



ANNUAL REPORT

2021-2022

"Fostering mutual understanding among residents in order to make Orange county a better place for ALL people to live, work and do business"



OUR PROGRAMS:

- Youth & Education
- Dispute Resolution
- Training
- Hate Prevention & Community Building

(left to right: OCHR CEO Alison Edwards, Dr Haynes, UCI and David Tichiaz, Vans) May 2022 Luncheon, Bringing OC Together through Justice, Diversity and the Human Spirit, that brought together 230 attendees.

PROGRAM HIGHLIGHTS

WORKING WITH SCHOOLS TO CENTER RELATIONSHIPS, EQUITY, AND BELONGING IN OUR SCHOOL COMMUNITIES.

YOUTH & EDUCATION PROGRAMS



- Expanded to 12 Restorative Schools sites: provided 79 trainings & workshops; facilitated 444 cases involving conflict in middle and high school campuses
- Delivered 48 school-wide inclusion and diversity programming events across 20 schools. Youth leaders attended one of 15 leadership retreats.
- 28 youth participated in a 9-month internship on advanced skills as a Human Relations Ambassador
- 20 youth participated in a week long Youth Leadership Institute to further their skills in leadership topics related to inclusion, social justice and civil rights.

A BETTER WAY TO RESOLVE CONFLICT

DISPUTE RESOLUTION PROGRAM

- Engaged 111 trained mediation volunteers who contributed 5,186 hours of mediation services for Orange County residents.
- Received 1351 inquiries, mediated 1,086 cases and resolved 456 cases mostly in civil and family courts as well as community mediation cases
- Delivered 11 basic, advanced and divorce mediation trainings to 240 individuals to enhance conflict resolution skills



CREATING EQUITABLE ORGANIZATIONS

TRAINING PROGRAM

Newly established in Fall 2020, developed and continues to implement various trainings and workshops consisting of:

- reStructure: Equity in Leadership Training
- ReMix: Organizational Equity Training
- OC Civil Rights History
- Implicit Bias
- Understanding Levels of Racism
- Collaborative initiatives: Charitable Venture's Ready to Grow training and OneOC's V-Lead for nonprofit's to expand on board diversity.



The Training Program delivered 60+ workshops and trainings attended by 1,711 individuals from 18 nonprofits, businesses, government agencies, K-12 schools, higher education institutions, among others.

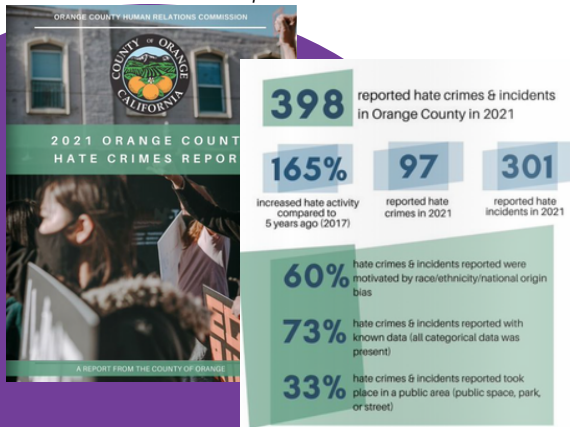
EXPANDING HATE PREVENTION STRATEGIES

PREVENTING HATE & BUILDING COMMUNITY

- Launched the Hate Hurts Us All Campaign to educate about the importance of preventing and reporting hate activity with the County of Orange
- Created a new call center for reporting hate activity using 211 technology and expertise
- Reporting available in multiple languages
- Reports can be made 24 hours a day, 7 days a week by phone, text, and website
- Reporting increased in first 3 months of call center opening
- Referrals made for for victim advocacy, crisis counseling, basic needs support, legal assistance, housing, etc.



2021 OC Hate Crimes Report



WHAT WE DO!

WE CREATE RESPECTFUL & INCLUSIVE SCHOOLS

FACILITATED **23,089** INTERACTIONS WITH STUDENTS, STAFF, ADMINISTRATORS, PARENTS & COMMUNITY IN PARTNERSHIP WITH **32** MIDDLE AND HIGH SCHOOLS TO ADDRESS CREATING RESPECTFUL & INCLUSIVE SCHOOL CAMPUSES.



WE KEEP YOUTH IN SCHOOL

FACILITATED **47,707** INTERACTIONS AT **12** SCHOOLS FOR COMMUNITY BUILDING AND RESTORATIVE PRACTICES TO KEEP YOUTH IN SCHOOL. THESE ACTIVITIES INCLUDED 79 TRAININGS AND WORKSHOPS WITH EDUCATORS AND YOUTH, 1,247 RELATIONSHIP BUILDING SESSIONS AND 810 STUDENT COMMUNITY BUILDING ACTIVITIES TO ENABLE YOUTH & ADULTS TO ADDRESS HARM AND DEVELOP HEALTHY COMMUNICATION SKILLS.



WE BUILD YOUTH LEADERS

ENGAGED **28** HIGH SCHOOL BRIDGES YOUTH LEADERS VIA A 9 MONTH ADVANCED HUMAN RELATIONS LEADERSHIP TRAINING AND **20** YOUTH THROUGH A WEEKLONG LEADERSHIP INSTITUTE.

WE PROMOTE INCLUSION

WE PROVIDED **62** WORKSHOPS AND TRAININGS ON IMPLICIT BIAS, OC CIVIL RIGHTS HISTORY, TYPES OF RACISM AND RACIAL EQUITY TRAINING TO **1,711** INDIVIDUALS FROM **19** ORGANIZATIONS SO THAT THEY HAVE AN UNDERSTANDING OF AND CAN IDENTIFY THEIR BIASES.

WE ENHANCE SKILLS

TRAINED **240** NEW MEDIATORS THROUGH **11** OF OUR 40-HOUR BASIC, ADVANCED AND DIVORCE MEDIATION TRAININGS.



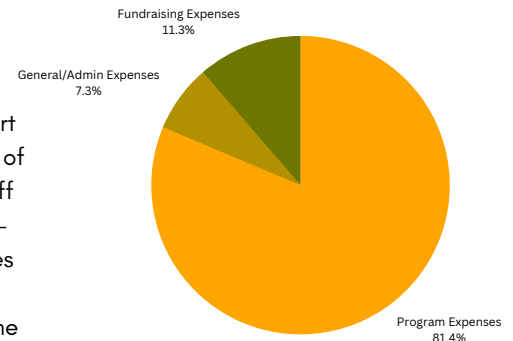
WE RESOLVE COMMUNITY CONFLICT

ENGAGED MORE THAN **111** VOLUNTEERS IN **5,186** HOURS IN PROVIDING CONFLICT RESOLUTION AND MEDIATION SERVICES IN COURTS AND COMMUNITIES.

FINANCIALS

Sources of Income:

- Contributions and income from foundations, businesses, individuals and contracts at \$1,753,333
- CARES Act Payment Protection Plan (PPP) Loan forgiveness of \$327,378
- In-kind donations were valued at \$158,658
- Interest accounted for \$12,353 of income
- Program revenues, fee for service and contracts of \$1,819,230, which includes California Court filing fees funded a \$200,000 Dispute Resolution Program contract. Also, includes the County of Orange Board of Supervisors approved contract for \$252,000 for our nonprofit to provide staff support to the public OC Human Relations Commission and an additional \$410,992 for county-wide expansion of anti-hate prevention. Fees also includes 15 cities that paid membership dues of \$75,072.
- Restricted revenue released from net assets of \$607,391 which includes contributions with time restrictions for general or program expenditures.
- These funds supported expenses of \$3,180,303 in FY 2021-22



Financial Statement and Audit

The nonprofit's independent audit is handled by Quigley & Miron Certified Public Accountants for the fiscal year July 2021 to June 2022. Fiscal Year expenses were \$3,180,303 and income was \$4,070,952 which includes \$327,378 from CARES Act Payment Protection Plan (PPP) Loan program that was forgiven. In-kind contributions valued at \$158,658. Total Unrestricted Net Assets were \$1,522,100 with Total Liabilities and Net Assets of \$2,862,291. For the fiscal year 2021-2022, Quigley & Miron issued an unqualified opinion for the year ending June 30, 2022 in January 2023 concluding that OC Human Relations' finances were in compliance with standard accounting principles.



scan here to see
what's happening at
OCHR in 2023!

THANK YOU TO OUR SUPPORTERS!

Thank you to our wonderful community partners, our board of directors, and our donors for investing in the future of Orange County!
We couldn't do this work without your support!

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