

Can Orange County Afford To Lose the Human Relations Commission?

1. Summary

The Orange County Human Relations Commission (OCHRC)—established by the county *to build mutual understanding among residents and to eliminate prejudice, intolerance, and discrimination*—is in danger of losing county support. The OC Board of Supervisors (BOS) directed the Human Relations Commission to go to cities and the private sector to solicit funds to augment a drastically reduced commission allocation.

As a result of this directive, the commission sent letters to all Orange County city councils requesting contributions. There were then follow-up letters, and the executive director of the commission, along with many well-known members of the community, gave presentations to the city councils. As of this year, although not mandated to contribute, all but three cities have done so, at one time or another.

The OCHRC also attempted to acquire funds by creating a non-profit charitable corporation—the Human Relations Council. The council has gathered four times the amount of money the county contributes.

The 2004-2005 Orange County Grand Jury wanted to know whether or not the commission should continue to operate under the umbrella of the County of Orange. From its investigation and interviews, the grand jury concluded:

- The entire collaboration of the Human Relations Commission and Human Relations Council is dependent on the *county as the prime partner*. The pull-out of the county could precipitate the loss of significant funding from cities, schools, corporations, and perhaps the courts.
- It is imperative that Orange County continue to sponsor the Human Relations Commission. The commission partners with police

Some Acronyms and Abbreviations in this Report

501(c) 3	Federal Internal Revenue Service (IRS) designation for tax-exempt non-profit organizations
BOS	Orange County Board of Supervisors
DA	Orange County District Attorney
FTE	full time employee
HR	Human Relations
HRC	Human Relations Council, the 501(c) 3 non-profit arm of OCHRC
OC	Orange County
OCHRC	Human Relations Commission

chiefs, the OC Probation Department, the OC Department of Education, the OC District Attorney's office, the OC Sheriff's Department, the Victim's Assistance Program, and other agencies. The public service and private organizational people interviewed agree that it would be more difficult for them to work effectively on racial, ethnic, and religious problems if county ties to the commission were severed.

- Law enforcement told grand jurors that the commission is often the critical element in dealing with racial, ethnic, and religious conflicts.
- A significant amount of the council contribution is put toward working with schools. School administrators told the grand jury they would be unwilling to allow private organizations—those having no county credentials—to provide human relations programs.
- Commissions must have consistent funding to operate. Predictable monies are needed since private sector monies ebb and flow according to stock market fluctuations, individual contributor's commitment to any given human relations issue, contributors' social affiliations, and other variables.
- Those human relations problems that existed when the board of supervisors originated the commission still exist.
- The State of California School Board, the State Attorney General, the National Association of Counties, the U.S. Department of Education, and the U.S. Department of Justice—all have recognized and commended commission programs.
- The citizens of Orange County are aware of tensions and conflict and expect the OC Board of Supervisors to take a proactive stance, ensuring a diverse community where all people are welcome, safe, and included. The commission's 34-year record of achievement warrants the continuance of this effective and valuable county asset.

2. Introduction and Purpose of Study

Recently, members of the OC Board of Supervisors directed the commission to solicit more of its funds from cities and the private sector. The grand jury wanted to know if the commission should continue to operate under the auspices of the County of Orange.

3. Method of Study

Investigations and interviews were conducted with commission staff, school administrators, law enforcement, the district attorney's office, city councils, city managers, city human relations commissions, clergy, and the Human Relations Council staff.

4. Background

The Human Relations Commission and the Human Relations Council (both described later in this report), have mission statements, as quoted below. In carrying out their missions, the commission and the council seek to collaborate with schools, cities, and law enforcement. Together, they teach, reinforce, and build the sense of community and

shared purpose that would make hate crimes and incidents unthinkable. The terms “*hate crime*” and “*hate incident*” are defined in Sections 4.3 through 4.5, below.

4.1 Mission Statement – Human Relations Commission

The HR Commission’s mission statement is: “To build mutual understanding among residents and to eliminate prejudice, intolerance, and discrimination.”

4.2 Mission Statement – Human Relations Council

The HR Council’s mission statement is: “To foster mutual understanding among residents in order to make Orange County a better place for ALL people to live, work, and do business.”

4.3 What is a hate crime?

Hate Crimes and Incidents in Orange County, 2004, a report of the Orange County Human Relations Commission, defined “hate crime” 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, association with a person or group of persons with one or more of the preceding actual or perceived characteristics. Under California law there are enhanced penalties for these types of crimes. Some examples of hate crimes include: spray-painting racist/homophobic/religious graffiti on the property of a member(s) of the above groups, burning a cross on an individual’s lawn, criminal threat of violence against a specific individual or group, assault, attempted murder and murder.

4.4 What is a hate incident?

Hate Crimes and Incidents in Orange County, 2004, a report of the Orange County Human Relations Commission, defined “hate incident” as:

an action or behavior that is motivated by hate, but is protected by the First Amendment right to freedom of expression. The freedoms guaranteed by the U.S. Constitution, such as the freedom of speech, allow hateful rhetoric as long as it does not interfere with the civil rights of others. Examples of hate incidents can include: name calling, epithets, the distribution of non-threatening racist flyers in public, the display of non-threatening anti-gay or lesbian placards at a parade, or a letter to the editor ridiculing people with disabilities. Documented hate incidents can possibly be used to show motivation of bias if a person goes on to commit a hate crime.

4.5 The Effects of Hate Crime on a Community

- Property values fall.
- Start-up businesses (retail goods, services, corporations) go elsewhere.
- Current businesses consider other locations.
- Vacationers go elsewhere.
- When hate crimes and hate behavior happens in schools, the teachers and students are distracted from the learning process.
- Citizens live in a climate of fear. Some victims of hate crime are reluctant to report them to authorities. The commission and authorities cannot deal with crimes that are not reported.
- Citizens become isolated and polarized instead of collaborating for common needs and goals.
- Negative publicity tarnishes city's image; citizen pride is diminished.
- Additional costs to city; crime is always costly.

5. Human Relations Commission and Its Contributions to the County

This section describes the commission's history, organization, relationships with schools, relationships with law enforcement, and relationships with cities.

5.1 History of the Human Relations Commission

In 1961 the California State Legislature passed legislation that was signed into law by the governor creating Government Code Article 10, Human Relations, Sections 50260 through 50265, to "promote the establishment in counties and cities throughout the state of commissions designed to foster peaceful relations in the interest of preserving the public peace among citizens of different races, religions, and national origins," finding that, "the promotion of positive human relations . . . is a principal governmental concern and responsibility of counties and cities."

In 1969 the Orange County Grand Jury found, "A countywide human relations agency is needed because the many problems of inter-group relations cannot be confined to the boundaries of a single city, but influence and permeate the entire county." The 1969 Grand Jury made the formal recommendation that, ". . . the Board of Supervisors take action to create the Orange County Human Relations Commission."

"... inter-group relations cannot be confined to the boundaries of a single city, but influence and permeate the entire county."

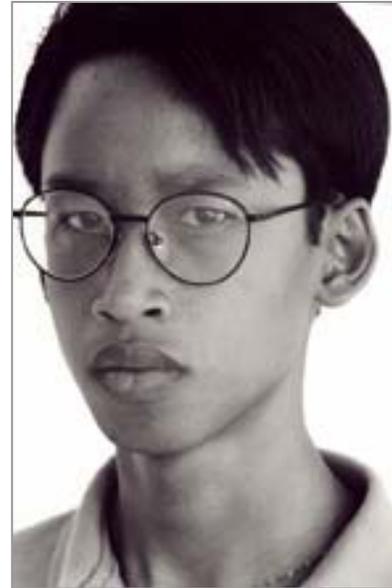
1969 Orange County
Grand Jury

On December 17, 1971, the Orange County Board of Supervisors passed Ordinance #2799, creating Article 19 in Division 2, Title I, of the Codified Ordinances of the County of Orange: “Pursuant to Sections 50262 of the Government Code, a Human Relations Commission is hereby established for this County.” The defined general goals in the commission’s bylaws are:

- Promote equal justice before the law.
- Promote equal socio-economic and political opportunity, including equity in health, housing, education, and employment.
- Promote the protection of the dignity and integrity of every individual.
- Promote education of all members of the Orange County community relating to basic human rights and responsibilities.
- Promote the elimination of prejudice and discrimination among people based on race, religion, national origin, ethnicity, handicap, age, sex, sexual orientation, socio-economic status, or marital status.

5.2 Creation of the Orange County Human Relations Council—a Non-Profit 501(c) 3 Organization

For its first 22 years, the commission was a financially viable organization funded entirely by the Orange County General Fund. Because of a statewide recession, in 1991, the commission created a nonprofit corporation—the OC Human Relations Council. This was a partnership with cities and the business community to help meet the county’s human relations needs. The Executive Director of the California Association of Human Relations Organizations says the OC Human Relations Commission/Council partnership is a unique structure that has been successful in creating one of the most effective Human Relations Commissions in the state. The commission continues to play the official role of the county’s anti-discrimination agency, holding public hearings, advising decision-makers on difficult human relations issues, responding to hate crime, and setting an official standard for all people without regard to race, religion, gender, disability, sexual orientation, age, ethnicity, socio-economic status, marital status, or other



My name is Nam

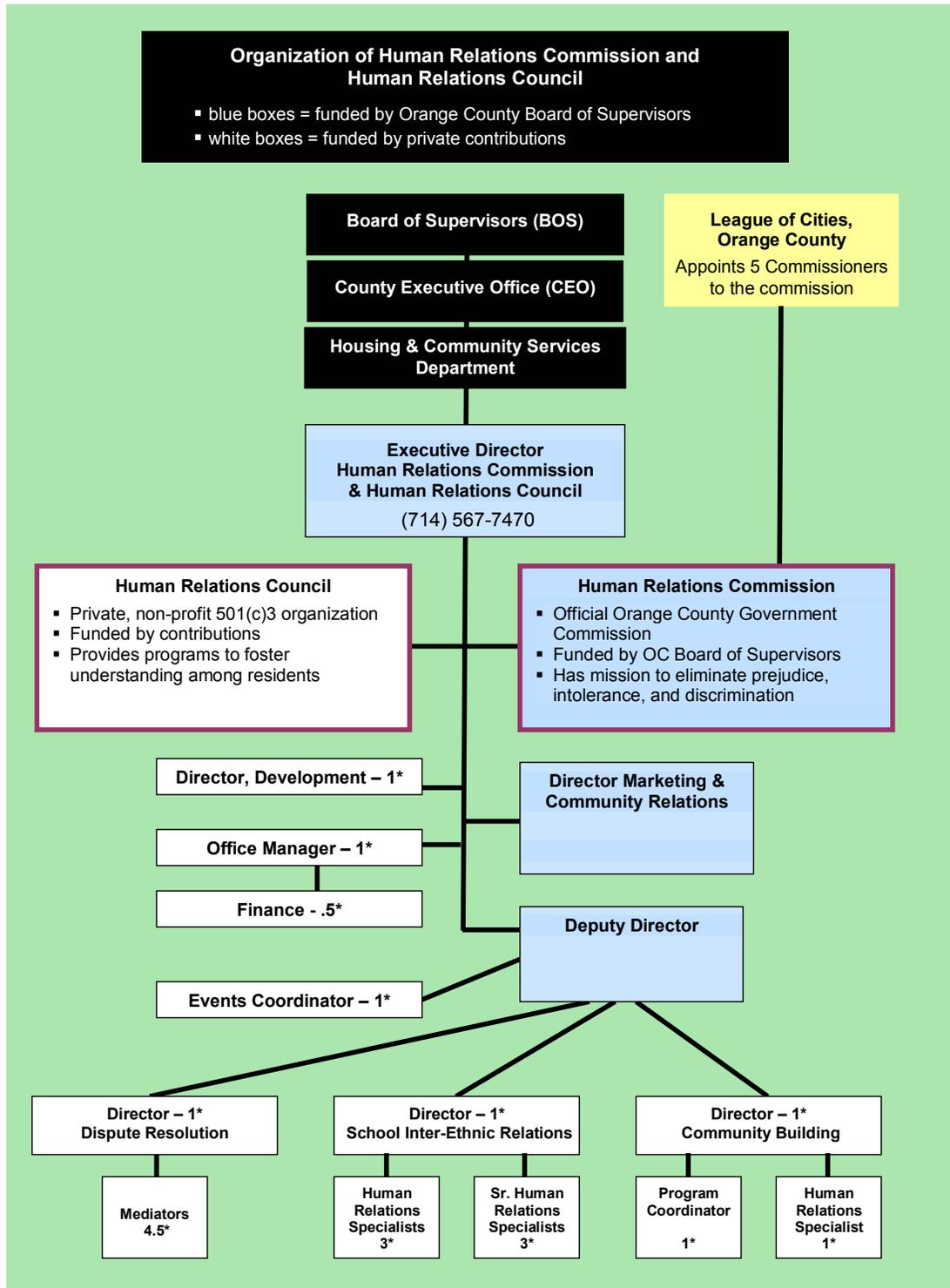
I’ve been a sophomore for two weeks. That’s as long as I’ve been in the U.S. I think airline food is bad. I’m an only child. My mom and I live with my aunt and uncle. My uncle drives me to school every day. I can’t read the words that are printed here.

Maybe I can in a year, I hope. I love drawing on the computer. I finally tasted pizza. Now I could eat it all the time. I really like cold weather. I can’t believe how big everything is here, even the fruit. Drive-throughs at fast-food restaurants are cool. Today I had Kix for breakfast. All weekend I watched TV to help myself learn English. I want to learn as fast as possible so I can make friends. Being in a new school is tough when you don’t speak the language. I just want to be able to fit in and hang out at the beach some.

One of the “What Do You See?” posters used in the Human Relations Council’s Bridges Program

arbitrary aspect of their being.

The interrelation and organization of these two entities—the Human Relations Commission (county funded) and the Human Relations Council (privately funded)—is illustrated in the following chart.



*numbers represent employees

Grand Jury Chart 2005 from commission information

5.3 Funding: Human Relations Commission and the Human Relations Council

The county’s 2004 net budget cost for the commission was \$290,000. The non-profit council’s budget was \$1,300,000. Businesses contributing to the council’s budget have expressed a willingness to contribute to expand the county’s effort, but not to supplant it. They do not want to take over responsibility from the county. Continued Orange County support is essential in maintaining the council and in recruiting other business partners.

- The current city funding formula is based on city population, with county funding and private contributions. The council requests voluntary annual dues from cities based on the formula (for the year 2006): \$1,650 per city, plus 2 cents per capita, with a \$6,000 cap. The total income from cities in 2004 was \$64,802.
- The county is currently funding the commission at \$290,000.
- The private sector is currently funding the council at about \$1,300,000.

Funding Comparison: HR Commission and HR Council Budgets and Employees				
Years	Commission Net County Cost Budget	Commission FTEs (full-time employees)	Council Non-Profit [501(c)3] Budget	Council FTEs (full-time employees)
1991	\$307,000	6	0	0
1992	\$200,000	4	0	0
1993	\$150,000	3	\$75,000	1
1994	\$170,000	3 + 1 grant funded	\$141,000	2.5
1995	\$100,000	1 + 2 grant funded	\$269,000	4
1996	\$107,000	1 + 2 grant funded	\$441,000	8
1997	\$114,000	1 + 2 grant funded	\$641,000	10.5
1998	\$159,000	2 + 2 grant funded	\$852,000	14
1999	\$241,000	3 + 2 grant funded	\$1,250,000	20
2000	\$245,000	3 + 2 grant funded	\$2,000,000	22
2001	\$306,000	3 + 1 grant funded	\$2,400,000	33
2002	\$437,000	3	\$1,800,000	27
2003	\$370,000	3	\$1,500,000	22
2004	\$290,000	2 + 1 income funded	\$1,300,000	19

Grand Jury chart from commission information

5.4 Schools Support the Human Relations Commission

In the education arena, the commission's activities evolved from issue-oriented advocacy and sensitivity training, to partnering with schools in a comprehensive proactive organizational development. The school programs described in this section are:

- Bridges
- Camp Bear Paw
- Leigh Steinberg Human Relations Institute
- T.U.R.N (Teaching, Understanding, Respect, and Nonviolence)

5.4.1 Bridges

Bridges is one of the comprehensive proactive programs. It is unique in the entire state. Bridges offers a program for the entire campus that includes parents, teachers, students, and school personnel. It is not a one-time program; it continues for many years and is even active during the summertime. The commission works with the whole school community, concentrating on training and encouraging students, parents, teachers, and all school staff to use positive peer support to promote inter-group understanding. Bridges is proactive, addressing the school goal of developing global citizens.

Bridges has been recognized by the National Association of Counties for excellence in diversity programming, by the U.S. Department of Justice and U.S. Department of Education for being a model program for preventing hate in the schools, and by the White House's "One America Initiative" that identified it as a "Promising Practice." Additionally, in 2004, the Washington DC-based Independent Sector for diverse leadership development and the California State Association of Counties for the Living Room Dialogue Program recognized Bridges.

Interviews with school administrators have shown a strong advocacy for Bridges:

- "In my school, the lack of evidence is its own evidence. We've been shown how to be proactive and have ongoing dialogues with diverse factors on the campus. Thus few problems arise." says one high school principal.
- "The program is a high priority in my budget," program director for an entire school district is quoted. "The California School Board awarded its prestigious 'Golden Bell Award' to our outstanding program set up by the commission." He stated that although the Bridges Clubs at each site could continue without the support and training of the commission, it would be with great difficulty. He

**Regarding hate incidences:
"In my school, the lack of evidence is its own evidence. We've been shown [by the council] how to be proactive and have ongoing dialogues with diverse factors on the campus. Thus few problems arise."**

- high school principal

felt the commission's quick response and the wide range of offerings they have available in their school program are invaluable.

AB 537 prompted the then California Superintendent of Schools, Delaine Eastin, to ask that all public school personnel and students be trained in human relations. Orange County schools turned to Bridges for in-service training.

- Bridges has also worked with the Garden Grove School District for the last two years in their BTSA program. [BTSA = Beginning Teachers Support and Assessment, a state program]
- Annually, over 900 students on middle and high school campuses have participated in "Walk in My Shoes," discussing bullying, stereotyping, and other topics.
- Bridges currently serves 28 schools within the county. The comprehensive training is conducted by seven staff members, some with advanced degrees. One credentialed teacher is trained as the liaison at each campus. A needs assessment is conducted with the staff, and a parent outreach and mediation training is offered, as is conflict resolution. The cost per school is \$10,000, annually, including a \$1,000 stipend for the liaison teacher. Donations and grants finance the program, and schools pay one-third of the cost from the school's budget. The council pays the remaining two-thirds.
- The Bridges program has had to cut its program and staff because of funding decreases. Fifty schools were serviced by a staff of 12; this year there are only 28 schools in the program and a staff of seven.

5.4.2 Camp Bear Paw

Twenty-four to 35 weekend camps are annually held at a mountain campsite, "Bear Paw." Each camp has one teacher and approximately 22 students working on project planning for their schools and getting advanced training in group dialogues, conflict resolution, leadership training,



My name is Christina

Most people just call me Chris. My mom calls me Stina. Being a junior isn't as hard as I thought it would be. U.S. History has way too much information to memorize. I'm getting an "A." Our church dance group was on cable TV last year. We taped it and pointed out where each other messed up. I've been getting mail from a lot of colleges. I help my brother Antoine with his homework every day. The cafeteria pizza is too greasy. I don't like rap as much as jazz. After high school, I'd like to travel or work with children. I like to hang with people who are going places. I look up to my friend Joy. She's going to be a lawyer. There's a Power Rangers poster on my bedroom wall. I share a room with my brother. He looks up to me.

One of the "What Do You See?" posters used in the Human Relations Council's Bridges Program

and task force development.

5.4.3 Leigh Steinberg Human Relations Institute

The Leigh Steinberg Human Relations Institutes are two weeklong programs that bring together youth from diverse economic, social, ethnic, and cultural backgrounds to participate in activities and dialogues about social justice issues. Participants are challenged to think about ways to reduce inter-group tensions and foster mutual understanding for all. Basic Human Relations (HR 101) and Advanced Human Relations (HR 102) is the curriculum offered in July and August.

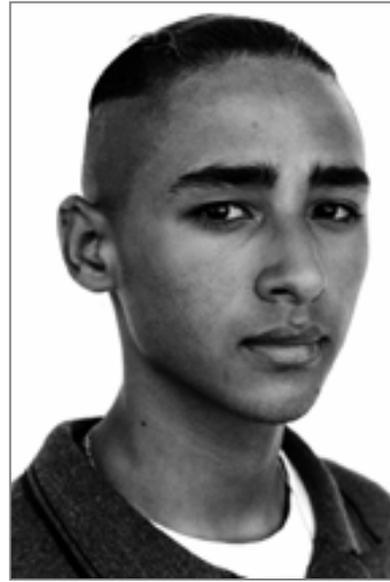
5.4.4 T.U.R.N. (Teaching, Understanding, Respect, and Nonviolence)

The newest program is T.U.R.N. (Teaching, Understanding, Respect, and Nonviolence). The commission partners with the Superior Court and OC's Department of Education, District Attorney, Probation Department, and Sheriff's Department and with the Anti-Defamation League and the Victim Assistance Programs. Referred high school juvenile offenders involved in hate-related incidences get 16 hours of hate behavior diversion training. T.U.R.N. is offered twice a year and youths are educated to develop an understanding of respect and nonviolence.

5.5 Law Enforcement Supports the Human Relations Commission

The police chiefs and the commission have developed a trusting relationship. The commission has a proven track record of resolving complex community problems.

A testament to how far that relationship has come would be that the Orange County Police Chiefs and Sheriffs Association testified against the creation of the commission in 1971, yet by the 1990s supported the commission's budget before the board of supervisors. A milestone in this relationship can be traced back to the early 1980s, when a police chief was first appointed as a commissioner. This tradition continues today.



My name is Chris

English is the only language I speak. I don't have a homecoming date...Yet. My brother makes a mean club sandwich. My earliest memory is from kindergarten. I didn't want to go. School is okay now. I like the people here. I want to join the fire department to give something to the community.

Police have stopped me just for walking down the street. I get my drivers license in two weeks. I don't really have a favorite U.S.

President. I look up to my dad. He's always done what he had to, to keep our family together. We go to church every Sunday. I've got relatives in Chicago. My best friend is Ruben. We met two years ago through a girl I don't talk to now. You know how that happens.

One of the "What Do You See?" posters used in the Human Relations Council's Bridges Program

Effective programs with law enforcement agencies include:

- Hate Crime Network
- Hate Crime Victim Assistance Partnership (HCVAP)

5.5.1 Hate Crime Network

The Hate Crime Network was formed in 1991 by the commission to bring together representatives from law enforcement, diverse community organizations, schools, college campus groups, and the Orange County District Attorney's office. In the past year, the commission has engaged in a number of initiatives intended to bring a proactive approach to hate crime prevention. The initiatives include a series of presentations dealing with hate crimes at the University of California, Irvine, and a Hate Crime Forum at Cypress College. Similar presentations were conducted for a number of community groups. Hate Crime Network meetings are held from 10:00 a.m.-12:00 p.m. on the third Thursday of February, April, August, and November, in Conference Room A/B, Building B, 1300 South Grand Avenue, Santa Ana.

All members of the community are welcome to attend the meetings. A police chief has stated that he attends all monthly meetings of the commission and the quarterly Hate Crime Network meetings. Whenever he is unable to attend, he ensures that one of his command staff represents their department. He told the grand jurors he feels the partnership between the commission and the police agencies helps defuse situations.

A deputy district attorney said that the commission offers very prompt assistance when he calls on them. He praised the quarterly meetings because such a large, diverse group of community leaders is always in attendance. He especially expressed gratitude that the commission held a forum on the January 2005 Kuehl Bill that legally defined hate crimes (SB 1234, Section 6, Chapter 1). The district attorney further noted that the commission works closely with the Los Angeles Human Relations Commission and this helps him to recognize connections between hate crimes.

As a private entity, the commission would not have the official status to host the public/private Hate Crime Network. The commission's county affiliation greatly enhances the program.

5.5.2 Hate Crimes and Incidents in Orange County

Hate Crimes and Incidents in Orange County has been published annually since 1991 by the commission. It is a collection of hate crime and incident data from law enforcement agencies, prosecutors, community-based organizations, and hate crime victims.

After compiling and analyzing the data, the commission report helps the community:

- to better understand hate crime and incident trends
- to measure the outcome of the work of all parties
- to advise policy decisions and inform the development of services for victims

The collected data represents only reported hate crimes and incidents. The actual number is reasonably considered to be higher. The numbers contained in the annual report reflect not only the quantity of hate crimes and incidents, but also the willingness of the general population to name and report a hate-motivated occurrence as such. Ongoing efforts are underway to overcome the fear and stigma associated with hate crimes and to address the issue of the many unreported crimes and incidences. The commission is cognizant of the necessity to not duplicate or incorrectly report hate crimes. All reported cases are scrutinized. The commission believes the annual report is an accurate, if conservative, reflection of Orange County hate crimes and hate incidences.

The 2004 report states that while the hate incidents remained virtually the same, hate crimes increased by almost 30% from 2003 to 2004. African-Americans, Jewish, and gay and lesbian victims faced the most hate crimes. Crimes against gay and lesbian citizens increased by almost 40%. The number of hate crimes and incidents targeting Middle Eastern, Arab, and Muslim individuals was unchanged. A cultural factor that may affect the unchanged incidence levels for these latter groups is their reluctance to report hate crimes to authorities.

5.5.3 Hate Crime Victim Assistance Partnership (HCVAP)

This program is a collaboration of organizations that provide direct assistance to hate crime victims. Translation services for non-English speaking clients are available. Organizations and private individuals enable the partnership to have high productivity. HCVAP's hotline is 888-NO-2-HATE



My name is Bobby

I work at a fast-food chicken place. In my room I have these glow-in-the-dark-stars and moons on the wall. I take the bus to school. You'll never see me in public without matching clothes. It's sort of my trademark. That and hip-hop. I've liked to dance and sing since I can remember. In sixth grade I was known as the kid who could dance like Michael Jackson. I won first place in a talent show. I used to be into Madonna's "Vogue" and gymnastics but I'm through that phase now. I want to be on the cover of People magazine by the year 2003. I've got a scar from cutting my lip when I was five. It's real tiny. My best friend Dinea is playing Elaine in the school play. I'm playing an extra. Maybe I'll make the cover of People by 2005.

One of the "What Do You See?" posters used in the Human Relations Council's Bridges Program

(1-888-662-4283). Through this collaborative effort, hate crime victims have access to:

- crisis intervention
- resources and referrals to therapists and/or community organizations
- follow-up counseling
- orientation to the criminal justice system and help to obtain court-ordered restitution from convicted offenders
- assistance to prepare and submit application forms for compensation from the State Restitution Fund. In 2004, the victims' emergency fund paid \$4,115 to hate crime victims. The money was used to assist with living expenses, relocations, food, and car insurance deductibles.
- property return—assistance to get prompt return of property used as evidence

5.6 Orange County Cities Support Human Relations

In addition to annual contributions for support of the council, some cities have their own human relations organizations. Often, the city-sponsored organizations are trained by the commission. The cities that have, or have had, city-sponsored human relations organizations are:

- Costa Mesa Human Relations Committee, city sponsored
- Huntington Beach Human Relations Task Force, city sponsored
- Irvine Multicultural Association, non-profit
- Laguna Beach Cross-Cultural Council, non-profit
- Laguna Woods Human Relations Committee, city sponsored
- San Clemente Human Affairs Committee, city sponsored
- Santa Ana Human Relations Commission, city sponsored

Three Orange County cities—Villa Park, Fountain Valley, Laguna Hills—have never supported the council financially. They are free to get council help, if needed; even so, they do not pay annual dues. Other cities have been inconsistent with financial support. The following table shows contributions, by city, for 2004 and 2005.

Orange County Cities—Annual Contributions to Human Relations Council 2004 & 2005 dues = \$1500 per city + .02 per capita (\$5,000 cap) 2006 dues = \$1650 per city + .02 per capita (\$6,000 cap)		
City	Dues* Received by March 2004	Dues* Received by April 2005
Fountain Valley		Has never contributed
Laguna Hills		Has never contributed
Villa Park		Has never contributed
Buena Park	\$0	\$0
Costa Mesa	0	0
Cypress	0	0
La Habra	0	0**
Newport Beach	0	0
Rancho Santa Margarita	0	0**
San Juan Capistrano	0	0
Seal Beach	0	0
Yorba Linda	0	0**
Aliso Viejo	\$2,303	\$2,397
Anaheim	5,000	5,000
Brea	2,222	2,259
Dana Point	2,500	0**
Fullerton	0	4,184
Garden Grove	4,872	4,920
Huntington Beach	0	5,000
Irvine	4,650	4,798
La Palma	1,817	1,821
Laguna Beach	1,986	1,995
Laguna Niguel	2,770	2,814
Laguna Woods	0	1,866
Lake Forest	3,032	3,054
Los Alamitos	1,734	1,736
Mission Viejo	3,466	0
Orange	4,158	4,190
Placentia	2,466	2,498
San Clemente	2,550	2,762
Santa Ana	5,000	5,000
Stanton	2,262	2,272
Tustin	2,882	2,906
Westminster	3,298	3,330
Total	\$58,968	\$64,802

2005 Grand Jury chart using OCHRC information

* 2004 and 2005 dues = \$1500 per city + .02 per capita (\$5,000 cap)

** City's FY 2005-2006 budget is in process

6. Observations

Some members of the board of supervisors suggest cities should fund the Orange County Human Relations Commission, leaving Orange County to fund only the populations in unincorporated areas. However, with approximately 157,800 people in this category, the county would contribute only \$4,656. This would amount to a cut of 98% of the county's support. It is vital that county support continue because:

- Conflicts do not respect city borders and should be a countywide concern.
- The commission’s partnership with the council (private business, cities, and individuals) increases the reach of the human relations effort in Orange County and better addresses the community’s needs.
- The OC Board of Supervisors and county protocols insure that activities of the commission are conducted in close consultation with the county.
- The OC Board of Supervisors and the County of Orange receive positive media attention in over 150 articles published locally each year about the tolerance programs, anti-hate crime initiatives, and bridge-building activities of the commission. This tells the public that the board of supervisors truly cares about these issues in Orange County.
- Organizations not affiliated with the county cannot easily provide campus programs because of the schools’ need to “watchdog” personnel, methods, and finances of such outsiders. Conversely, the commission—with county credentials—relieves schools of the need to “watchdog.” Under the “county umbrella,” the commission is welcomed by the schools to foster tolerance and non-discrimination programs. The unique Bridges program has been recognized as so innovative and successful, it would be a shame to see it dropped by the schools.
- Although some cities have their own human relation commissions, they consider only city issues and try to address only community building. They do not have adequate staffing to offer the ongoing and wide array of programs that a professionally staffed county commission can offer. Training and support is offered to the city commissions. Several city human relations staff said that if a hate crime problem arose in their city, they would call on the Orange County Human Relations Commission.
- Schools, a microcosm of society, need continuous programs and well-trained staff to help them with human relations issues. Throughout the year, student clubs are formed, nurtured, and trained by the commission. This training results in:
 - a sensitive school climate,
 - a proactive school atmosphere, and
 - capable future leaders of society, cognizant of human relations and justice for all.
- The commission has established a 34-year record of credibility in the county. Many victims of hate crimes and hate incidents are more comfortable and more likely to contact the commission than they would be to contact law enforcement. Many in the rapidly growing minority communities view the Orange County Human Relations Commission as the official county voice for their concerns at the regional level.
- Many law enforcement personnel regard the commission to be the “defuser” of community tension and perceived discrimination. The commission’s monthly meetings are key opportunities for community agencies to share information about hate crimes in a timely and factual manner.

7. Findings

Under California Penal Code Sections 933 and 933.05, responses are required to all findings. The 2004-2005 Orange County Grand Jury has arrived at the following findings:

- 7.1** *County support*: The Orange County Human Relations Commission needs the support of the county in order to service the entire populace, since problems develop regardless of city borders.
- 7.2** *Adequate and consistent funding*: The Orange County Human Relations Commission needs adequate and consistent funds from the OC Board of Supervisors. The commission has truly strived to acquire city contributions and private donations, and it will continue to do so. However, the cities' contributions and other Human Relations Council contributions are unpredictable and can vary from year to year.

Responses to Findings 7.1 and 7.2 are required from the Orange County Board of Supervisors.

Responses to Findings 7.1 and 7.2 are requested from the Orange County Human Relations Commission.

8. Recommendations

In accordance with California Penal Code Sections 933 and 933.05, each recommendation will be responded to by the government entity to which it is addressed. The responses are to be submitted to the Presiding Officer of the Superior Court. Based on the findings, the 2004-2005 Orange County Grand Jury makes the following recommendations:

- 8.1** *County support*: The OC Board of Supervisors should support the Orange County Human Relations Commission to the degree that the commission: 1) remains under county auspices, and 2) retains its county, rather than private, identity. (See Finding 7.1.)
- 8.2** *Adequate and consistent funding*: The OC Board of Supervisors should budget consistent, annual financial support to the Orange County Human Relations Commission. (See Finding 7.2.)

Responses to Recommendations 8.1 and 8.2 are required from the Orange County Board of Supervisors.

Responses to Recommendation 8.1 and 8.2 are requested from the Orange County Human Relations Commission.

9. Bibliography

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2. Brochures, OC Human Relations Commission:
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 - "OC Human Relations Bear Paw Preserve," Bridges brochure
 - "What Kind of Conflict Do You Have?" Bridges brochure
 - "OC—Let's Talk, Let's Connect" Bridges brochure
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 - "Hate Crime Victim Services," OCHRC brochure
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3. Other writings from OC Human Relations Commission:
 - Agenda from Hate Crime Network, Quarterly Meetings—November 2004, February 2005, April 2005
 - OC Human Relations Commission Study for Considerations during the County Strategic Financial Planning, Fall 2002
4. Two legislative bills:
 - AB 2428 Hate Crime Victim Safety Bill, "Kenny's Law," Legislator Judy Chu
 - SB 1234 Hate Crimes Omnibus Bill Fact Sheet, Legislator Sheila Kuehl

10. Acronyms and Abbreviations in this Report

501(c) 3	Federal Internal Revenue Service (IRS) designation for tax-exempt non-profit organizations
BOS	Orange County Board of Supervisors
BTSA	Beginning Teachers Support and Assessment (a state program)
DA	Orange County District Attorney
FTE	full-time employee
HCVAP	Hate Crime Victim Assistance Partnership
HR	Human Relations
HRC	Human Relations <u>Council</u> , the 501(c) 3 non-profit arm of OCHRC
OC	Orange County
OCHRC	Orange County Human Relations <u>Commission</u>