an individual but a message to their entire community that they are not wanted here. No member of our communities should have to experience this.

We at OC Human Relations have the privilege to serve as the trusted agency that Orange County's residents, schools, law enforcement agencies and communities call upon when hate crimes and hate incidents occur. In the past year OC Human Relations organized a series of interfaith dialogues to engage residents in civil and respectful conversations. After a misunderstanding and comments at a local high school's football game created tension, we reached out to the schools involved and brought students from two different communities together to create opportunities for them to listen to each other and find common ground. When images from a teenage drinking party showing cups arranged into a swastika became public, creating fear and outrage in an Orange County school district, OC Human Relations was honored to be called upon to assist the district in forming a Human Relations Task Force to support schools in creating safe and inclusive campuses for all students.

The human relations work that is required to provide education and dialogue opportunities to prevent and respond to hate and bigotry is only possible when the spirit of collaboration between Orange County's law enforcement agencies, community organizations, schools and community members is strong and consistent. We are grateful to be in partnership with so many in the County.

OC Human Relations will continue to speak up and strive to find common ground in our diverse communities. Each day we will go into our schools and neighborhoods: we will teach young people to love their neighbor—ALL of their neighbors—we will demonstrate to residents that their conflicts can be resolved with words and understanding, and we will be led by our commitment that all people should be treated with dignity and respect, no matter the color of their skin, ethnicity, religion, or beliefs.

We hope you will join us in helping to create an inclusive, welcoming society—a better Orange County for ALL people.

Sincerely,


Kenneth K. Inouye

President, OC Human Relations Board of Directors,
July 2018 to June 2019

In the 2018-2019 school year, OC Human Relations responded to two major school-based bias-motivated incidents.

In Fall 2018...

News media reported on allegations of “racism at high school football game” - a game between a South Orange County high school and a Central Orange County high school. OC Human Relations acted quickly by reaching out to respective schools and school districts, to offer our support for dialogue and joint understanding of what occurred at the football game. In partnership with UC Irvine, we hosted a day-long listening session with 20 students from each high school. Through use of restorative dialogue, OC Human Relations staff guided students to an understanding of what happened, how they were feeling at the time, who was impacted and what could be done to make things right. The session concluded in students from both high schools working directly together to create “Recommendations for Hosting School Events”, presented at our annual Walk in My Shoes Conference. (see right)

More recently in Spring 2019...

OC Human Relations responded to an incident involving students at an off-campus party who had imagery of a swastika and Nazi salute. Partnering with the school district, OC Human Relations successfully began the creation of a Human Relations Taskforce, consisting of students, parents, school and district staff, and concerned community members. Through a “thought wall” process, attendees were asked to provide thoughts on the taskforce’s goals, representation, and specific issues and concerns. With support from Ersoylu Consulting, key committees were formed and are the basis of the work for the taskforce. The Task Force’s Key Committees made recommendations to the Board of Education on short- and long-term plans to address human relations and school climate needs of the district. (see right)

RECOMMENDATIONS FOR HOSTING SCHOOL EVENTS

- Promote a **welcoming environment** for all school hosted events.
- Focus on **positive sportsmanship**, positive competition.
- Local and national **politically related activities are prohibited** during school hosted events
- **Encourage communicate** between schools.
- Have staff and ASB **approve posters and themes** before games.
- **Focus on game**, not perceptions and stereotypes of student differences
- All participants **follow school guidelines**, including parents and community.
- **Report negative behavior** to school and/or security personnel.
- Remember **IN UNITY THERE IS STRENGTH!**

KEY COMMITTEES FOR TASK FORCE

- Create a safe and respectful learning **environment** for all students.
- Create opportunities for **cross-cultural dialogues** that build an understanding of diversity and inclusion.
- Develop **policies and processes** that support educators, students, parents and community to respond quickly and effectively to hate incidents.
- **Empower youth** with tools and skills to stand for what is right and to be ‘upstanding’ on campus, in the community and online.
- **Educate** students, educators and the broader community on empathy, compassion and acceptance of differences.

Making Orange County better for ALL

During 2018-19, we impacted the lives of over **60,000** students, families, educators and residents across Orange County.

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

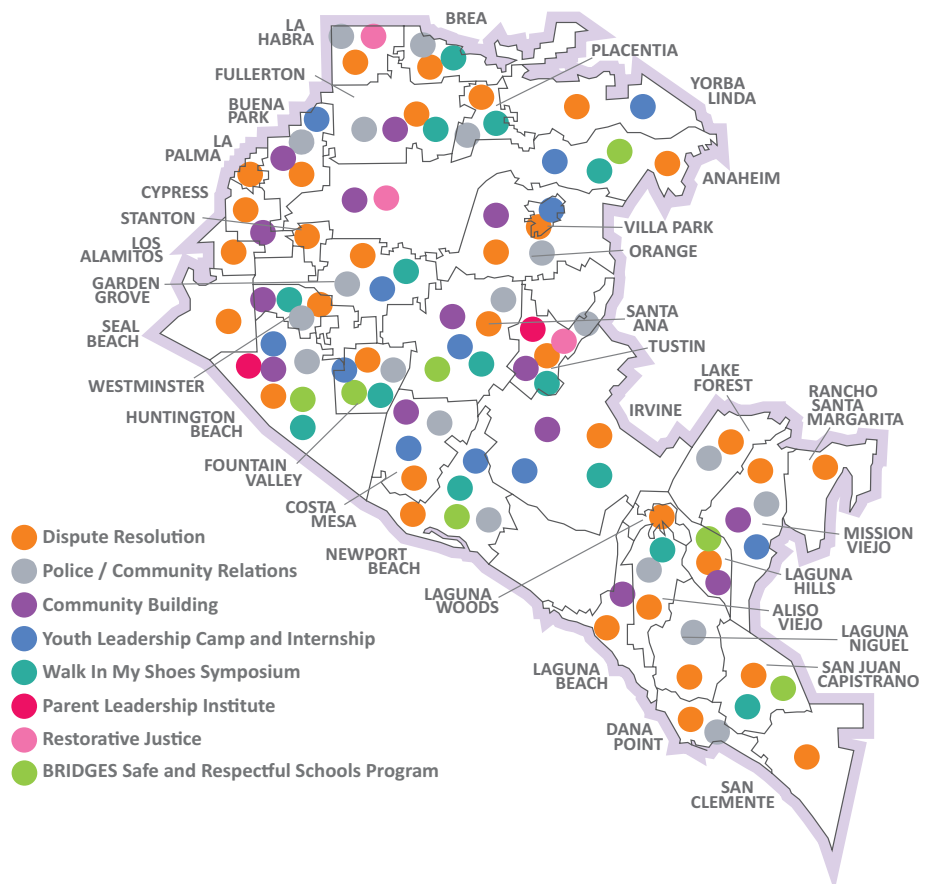
Orange County is the third largest county in California, with a population of nearly 3.2 million and ranks the sixth most populated county in the nation. The American Community Survey estimated that Orange County is made up of 40% White, 34% Hispanic, 21% Asian, 2% African American and 3.5% of other backgrounds.

OUR COMMUNITY IMPACT

In 2018-2019, we:



- Facilitated **30,482 interactions** w/students, staff, administrators, parents & community members in partnership with **15 schools in OC** to address creating safer & inclusive BRIDGES school campuses.
- Hosted **1,055 middle & high school youth & teachers** at two Walk in My Shoes Youth Conferences.
- Provided **29 high school BRIDGES student leaders** a 9-month internship program on advanced human relations training & education.
- Delivered 4 Police Academy trainings to **209 new law enforcement recruits** on cultural competency.
- Trained **68 individuals** on basic mediation training and advanced **180 individuals' mediation skills** through a 40-hour advanced mediation training.
- Provided free mediation on **1,171 cases referred from local OC courts**, community agencies and direct referrals from residents.
- Engaged more than **146 volunteers in 9,695 hours of conflict resolution** support to OC residents.



Honoring Orange County's Human Relations Heroes



Awards 2019: Celebrating Justice, Diversity and the Human Spirit!

OC Human Relations' annual AWARDS celebration, presented by Title Sponsor Union Bank, brought together 400 leaders and residents from across Orange County. We honored the work of local unsung heroes, including community leaders, police officers and a BRIDGES high school – all who promote diversity and justice in our communities. Honorees also included a corporation embracing diversity and inclusion and a journalist for exposing Hate Groups in Orange County.



2019 AWARDS HONOREES:

COMMUNITY POLICING

Commander Chuck Elms, Santa Ana Police Department

DIVERSE COMMUNITY LEADERS

Tony Ortuño
Orange County Community Foundation and OC Opportunity Initiative

OUTSTANDING BRIDGES SCHOOL

Fountain Valley High School

DISTINGUISHED BUSINESS AWARD

Medtronic Brain Therapies

SPECIAL KNOW HATE AWARD

A.C. Thompson

THANK YOU TO OUR AWARDS 2019 SPONSORS:

TITLE SPONSOR

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2019 BRIDGES SAFE & RESPECTFUL SCHOOLS SPONSORS

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Bill Witte & Keiko Sakamoto
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Chevron
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PiLarr and Frank Marmolejo
Susan and John Reese
Wells Fargo

Save the Date!

AWARDS 2019 will be held
Thursday, May 7, 2019!

Become a Sponsor.

Contact us at 714-480-6580 or
www.ochumanrelationsawards.org

Our Partners: Investing in Good

Thank You for Caring
About Orange County

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

Champions \$25,000 and above

Annenberg Foundation
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Partners list continues on page 8

BRIDGES Safe and Respectful Schools

Building Safe, Respected, and Connected Schools

In our multi-year BRIDGES program, staff support schools to develop their vision for creating campuses where all people feel safe and respected. Through school-wide projects and dialogues, schools address their needs as related to safety, relationships, and the campus environment.

BRIDGES Highlights/Impact:

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

- 23** New Student Mediators Trained
- 68** Student Facilitators Trained
- 2** Major Incident Responses
- 20** Human Relations Retreats
- 47** School-wide Events
- 42** School Presentations
- 519** Meetings

2018-19 BRIDGES Schools:

Anaheim High, Garden Grove High, Huntington Beach High, Fountain Valley High, Laguna Hills High, Loara High, Magnolia High, Newport Harbor High, San Juan Hills High, Savanna High, Servite High, South Jr. High, Sycamore Jr. High, Western High

2018-19 Restorative Schools:

Ball Junior High, Brookhurst Junior High, Columbus Tustin Middle School, Currie Middle School, Dale Junior High, Washington Middle School

Building Restorative and Relationship-Centered Schools

Our Restorative Schools Program seeks to address the ineffectiveness and disproportionality that arises in traditional school discipline systems by bringing a Restorative Justice (RJ) perspective and hands-on practices to the school community.

In 2018-19 we supported 3 middle schools in Anaheim, 2 middle schools in Tustin and added 1 middle school in La Habra in January 2019. Each school site was supported in learning about and integrating restorative practices on their campuses. We trained and mentored educators on community building circles, using I-messages, affective statements, and restorative dialogue.

Through RJ, we supported and addressed issues that young people face when it comes to discipline and school connectedness. This year, our work focused on building community, responding to harm and conflict, and providing circles of support to the school community.





Walk in My Shoes Youth Leadership Conferences

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 2018-19 school year thanks to funding from **Hoag Memorial Hospital Presbyterian**.

Our annual conference hosted over **500 middle school students and educators at the Walk In My Shoes, Jr.** in March at UCI and more than **500 high school students and educators** at 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; safe and inclusive schools for LGBTQ students; social identity and privilege; safe teen dating; arts for activism; mental health and ability; human trafficking; homelessness; history of oppression and know your rights.

Student Reactions to WIMS:

- "I loved it! Glad I came! Wished we learned this in school."*
- "I encourage more activities like this... to get us out of our comfort zones."*
- "I would say that overall it was amazing, inspiring, and beautiful."*



OUR IMPACT

Integrating Restorative Practices in our schools



K-12
Community
Partners

Bridges Highlights

- 27,541** Students
- 700** Parents
- 159** Administrators
- 1,175** Teachers
- 166** School Staff
- 741** Community Members
- 14** Partner Schools
- 6** School Districts
- 30,482 Total People Impacted**

Restorative Schools Program Highlights

- 49** Presentations
- 651** Student Development Sessions
- 534** Staff Relationship Meetings
- 656** Staff Meetings and Consultations
- 661** Staff Modeling and Mentoring Sessions
- 1,421** Facilitated Dialogues
- 30** Trainings and Workshops
- 31,813 Total People Impacted**

Restorative Justice Impact

- 686** Cases
- 97% Resolution Rate**

Our Partners: Investing in Good

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Supporters \$5,000-\$9,999

Anita Varela and Rusty Kennedy
Chevron
County of Orange, Supervisor Todd
Spitzer
Crevier Family Foundation
Gibson, Dunn & Crutcher LLP
Gurpreet Singh Ahuja, MD & Jasjit
Singh-Ahuja, MD
Kenneth and May Inouye
Medtronic
National Association for
Community Mediation
Orange County's Credit Union
Pacific Life Foundation
Sharyl and Oscar Garza
Susan and John Reese

Advocates \$2,500 - \$4,999

Bicky & Gurpreet Singh
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University of California, Irvine

Community Partners \$1,000-\$2,499

Frederick Balzer and Lyn Burke
Anonymous

Partners list continues on page 10

Community Building

A Better Community

Community Building Initiative Update

We have wrapped up our Community Building Initiative sponsored by the St. Joseph's Health Community Partnership Fund. This project aimed to empower residents and cultivate leaders in a very high-risk, low-income neighborhood in West Anaheim known as the "ABC Neighborhood".

This fiscal year, we began a partnership with GOALS, a local nonprofit focused on improving the lives of underserved children through after-school alternatives. This gave way to GOALS committing to a multi-year community improvement project to help continue the residents' efforts of improving open community spaces for safe, positive activities. GOALS has helped beautify and renovate a clubhouse to offer free athletic and after-school educational programs and summer camps.

We worked with a group of resident leaders, Grupo de Padres en Accion (GPA), to coordinate different projects such as a traffic study, engaging residents in community garden work, report graffiti walks, and clean and improve community spaces. Additionally, GPA members hosted their annual Barrio Run event serving up to 130 community members who were able to run/walk their community safely and with their families. Residents also had the opportunity to received different resources from community agencies. The community

partners who participated are Project SAY, City of Anaheim Community Services, Anaheim Police Department, Anaheim Public Utilities, and the Orange County Credit Union.

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 2018-2019, we held our PLI program at Currie Middle School, Huntington Beach High School, and Beswick Elementary graduating a total of **76 parents**.



Police and Community Dialogues

Santa Ana Police engages Santa Ana residents in redefining the department's Policing Philosophy

The Santa Ana Police Department (SAPD) partnered with OC Human Relations Commission to conduct four community meetings with a goal to receive resident input about community needs and issues that will serve as a baseline in defining the SAPD's new Policing Philosophy. A total of 75 residents participated in the dialogues.



Residents identified these as the top community issues that SAPD needs to prioritize:

- Homelessness & Mental Health issues
- Gang Activity
- Public Prostitution Solicitation
- Drug use & sales – legal & illegal

They also recommended SAPD improve:

- Dispatch operators' intercultural/interpersonal ability through training
- Increase SAPD positive engagement with homeowners' associations, parents, and children
- Diversify and create pipeline for officer hiring and training
- Increase and improve collaboration with local organizations and neighborhood associations for community safety



OUR IMPACT

This year we:

- **Graduated 76 Spanish-Speaking Parents** from three six-session Parent Leadership Institute at different schools in Orange County.
- **Engaged 120 people** in the ABC neighborhood Barrio Run event, where residents promoted health and unity through a safe run/walk around the neighborhood.
- **Documented 67 Hate Crimes** reported in 2018, an increase from 56 Hate Crimes reported in the previous year.
- **Facilitated 5 Police-Diverse Community Dialogues** engaging 136 Orange County residents in positive contact with 4 different law enforcement agencies.
- **Delivered 4 Police Academy Trainings** to **209 new police recruits** in Orange County throughout the year on cultural sensitivity at the OC Sheriff's Basic Training Academy.
- **Investigated 19 cases** via our Police-Community Reconciliation Program.



Our Partners: Investing in Good

Community Partners,
continued from page 8

Bill Wood and Sharon McManus
California Southern University
Cassandra Weiner
Charlene and Ralph Bauer
Don Berger
Eric Bell
Dr. Gregory McQuater
Dr. Jerome Hunter
Dr. John Weispfenning
Judith A. Iannaccone
Kay M Carpenter
Lilia and Adrian Tanakeyowma
Margaret Gates
Nicolas and Susannah Kennedy
Orange County Interfaith Network
Pamela and William Hewitt
Peter Strelow
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Robert Murphy
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Simei Yeh
Susan Jundanian and Nick Kremer
Thaddeus Heitmann

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Charles Niederman
Christ Our Redeemer AME Church
Christina Ahluwalia
Christine Olmstead
Christopher Bieler
Cleo Dougherty

Partners list continues on page 12

Dispute Resolution

Better outcomes for disputants

**OC Human Relations provides
mediation services in
communities and courtrooms.**

With the assistance of the Dispute Resolution Programs Act grant, OC Human Relations (OCHR) provides OC residents who are facing conflicts with eight hours of mediation service at no charge. Residents who sign up for this opportunity work together to resolve their conflicts with a trained mediator. In 2018-19, we provided mediation services for 1246 cases. The majority of these cases were civil and family law cases referred by OC Superior Court judges, with a smaller number of cases that were initiated directly by disputants who learned about our services through community resources or information on our website. Over 3,000 individuals or organizations participated in our mediation services over the course of the year.

Better experiences at court

The extensive documentation required before a divorce can be finalized by the court can present a significant challenge

for the 80% of family court litigants who are self-represented. Often times, these individuals have a difficult time navigating the court system to complete their divorce, even when there is agreement about the orders to include in the dissolution judgment. OCHR provides a benefit to both the court and litigants by training mediators to explain court procedural requirements to the litigants and having resources available for litigants during mediation.

A recent example is a case filed in 2017 that languished in the court system with little forward movement until the judge referred the parties to OCHR for a voluntary settlement conference. Not only did the mediators assist the parties in resolving their outstanding issues, the mediators were able to help them complete their court paperwork and have their judgment issued by the court. To achieve this, the mediators spent 7.5 hours with the parties over the course of 4 mediation sessions. Two of these sessions were held at the OCHR office in the evening rather than at court so the parties could avoid taking time off work. In the end, participation in the Voluntary Settlement Conference Program saved both the court and the litigants a significant amount of time and money compared to what would have been required without the assistance of OCHR volunteer mediators.





Better understanding of community needs

In 2018-19, OCHR participated in a national study sponsored by the National Association for Community Mediation, exploring how mediation centers operate and engage with local communities. We look forward to expanding our program of training community members to utilize mediation processes to resolve conflicts.

Better opportunities for mediator training

Since OCHR relies on community volunteer mediators to provide mediation service to OC residents, the Dispute Resolution Program is only as good as the mediators it attracts and trains. Because there is no professional education requirement for becoming a mediator, OCHR provides multiple basic mediation trainings each year for those who are interested in becoming OCHR

volunteer mediators and/or private mediators. This year, we trained 68 new mediators through the 40-hour Basic Mediation and Divorce Mediation courses taught by OCHR's highly experienced staff.

In addition to providing basic mediation training, OCHR incorporates mentored training experiences for new mediators into its court and community mediation programs. OCHR uses a co-mediation model that assigns two mediators to each case. This provides a safe secure setting for newer mediators to practice and develop their expertise as mediators while ensuring that each case has a highly skilled mediator leading the mediation experience for the disputing parties. This approach creates win-win experiences for the disputing parties and the mediators, as well as for the overcrowded courts and community agencies who refer individuals in conflict to the OCHR Dispute Resolution Program.

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

OUR IMPACT

This year we:

- **Helped 2,492 People** in conflict with mediation services.
- **Mediated 1,171 cases**, where 59% produced written settlements.
- **Certified 68 New DRPA Mediators** through our 40-hour Basic Mediation and Basic Divorce Mediation Training series.
- **Enhanced Mediator Skills** through **22 Advanced Mediation Trainings** attended by **180 Participants**.
- **Introduced 5,878 People to Mediation and Conflict Resolution Skills** through 272 Dispute Resolution Program Presentations.
- **Provided mediation Internships** for college and law school students from Chapman University, CSU Dominguez Hills, CSU Long Beach, Pepperdine University, and UC Irvine.
- **Engaged 146 Volunteers to provide 9695 Hours of Service** of Dispute Resolution Program work **valued at \$242,398.00**.



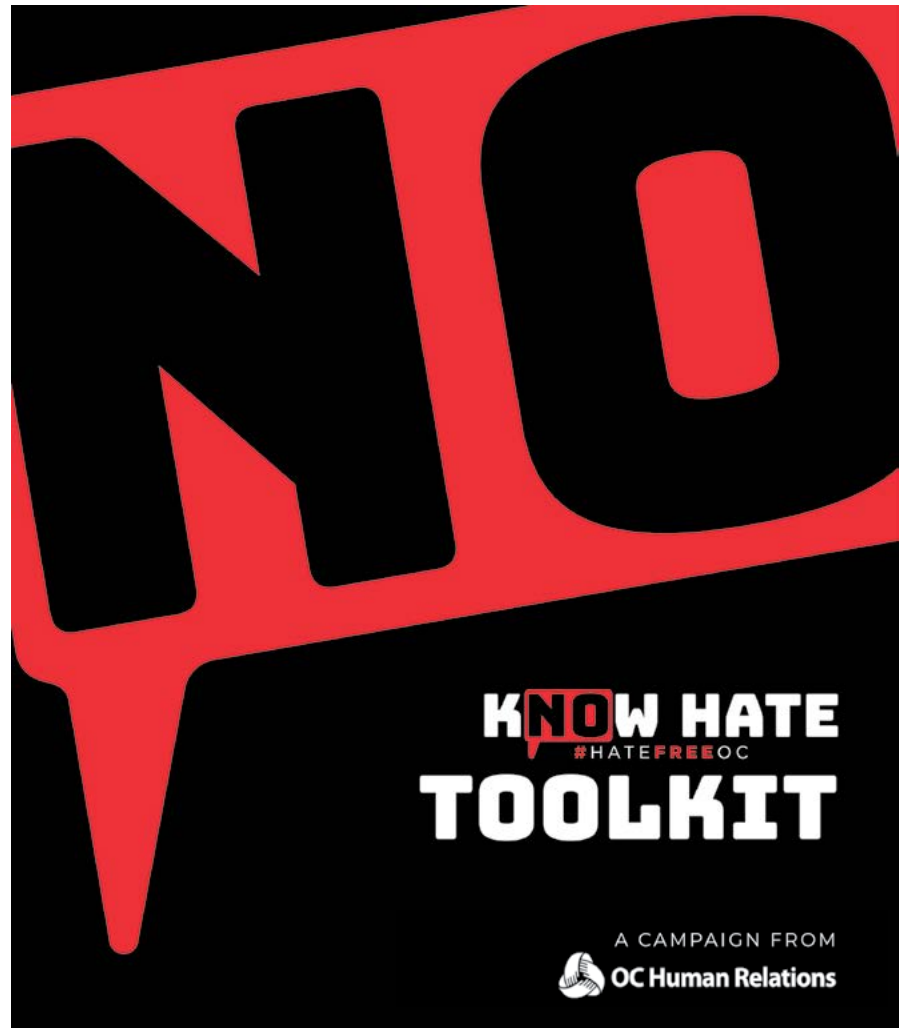
Our Partners: Investing in Good

Friends, continued from page 10

Connie Chan
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Earl Slee
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Fern Snir
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Shelley Hoss
Steve Yang
The Olin Group
Yolanda King

Please contact us at 714-480-6582 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, 2018 - June 30, 2019.

Join us for a #HateFreeOC



Know IT, Understand IT, Change IT

Since 1991, OC Human Relations has been dedicated to partnering with schools to create and sustain campus communities that are safe, respectful and connected. We believe everyone should live free of violence and discrimination, but sadly, not everyone agrees. Over the last several years, divisive rhetoric has increased the acceptance of biased related speech and hate crimes and incidents across our nation. Watching hate activity escalate around us, we decided to do something about it. The kNOWHATE Campaign is an education and awareness campaign created by OC Human Relations to promote the importance of diversity and eliminate prejudice, intolerance and discrimination.

In partnership with a new California Governor's Office of Emergency Services grant, we are able to expand this campaign to include a new kNOWHATE toolkit and training for educators, youth service providers and youth to support schools in the effort to combat hate and hate group affiliation amongst youth throughout our state.

Together, we can create an inclusive place for all of us to live, go to school, work and play.



Financial Statement and Audit

The private nonprofit 501(c)(3) OC Human Relations Council's independent audit is currently being handled by Quigley & Miron Certified Public Accountants for the fiscal year 2018-2019. OC Human Relations' Fiscal Year 2018-19 expenses were \$1,964,747 and income was \$1,787,608 in addition to in-kind contributions valued at \$256,267. Total Unrestricted Net Assets were \$1,090,405 with Total Liabilities and Net Assets of \$1,514,959. For the fiscal year 2017-2018, Quigley & Miron issued a qualified opinion for the year ending June 30, 2018 in November 2018 concluding that OC Human Relations' finances were in compliance with standard accounting principles.

Staffing

Full and part time permanent staff increased to 26 this year, augmented by more than 9,700 hours from volunteers who served as mediators, Board Members, Commissioners, Community Partners, and interns, as well as individuals who donated their professional services.

OUR STAFF

Alison Edwards	Irma Zamora	Marco Ortega
Antonio Benitez	Joyce Sanchez	Michael Angelo Aranda
April Van Ligten	Julie Vue	Norma Lopez
Barbara Hunt	Karla E. Fuentes	Peko Gomis
Breanna Lynch	Kathy Shimizu	Rebecca Perezchica
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Chris Hernandez	Khushbindar Sood	Seema Shah
Cynthia Tejada	Kristian Vallee	Sheri Wingate
Desire Campusano	Lenora Forschner	Victor Pham
Don Han	Maggie Lauder	Wesley Acker
Edgar Medina	Maureen Dadabhoy	



SOURCES OF INCOME

supporting the nonprofit charitable programming expenses of \$1,964,747 in FY 2018-19.

- Our committed Community Partners and nonprofit Board of Directors facilitated generous donations from individuals, businesses, and foundations totaling \$683,596.
- In-kind donations were valued at \$256,267.
- California Court filing fees funded a \$250,000 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.
- The State of California, Office of Emergency Services, funded a contract to develop the kNOwHate Toolkit and implement the campaign statewide, was awarded for \$63,200 for this fiscal year.
- Fees for services brought in \$490,849 of income.
- 18 cities paid \$89,579 in dues.
- Interest accounted for \$14,083 of income.

OC Human Relations Commission



In Partnership with County of Orange—

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.

COUNTY OF ORANGE BOARD OF SUPERVISORS

Lisa Bartlett, Chair, Fifth District
Michelle Steele, Vice-Chair, Second District
Andrew Do, First District
Donald Wagner, Third District
Doug Chaffee, Fourth District

COUNTY OF ORANGE STAFF

Frank Kim, County Executive Officer
Dylan Wright, OC Community Resources Director

OC HUMAN RELATIONS COMMISSION

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Dr. Kerry Reynolds, Vice-Chair
Adey Nyamathi
Bekele Demissie
Fareed Farukhi
Jany Lee
Kim Toan Do
Michael Reynolds
Michele Steggell
Chief Mike Hamel

Building Understanding and Respect

Police - Community Relations

The Commission facilitated discussions between middle school and high school youth, parents, and law enforcement to create a better understanding of each other's role in the community and to address stereotypes and negative perceptions between law enforcement and Latino parents and youth. A total of **136 OC residents** were engaged through this process and a total of 4 different OC law enforcement agencies participated.

We also facilitated **19 Police-Community Reconciliation** requests that included mediation/conciliation, information and referral and navigation services involving **17 police departments** in the county.

In addition, we held six meetings with **40 interfaith leaders and law enforcement** on issues such as homelessness, mental health, challenges youth face due to their identity, and immigration.

Lastly, we convened **4 Hate Crime Network** meetings for the purpose of fostering a safe and inclusive community, to strengthen collaboration and increase reporting of hate crimes and incidents. The Hate Crime Network is a collaboration between police and community groups to prevent hate crimes, to deliver a strong message that the community stands together in

support of hate victims and to discourage fringes of society from acting out their hate.

Police and Community Trainings

Research shows that our subconscious attitudes and stereotypes 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 believes that raising awareness of the impacts of biases and furthering cultural sensitivity within community leaders are some of the ways we can build mutual understanding in Orange County.

This year the Commission delivered **five Sheriff's Academy Trainings** on cultural sensitivity to **209 new police recruits**. The goals of the training are to help participants develop inter-cultural awareness and understand different cultural perspectives and to build relationships between law enforcement and local diverse organizations. Here's what recruits said of the training:

"Great way to learn by speaking to actual people of diverse backgrounds to ask questions to gain invaluable knowledge."

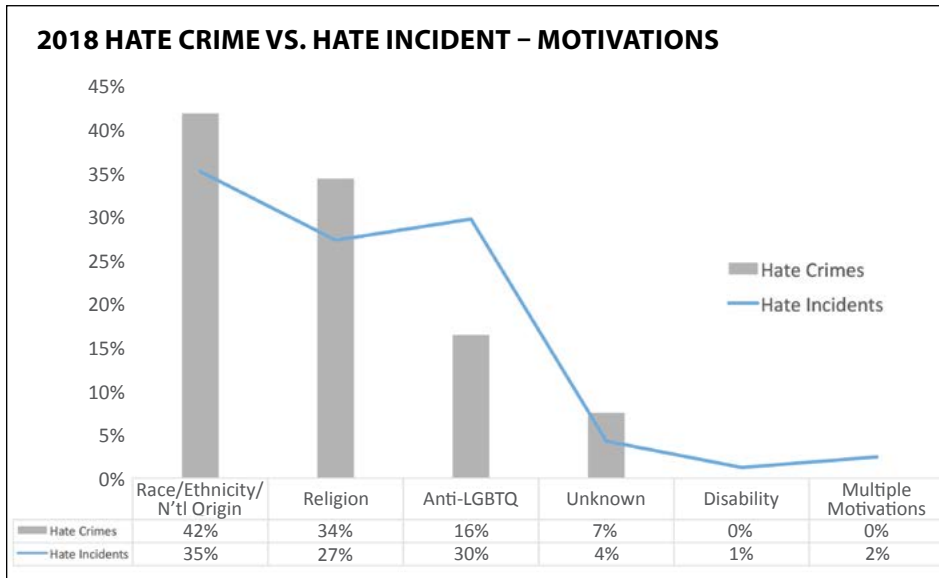
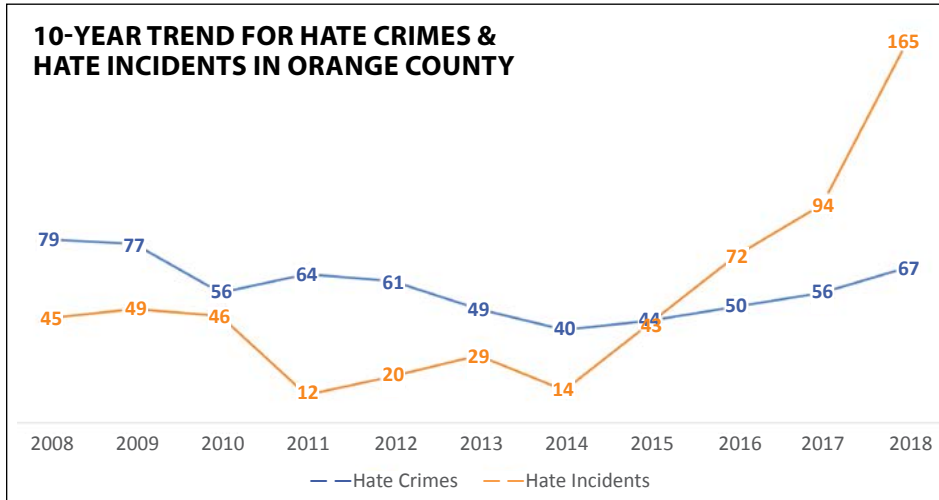
"Great speakers to open our minds to new subjects, things we were never taught about in school."



Preventing and Responding to Hate

What's going on in Orange County?

The **2018 Orange County Hate Crimes Report** shows that hate crimes and incidents increased in 2018-19. We documented **67 hate crimes**, an increase from 56 hate crimes reported last year. However, the **most dramatic increase** was seen in the **number of hate incidents**, which in 2018 totaled **165 compared to the 94 reported in 2017**.



Hate Free OC : Documenting Hate in Charlottesville & Orange County

This year OC Human Relations, in partnership with Chapman University's Wilkinson College of Arts, Humanities, and Social Sciences, held a public viewing of the PBS/ Frontline documentary **"Documenting Hate: Charlottesville"** at Chapman University. After the viewing, documentary interviewees and hate crime experts participated in a panel discussion to speak about the impact of Charlottesville events nationwide and Orange County hate groups/hate activity. Panelist included Gustavo Arellano, OC Weekly, Dr. Pete Simi, Chapman University Associate Professor, Dr. Stephanie Takaragawa, Chapman University Associate Dean and professor, A.C. Thompson, staff reporter for ProPublica, and moderator Dr. Lisa Leitz, Chapman University Associate Professor. A total of 150 people attended the event.

What is it— Hate Crime or Hate Incident?

In California, hate crime is defined as a criminal act committed, in whole or in part, because of one or more of the following actual or perceived characteristics of the victim: Disability, Gender, Nationality, Race or Ethnicity, Religion, Sexual Orientation, or association with a person or group of persons with one or more of the preceding actual or perceived characteristics.

Examples of hate crimes:

- Painting racist, homophobic, and/or religious graffiti on private property
- Burning a cross on an individual's lawn
- Assault
- Threat of violence against an individual or a group
- Attempted murder or murder

A hate incident is defined as behavior that is motivated by hate or bias towards those same perceived and actual characteristics and is not a criminal in nature. It is protected by the First Amendment right to freedom of expression.

Examples of hate incidents:

- Distribution of non-threatening racist pamphlets or fliers in a public place
- Anti-gay or lesbian placards at a parade or a funeral
- Writing a letter to the editor ridiculing people with disabilities
- Name-calling



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At OC Human Relations we work with people – not pundits, not news stories, not social media posts – we work with real live people, face to face. When we bring people together we are saying to them – we see you! We see your humanity. And when we see each other – really see each other – we can begin the work of fighting for our humanity our dignity and the justice and equity that societies need for all to reach their full potential.



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